

UCDALI Executive Committee Meeting Agenda Spring 2021 – January 22nd

(remote meeting amid COVID19 safety measures)

Attendees: V. Shyu, J. Fox, J. Bihun, L. Potter, D. Debay, B. Pugliano, J. Addison, L. Fried, L. Dwight, M. Hurson, M. Tachkett-Gibson, M. Barla, N. Nishi, T. Spehn, E. Baker, J. Golub, K. Saylor, P. Laird

Welcome

12:00 Welcome back & Introductions

Ongoing Business Items

12:10 Announcements

- CTT have option to postpone review for 1 year—approved by Provost; will be shared with Chairs
- Faculty Review: FCQs should be reviewed as primarily meets/does not meet expectations taking into consideration the additional challenges of the COVID year
 - Primary units language has a lot of influence so be thoughtful in whether expectations have been met and at what level given the challenges
 - FCQs should not be used in faculty evaluations this year (2020)
 - All that counts with department review (did they at least meet expectations); Individual FCQ comments and student voices should still be used by instructors improve their teaching

Space on 3rd floor of new City Heights for UCDALI, lecturer landing zone, IRC faculty space

12:20 Recap of Interim Meetings

Provost Meeting:

- Instructor, Sr. Instructor, Principal Instructor progression
- Possibility of “Sr Lecturer” rank
- MYCs—valuable for retaining good faculty, need to keep discussing this topic
- Prof Leave—take up with new provost (it does happen at CU Boulder)

Chancellor Meeting:

- Revisit Lecturer Report with her
- “CU Lecturers in the City”—for part-time lecturers—have more incorporation into what they do outside of academia
- DEI an important focus for her
- Suggested a task force for IRC to get involved with DEI task force (previous mtg notes indicate this is related to the **need to promote hiring and retention of diverse lecturer pool**)

Regent Spiegel:

- Has asked to join us at a UCDALI Meeting but we need to discuss what we want to share first (online curriculum, view on Pres Kennedy’s performance, etc)
- Regent is very supportive of keeping the integrity of CU Online courses

- Wants us to consult her on “best practices” and what appropriate compensation and appreciation for our instructors would be
- Educate Regents on issues but they shouldn’t be involved in curriculum

12:30 Ongoing Project updates and planning

- Ad Hoc Titles Committee—needs to reconvene (Jennifer, Dennis, Pam, Eric and open to others); will reconvene on this in Feb 2021
- Salary Equity Issue –Want to have Tamara (and perhaps Jeff Zax, Economist at CU Boulder) as a guest at next meeting to discuss this analysis and the types of questions we should be asking now about this analysis
 - CU Dept of Med did a responsible job of identifying gender disparity in pay and put a meaningful process in place to prevent this in the future
 - We will be put in “bands” of similar faculty to show what we should be paid; first response might be “you have me in the wrong ‘band’”
 - Can IRC move between “bands?” We don’t know
 - Disparities are by gender but also by discipline (Bus makes more than Soc, for example)—market forces can be figured in
- Online Developments—Sean Michael Morris and Dennis DeBay to keep us “in the loop” regarding issues of “intellectual property”
 - Mike Lightner (EPUS) says: One person from each campus will be part of working group on Intellectual Property, but also budgets, faculty eval, etc
 - M.L. declined to have a specific person from UCDALI to be on working group
 - Schools working separately with ODE to work up faculty contracts
 - J. Addison: these contracts are campus-based, not system
 - Our campus lawyer says these contracts shouldn’t be signed

Also, ODE was doing their OWN FCQs—they don’t have the authority to do them—ODE has NO influence on faculty evals, not their place to weigh in on them

- ODE Budgets contingent on part-time faculty—need to build in full time faculty rates
- Q’n: Who has hiring authority for ODE? Decision making authority?
 - Supposedly still departments—they hire, evaluate, program dev (Regent rule)
 - Is ODE looking for a backdoor way into a 5th campus? If so, primary units will lose control over curriculum, hiring, etc
 - We need admin support on CU Denver campus for our already present online program—right now we have Tobin Bliss & Diana White as faculty liaisons
 - CU Denver does have an “ad hoc” committee—they should have the authority to review contracts between faculty and their units that have to

do with intellectual property of their online courses; term sheets for each unit; what's the decision making tree?; etc. They need to advise Tobin Bliss, Associate Vice Chancellor of Fiscal Planning, Chancellor and Provost

- Vivian will bring up issue in mtg of Exec Council of Fac Assembly
- Faculty shouldn't be forced to sign contract giving away individual property rights

- Budget and IRC PD Grants –can we make a bigger PD fund?

- We weren't allowed to spend \$ for CLAS last spring and didn't award non-CLAS grants this past Fall 2020
- What \$ do we have for Spring 2021 for ALL IRC faculty (CLAS/non-CLAS both)? (Viv, Dennis and Sam will meet on this)—need to do a call

- Newsletter ---put in announcement about grants; share most recent IRC survey

1:00 CU Denver Lecturers Initiatives—new report from 2021; do lecturer focus groups ourselves to get feedback on most recent survey results

- Need clarification on pay structure for lecturers
- Possible DEI proposal –\$1.1 million—6 large action teams who are to make recommendations (and reach out to CU Denver communities for consult) by end of Feb 2021 about how to use the \$ (perhaps UCDALI makes a proposal toward capturing \$ for lecturers)

1:15 Planning for Spring semester 2021

- try to schedule mtg with Chancellor late Feb/early March

1:20 Bridge Network Liaison reports & OPEN FORUM

- CAM—In Jan faculty meeting it was noted they will reconfigure lecturer salaries (currently have lower, upper, studio class categories); plan to establish single lecturer rate across the board
 - Suggestion from UCDALI: figure out lecturer budget and divide sum by number of lecturers (just so they don't choose lowest salary for all)
 - CAM should apply for IRC Best Practices award if this works well!