

## UCDALI October Meeting

### October 26,2020 meeting

**Attendees:** V. Shyu, D. Debay, M. Tackett-Gibson, S. Walker, B. Pugliano, E. Baker, J. Fox, J. Addison (Faculty Council Chair, system wide), L. Potter, L. Fried, L. Dwight, M. Hurson, M. Barla, N. Nishi, R. Hunt, T. Spehn, S. Morris, P. Laird, J. Bihun, K. Saylor, M. Darbeheshti

**Special Guests:** Karen Sobel (CFDA), Lindsey Hamilton (CETL), Joanne Brennan (Vice Chancellor of Faculty Affairs)

#### **GUESTS Today:**

Karen Sobel (CFDA Director):

Auraria Library & CFDA Director; still have Faculty Mentor Program

- Still have “lunch and learns”—seeing new faces who couldn’t attend in person in past
- Dossier Library available at CFDA (check website for how to access)
- Communities of Practice
- New faculty CoP
- Strategic plan reviewed every 6 months
- Online focus group with faculty about what they’d like to see in strategic plan
- Want IRC representation/feedback about strategic plan
- What can CFDA do to support IRC faculty?
  - PD grants for IRC
  - How to address differing workloads (service/research-creative activities—how does that feed into advancement?)
  - UCDenver.edu/ors (Office of Research Services) offers funds for ANY faculty who has research in their contract
  - New appointees in Spring need a faculty orientation as well
  - Guidance on the annual review process and information on any policy changes that might be in the works given COVID would be appreciated, both from CFDA and Joann Brennan

Lindsey Hamilton (CETL, Director)

- CETL is Part of Office of Academic Achievement (abbreviated as “Student success”—office also has advising, LRC)
- We’ll be virtual all academic year (2020-2021)
- Lunch and learn workshops—including how to incorporate social justice into course—no matter WHAT your class
- Book club
- How can we help student focus? Community of Practice (CoP)
- Individual teaching consultations (observe teaching, assessments used in a class, etc)
- ACUE credentialing program—full year and microcredentials by semester (CETL pays for; in person and OL)
- Redesigning website to make it more accessible

- Grants open to ALL teaching faculty (programs, RA, supplies, attending a conference, etc)
- Any advantage to IRC faculty for taking a workshop, joining a CoP, etc?—no stipends allowed
- Some recommendations to Chancellor—how to we recognize/appreciate what IRC are doing with CoP/workshops/etc in this moment (already overburdened faculty)? How can these efforts “count” other than just professionally
- Grants for this spring (normally due in April)? —PD funds are frozen; will honor those accepted for this coming year for next year; a few many still be available for next spring
- Student Course Assistants have been helpful!! SCA program will continue in Spring 2021

Joanne Brennan, Interim Assistant VC of Faculty Affairs, faculty in CAM

- Ensure faculty voice/governance in issues that affect our faculty

#### V. Shyu met with UCCS governance

- Have multiyear contracts for IRC—but only awarded maybe a dozen in last few years
- Don’t want to commit to multiyear contracts b/c may need buy outs if can’t award them
- UCCS has no CTT faculty—wanted a “Principle Instructor” (PI) rank==Regent Policy about a “third rank”
  - Need 5 years seniority, maybe 10 for PI status; not going to say PI needs a terminal degree
  - UCCS IRC don’t necessarily need to have a terminal degree
  - J. Addison says while important to know what other campuses are doing, cultures on different campuses are radically different—most important thing for UCDALI is to determine what OUR IRC core values are and how to reflect them in APS we put forward

#### Faculty Appointment Title Committee (Shyu, DeBay, Fox, Bierer)

- Title work is on pause, APS title work is on pause at system level—salary equity work has to happen (how are we being compared and to whom?)
  - J. Addison recommends inviting Felicity O’Herron (Chief HR officer for system) from CU system to talk about pay equity and how they are classifying people for the study.
- J. Brennan agrees this is a significant issue for IRC faculty (titles, rank advancement, etc)
- P. Laird asks whether there is a unified term all campuses can use for IRC?—big majority of faculty (formerly known as NTTF)—perhaps just “**Instructional Faculty?**”
- J. Addison reports thee are hundreds maybe thousands of job codes in CU system (even within a campus between colleges/departments)—there will be opportunities for appeals, etc with time

#### Other Issues: Multiple Year Contracts (MYCs), Faculty evaluations for IRC

- Evaluations for ALL faculty is big concern for everyone, tenured and IRC (J. Brennan)
- Spending more time on teaching now than usual b/c of shift in delivery/format
- Conversations are underway regarding evaluation of IRC faculty
- FCQs on radar as well –undo impact on IRC rehiring given the unusual nature of this year! It’s not “business as usual” in terms of the feedback these provide
- COVID-19 Exception Memo issued by President in effect through this calendar year (Dec, 2020)

### Chancellor Marks had a “working group” based on a survey earlier this semester

- Now conducting focus groups (TT faculty, IRC group, staff group, non-rostered lecturer group)
- Facilitators meeting with Chancellor Marks at the end of Oct, 2020
- Arrange small UCDAI group to touch base with Dr. Marks
- Arrange specific UCDAI focus group too
- L. Hamilton offering to facilitate with Chancellor meeting “Vivian, I’m on that support policy group for the Chancellor and can relay some of the recommendations and report when they are released”

### Newsletter still on hold until we found out about...

- We still need to know how many lecturers are fine with pay for single course
- Do we need quick survey of lecturers specifically? Is this a side job, or is this their main work (lecturing different places)

### Bridge Network Reports

CAM: Perhaps a library issue—open educational resources to support curriculum—want more information and to work with library for student benefit

- Libraries collect materials but don’t CREATE OER materials
- Also, CAM has information regarding q’ns that came up regarding IRC faculty about courses assignments, distributions of classes (who gets them—rostered vs nonrostered), protocols for how to handle class cancellations, etc.—any policies in place for compensation if class taken or cancelled?
- Should we have Dean Jansma come to next meeting (how CLAS handles this)
- Put MYC issue on agenda with PROVOST (per P. Laird)—For example, not all colleges have MYC even if CLAS has it
- **PROVOST MEETING: November 5<sup>th</sup> from 2 – 3pm.** Please send Vivian any agenda items you would like to add by the end of this week.

CLAS: ODE reviewed Canvas shells for a Chair w/o instructor being informed (Dean of Students invited?)

Joanne Brennan—needs to look into these issues more across schools/colleges; will get back to us after she looks at differences between schools/colleges

Professional Activities Reporting System –interfolio--we all have it (email came from Provost)—we can utilize it even if our school/deptmt isn’t asking us to use it

- Engineering---schools understand policies differently; even deptmts within school has different interpretation of bylaws, CTT promotion, etc—some sitting at initial rank for YEARS b/c promotional criteria was not available or unclear who to go to to advocate for promotion

