

UCDALI

Executive Committee Meeting Agenda

FALL 2020 – November 30th

(remote meeting amid COVID 19 safety measures)

Attendees: V. Shyu, J. Bihun, L. Dwight, P. Laird, D. Debay, J. Addison, K. Saylor, L. Fried, J. Brennan, E. Pugliano, J. Taylor (Provost Office), N. Nishi, T. Spehn, L. Potter, M. Darbeheshti, M. Barla, Shea?, J. Fox, M. Barla (SEHD Bridge Network), Florie Montoya (Sr. Director of Talent Acquisition HR, CU system), Carolyn Brownawell (Assoc. VC of Human Resources)

Jackbox—online game

Welcome

3:30 Introductions and Overview

Ongoing Business Items

- 3:35 **Recap** Meeting with Provost Nairn & discuss new Provost search
--meeting with Provost was fast but he was amenable to things UCDALI discussed
--Provost has shared UCDALI Nov 2020 survey results slide deck with others
--Instructional Faculty titles all in limbo (salary equity process working with current job titles)
- 3:45 Salary Equity Process (Florie & Carolyn)
--been working on process with other campuses for over a year already
--looking at data with a consultant
--system level APS need to be in place before campus level APS about titles; this is on hold until salary equity process analysis is done (which depends heavily on job code titles)
--**Healthy Families and Workplaces Act, Jan 2021**—will affect leave accrual (lecturers, PT faculty)
—1 hr leave: 30 hrs worked; system wide (sick leave used for hiring substitute, what else?)
--have 2 years to balance things out
--Equity Process activity, for example, comparing CTT salaries to other CTT salaries on campus, discipline, job code title (process is to account for GENDER equity gaps)—median or mean comparison? (unanswered)
CO Equal Pay Act, passed in May 2019—prohibits discrimination by gender in CO state based on substantially similar work (won't compare orthopedics faculty to music faculty, for example).
---Factor in performance, training, type of work, work history, seniority, geographical location
--Statistical consultant hired (under privilege) to look at pay differences
--Will results be made public???
--making “predicted pay bands” based on multiple variables (regression)—looking at outliers too
--analysis being done WITHIN campuses, within job groups—**consultants will present any discrepancies and suggestions for remediation if discrepancies not explained by variables—what are the variables? (unknown)**
--too early to say what will be reported, what will become public (if anything?), etc
- By Jan 1, 2021**—process shared with Chairs; salary ranges need to be listed in postings; all promotions need posting (unless natural progression), search committees need to be educated about NOT asking prospective candidate current salary as part of decision making, need to have job descriptions (posting is adequate)

Staff posted range—minimum to 25th percentile will be posted salary range

APS on titles—on hold while salary equity process is ongoing

Denver CTT faculty don't really fit into a certain category (most teach but no clinical work)—how is salary equity based

What if people think there is gender discrimination in salary?

---Department chair, college level Dean get involved---answer given by CU system HR visitors

--Joanne Addison noted that there needs to be a more systematic and transparent process in place for salary/equity types of issues

--Perhaps Faculty Council (who works directly with Regents) can find out what is made public or not

--Faculty Assembly should take up the need for a process and appeal process?

--Department of Medicine has a salary equity process in place

--project also **Preliminary Survey Results & Strategy Nov 2020 UCDAI survey (N currently = 145)**
important

- Instructional Faculty Appointments/Titles committee
- Evaluation/FCQ in review
- Lecturer's Report Focus Group
- Almost ½ of CU Denver rostered IRC started as lecturers here
- Stable, consistent Instructional Faculty responded (been around many years)
- Expectations for review/eval for FCQs? (on agenda for Dec 1st faculty assembly mtg)
- Fac Assembly has suggestions for how to do faculty evals
- PUCs do the annual merit evals—developed at primary unit level and voted upon
- Most IRC faculty (about 60%) are NOT interested in applying for TTF position
- New “Principal Instructor” rank (promotion for sr. instructors); ¼ say no but b/c don't know what that is? About 1/3 say MAYBE; about 7% YES!
- **New title IRC prefer?** Educator Track or “Teaching Professor”
- MYCs: still a lot of lack of clarity about how to offer them/apply/etc—Deans need more info
- PD leave—room in Regent Policy (CU Boulder already has it)—70% want it (priority varies)
- 30% of lecturers say they have other primary professional employment

How CU Boulder handles professional development leave:

<https://www.colorado.edu/asfacultystaff/personnel/policies-procedures/faculty-regular-non-tenure-track/senior-instructor-differentiated> (Senior instructors who have completed six years (12 semesters) in rank (at 50% time appointment or more)

One last email going out **this week** to IRC to complete IRC survey!!

4:20 **Prepare for meeting with Chancellor Marks** –Wed, December 9, 4:00–4:45

- Show IRC slide show from Nov 2020 survey to structure survey
- Share prior lecturer's report with recommendations from pre-pandemic
- Meet with Provost in Dec 16, 2020 3-4pm

4:30 **Planning for Spring semester 2021—ran out of time**

4:45

Bridge Network Liaison reports & OPEN FORUM

- IRC Survey reported non-compensated costs shown in slide deck
- (per J. Addison, Purdue just gave everyone \$750 in pandemic pay—something like that would help)
- V. Shyu on search committee for new Provost—will talk as a group about what we're looking for
- Where are lecturer salaries noted? In theory, there is supposed to be a "floor" but vary by unit and there's a spread per school/college
- Boulder furloughs—everyone got same cut (not progressive like ours)
- We pay some instructors less (market value lower) even though they generate more income (SCH)