

UCDALI Executive Committee Meeting Agenda Spring 2021 –
February 19 (remote meeting amid COVID 19 safety measures)

Welcome 12:00 Welcome back & Introductions

- *In attendance (at any point): V. Shyu, D. Debay, L. Dwight, L. Potter, P. Laird, M. Hurson, N. Nishi, T. Spehn, M. Barla, M. Tackett-Gibson, L. Fried, B. Bierer, M. Dharbeheshti, E. Baker, J. Bihun, B. Pugliano*

12:05 Announcements

Lecturer Focus Group: CAM and Business lecturers at 2/19/21 focus group; CLAS next Fri, 2/26, 2:30-3:30

April, 2021: New VC of Communications, Marie Williams, visiting UC DALI group

12:15 Guest – Dr. Jeffrey Zax (labor economist)- Boulder Equity Process and on Fac Council of Payroll and Benefits Committee; larger group meeting with admin about pay equity effort; • General summary of Pay Equity assessment process

- Driven by change in CO State Law—pay practice can't discriminate on grounds other than their productivity
- Univ has embarked on massive system wide project—compare salaries across workers in similar roles
- Hope to identify discrepancies inconsistent with the law
- Process on what would be consistent compensation would be is still underway
- How to identify inconsistencies: massive statistical undertaking; consultants have payroll records for university (identify groups who are comparable; identify compensation patterns within groups; identify individuals whose compensation differs from the others)
--hard to say what are comparable groups (faculty aren't involved in determining comparison groups and how are you doing the comparison—by degree? Seniority? Performance metrics?)
- Not yet at the 3rd stage (individuals who are “out of line” with comparable group, and don't know how they'll be handled; can't individually identify these people-protected; but would be nice to see aggregate data)
- AON Consultants engaged with HR on each campus (HR is where data is coming from)
- Dr. Zax doesn't think consultants are interacting with anyone else on campus in terms of their results
- Dr. Zax attends system level meetings—reports they're unsatisfactory; not much to tell
- Pretty conventional exercise—what consultants are doing
- Seems responsible first attempt per Dr. Zax; intent doesn't seem inappropriate
- Felicity O'Herron overseeing it for overall university
- Legal liability began 1/1/21; no one at university is delaying it
- Dr. Zax thinks group will here more in December (!)
- Froscower (sp?)—legal consultant to maintain compliance with law
- “compression” problem—newer hires earning more than those who've been here for many years; does this give older faculty a legal claim? Law gives employers latitude to claim market conditions are reasonable for pay differences

- If we can't get paid more elsewhere, we really don't have a strong claim (but if MORE experienced are getting paid less than LESS experienced, problematic)
- Stats analysis will account for ethnic, racial, gender identity
- Salary compression is systemic problem and this analysis will NOT give a systemic solution
- Will identify the couple people who've been underpaid for maybe personal reasons

LD: real discrepancy comes from rank and gender; doesn't sound like this analysis will be transformative

12:30 CU Denver Lecturers Initiatives – Report and Recommendations

- Tues, 2/23: Meeting with Chancellor Marks
- Rebecca, Pam, Jeff, Viv went over executive summary in smaller meeting
- Larger report finalized 2 years ago
- Recommendations being made will address needs of university in general especially b/c of reliance we have on these faculty (and the vulnerable students at vulnerable point in their academic careers lecturers teach)
- Cost includes retention; student credit hours, etc. If every lecturer retained 1 student, translates to millions of dollars
- Costs in terms of hiring new lecturers each semester, vetting them, etc
 - Lecturers need to be valued/appreciated
 - Costs in terms of retention issues
 - Processes to hire/turnover could be costly—economically advantageous to attend to lecturers

Making appeals to “fairness” rarely gets us anywhere; need practical argument
Models on campus for some recommendations being made already (for eg., reviewing lecturers on routine schedule)

- We shouldn't operate on the old lecturer (“adjunct”) model
- Many of our lecturers have been here multiple years and would like to be FT rostered faculty
- Many lecturers are proven, dedicated, know our students well
- Flat salaries for lecturers—provide graphs to show this; not included in salary pool raises; will “catch-up” be provided; can they be part of pool
- Providing lecturers small amount of compensation even just for prep (important if class is cancelled)
- N. Nishi is Vice Chair of Committee for Equity—can't often represent faculty b/c she is not rostered faculty and gets no share of stipend; recommend to Regents and Faculty Council that lecturers CAN participate in all levels of faculty governance
- Lecturer space is in the works (with lockers)! (think studio; UCDALI; lecturer landing zone to meet/think/be community—but doesn't remove pressure on primary units to also have space for their own lecturers)—CETL, CFD, UCDALI
 - E. Baker notes library has limited space available for IRC faculty to meet together, with students, etc

Equity Task Force--\$200-300,000 to spend; need to make recommendations on how to spend; work to recruit lecturers of color

1:00 Ongoing Project - updates and planning

- Ad Hoc Titles Committee—meeting early March; J. Brennan and J. Taylor will join us
 - Faculty Assembly---faculty appointed by admin; We need someone elected as a shared faculty governance person
 - L. Dwight on LEC (online educ committee—providing input into contracts for online ed)
- Online Developments –see above
- Budget and IRC PD Grants—1 in so far; CLAS/nonCLAS same time—both due 3/29
 - V. Shyu has been asked by CLAS to ask Provost to take over CLAS funding of these grants; no other schools/colleges providing funding; should be coming from Provost Office
 - Ask Rebecca about grant writing seminar before due date (Dennis, Joan, Thorsten, Naomi all on board for seminar—mid March)
- Newsletter—E. Baker reports E. Wonder (Eng) set for faculty featurette; Viv will add information on IRC survey—early by 2/26; can put grant seminar announcement and grant deadline in the newsletter

1:15 Bridge Network Liaison reports & OPEN FORUM

- M. Hurson (COMM): AAA group (anti-racism and advocacy group)—Purple Ink Memo
- --faculty aren't censored to speak on issues being censored (race, BLM, etc) through university communications
- --looking for contacts who would be willing to provide quotes that UCOMM can use on these sensitive topics, and willing to respond within a week turnaround
- -B. Bierer will sit on "credit hour" committee with Joann Brennan; hasn't met with them yet
- M. Barla will represent us on Work Policy Group; hasn't met with them yet
- B. Pugliano on Strategic Vision Committee—*"Put our people at the center"* team—who our people are—faculty and staff (students addressed in another committee)
 - In 2030, if we are a "people centered" workplace, what does that look like?
 - One of 8 teams
 - 3/24 deadline to connect with any stakeholders they want to connect with
 - 3/19 focus group with executive committee
 - Give suggestions to Beth for individuals helpful for one-on-one interviews