

UCDALI Executive Committee Meeting  
05/03/2024  
11:00am – 1:30pm

***Minutes***

In Attendance: Beth Pugliano, Dennis DeBay, Jeff Golub, Laurel Hyslop, Lucy Dwight, Thorsten Spehn, Vivian Shyu, Kоди Saylor, Salah McKloskey, Paula Schindtlein, Pam Laird, Jenny Steffel Johnson, Eric Baker, Leigh Ann Rutherford, Marayam Darbeheshti, Jim LoPresti

**SCHOOL/COLLEGE/LIBRARY UPDATES (BRIDGE NETWORK LIAISONS)**

- **(LIB):** Journal cancelations; conducting interviews in all departments and divisions; met with AVCFA and Provost on the State of Library; changes in marketing staff — questions re: how does this change impact workload (e.g. Auraria is tri-institutional and the new arrangement is with CU Denver)?
- **(BUS):** Hosted a UC DALI outreach session in the 3<sup>rd</sup> week of April, approx. 10 people attended, spoke about what UC DALI is up to in general; 11 retirements (most TT, important admins) — positions won't be replaced, or replaced by lecturers.
- **(SPA):** Retirements/faculty losses in SPA exclusively in Criminal Justice program, going from 10 F/T faculty to now 3 (2 IRC, 1 TT); no rostered faculty replacements, or maybe just TT; definitely an increase in lecturers; the fate of the Lecture Liaison position is uncertain (with faculty retiring, the Liaison duties would have to go to an as-of-yet unhired staff person).
  - o **Q:** Any mention in SPA of senior lecturers? **A:** No, not explicit. Maybe those who retire and get emeritus status (which IRC can do) will be eligible.
- **(CAP):** Continuing to rewrite of bylaws for college. Working with former chair in Architecture to overhaul IRC definitions that have not been updated since 2015. Teaching Professor (TP) faculty title change was a valuable a reason to overhaul everything. There are 3 CTT faculty who would move to TP, but one is retiring and one stepping down. Revisions not yet approved by college.
- **(SEHD):** Fantastic gathering for IRC this week, prior to school meeting; everyone now is transferred into appropriate TP/CTT tracks, some clinicians chose to keep CTT, everyone else moved to TP; 5 promotions in TPT, one to Associate, one to Full; numerous retirements and increasing lecturers (one program at least will be 90% lecturers).
- **(CLAS):** Had to reschedule lunch planned with Dean's Office on questions regarding transition from CTT to TP, how service/research percentage allotments are aligned across units and in relation to promotion, MYCs, and "terminal" degree requirements.
- **(ICB):** No Updates
- **(CEDC):** No Updates

- **(CAM):** No Updates

### **ELECTIONS (2024-2026 TERM)**

- **President:** Beth Pugliano
- **Vice President:** Vivian Shyu
- **Information Officers:** Eric Baker, Marayam Darbeheshti
- **Secretary/Treasurer:** Jeff Golub
- **Members at Large:** Alyssa Gilkey Zawack, Jim LoPresti, Maren Scull, Thorsten Spehn, Jennifer Camacho Taylor
  - o *Motion was passed to approve five at-large members (5 Yes, 0 No, 0 Abstain) — consistent with bylaws stipulating “at least two”*
- **Bridge Network Coordinator:** Paula Schmidlein

### **UCDALI UPDATES:**

- **Bylaws:** Two working sessions in April with Beth Pugliano and Jason Machado to incorporate changes from previous discussions. Will return with updated redlined copy in August. Working draft remains available for viewing and commenting in Teams.
- **IRC Best Practices Award:** Propose any updates/changes next fall. Suggestions: Have winners share their projects at the UC DALI spring event. Maybe also highlight winners in CU Denver News, around the same time as we ask for the next round of apps (Jan/early Feb)
  - o Thorsten, Paula and Jim will resume work on this in August: Aim to expand the definition of the award, be transparent and consistent, and to make IRC as visible as possible; determine mechanism for how awards circle back to supporting IRC faculty; recommend changes to AVCFA by November 2024

*Chancellor Arrives*

### **CHANCELLOR MARKS AND FACULTY AFFAIRS UPDATES (AVC KAYAUGLU)**

- (1) **What is going well for IRC?:** Definite progress on IRC roadmap (ex: MYCs; promotional pay, minimums, financial recognition of faculty, retroactive pay and promotion; work to expand and codify grievance rights; inclusive language; attention to shared governance); availability of leadership to meet with us;

Discussion on the meaning of and perception of “IRC” with respect to Lecturers.

**Chancellor:** Language and expectation of inclusion be brought up explicitly in Regent Meetings—“they’ll be receptive”

- (2) **Where we're struggling/areas of focus:** Change is slow and not hitting everyone (ex: retroactive promotion pay excluded some faculty who had moved from Instructor to CTT lines). Big concern for AY24-25 is Lecturers and the plan to supplement instruction with more Lecturers and redistribute service loads among remaining rostered faculty.

What kind of support do we have for this?

- i. *Discussion:* Can we encourage a Lecturer Liaison in every single unit for onboarding and allocate appropriate time and support for that work?
- ii. *Discussion:* If rostered lines are being replaced by lecturers, questions are raised as to the quality of working life, quality of student experience, and quality of teaching for Lecturers and IRC (regardless of how fantastic and dedicated they are).
- iii. *Discussion:* Culture and Lecturer Experiences: How to recognize and support the different types of Lecturers at CU Denver and avoid a kind of “revolving door” model in which lecturers are simply replaced over time without investment in them?

**Chancellor:** Very supportive: Chancellor, Provost, and AVCFA are willing to commit to this overall theme, to be put on next year's agenda.

**AVCFA:** A moral and institutional “imperative”; working on policy, want to hear from lecturers directly; started a new lecturer reception last year, invite all lecturers, deans, campus leaders, seeks to create a very welcoming environment

Compensation Issues

- i. Budget reductions, workload increase; absolutely crushing for some. Request for more updates and more clarity on CCC work and pay equity questions.

Morale and Trust:

- i. Keywords: “grueling, demeaning in terms of retirement process and IRC options different from TT”; “overburdened in terms of service and workload, overflow in student support”; “overlooked and undervalued”; concerns re: execution of equity-serving mission

**Chancellor:** supports collective work on this and an agenda that leads us to the next step

## **AY 24-25 PLANNING**

- Tabled until next meeting.

## **ADJOURN**