

University of Colorado Denver



Dear Colleagues,

We are writing to provide a progress update on aspects of our Instructional, Research, and Clinical (IRC) faculty work together. You may recall that Provost Nakuma commissioned an [IRC Task Force](#) in September 2021 to create greater equity and dignity among our IRC faculty, who play a critical role in educating and supporting our students. At the Provost's direction, the task force developed and delivered a set of recommendations in spring 2022 and, from there, the group worked with academic leadership to create and announce in fall 2022 a [2022-2025 IRC Roadmap](#) with clear action steps.

Since that time, we have been working closely with the task force and UCDALI Executive Committee, whose continued advocacy has made the process stronger, to make progress on the roadmap. For example, we have already made great strides in developing Multi-Year Contracts for our IRC faculty, and another important roadmap issue involving compensation. Continuing to address potential unfairness in promotional pay for IRC faculty is a high priority for CU Denver administration.

We are pleased to report that we have successfully made policy and practice changes that will enhance IRC faculty promotional pay for many of our colleagues, including those who were promoted prior to the policy's adoption for the last 10 years.

For background, IRC pay increases following promotions have lacked standardization and have not reflected how much we value this important faculty group. In contrast, tenure track promotion rates are outlined in CAP 1007: Compensation Principles in Faculty Promotion and Tenure.

We acknowledge we need to provide more guidance and support for our schools and colleges, and this past year we have been working toward this goal. We now have done so in our policy and in financial commitments. We have revised [CAP 1007](#) to incorporate newly established IRC promotion rates. These policy changes received approval from the Chancellor during the summer and have taken effect for this academic year.

The revised IRC promotion rates are as follows:

- Instructor to Senior Instructor: \$4,000
- Senior Instructor to Principal Instructor: \$4,500

- Assistant Professor, CTT to Associate Professor, CTT: \$4,500
- Associate Professor, CTT to Professor, CTT: \$5,000

So far this academic year, 27 faculty members within these categories have already started to see increases to their pay in accordance with these new rates. We intend to review and adjust these rates annually based on CPI inflation rates as people achieve promotions, aligning them with adjustments made for tenure-track positions going forward.

While we are thrilled to address this major IRC concern going forward, there is one issue that required us looking back: addressing concerns of faculty members who had been promoted before the implementation of this policy and thus, in some cases, had received pay increases much lower than the amounts specified in the policy. Following the approval of the policy over the summer, in early September, Provost Nakuma and Executive Vice Chancellor for Finance and Administration Ann Sherman concurred that these concerns should be addressed at the campus level rather than at the academic unit level.

To fully understand the situation, they directed us, AVC-FA Kayaoglu and AVC-HR engelke, to collect and reconcile information on past post-promotional compensation increases within schools and colleges. This task turned out to be a more time-consuming process than expected due to discrepancies in budget-code usage between school/college data and university-level data. In this process, we learned that addressing long-standing problems requires us to be more diligent, build consensus, and rigorously collect data, all of which consume additional time and cause delays. Unfortunately, this increased frustration among the faculty as compensation and recognition lay at the heart of IRC faculty's concern.

The data collection, reconciliation, and review has just been completed. Provost Nakuma and EVC Sherman reviewed and authorized to bring up promotional compensation of faculty members promoted in the prior 10 years to the amounts set in CAP 1007. Thanks to these efforts, over 70 more IRC faculty members will now receive promotional compensation increases under CAP 1007. This raises the total to more than 100, representing about 40 percent of CU Denver faculty on CTT and Instructor tracks. The effective dates of the compensation adjustments will be August 15, 2023, and the faculty will begin receiving letters in December and January from Denver Human Resources for these adjustments.

We still need to determine longer-term compensation impacts created by this new policy, and we intend to wrap this analysis in our annual compensation reviews.

Promotional pay fairness holds significance in our work to address recommendations outlined in the roadmap. As we approach the one-year anniversary of the roadmap's launch, we will soon release an annual update that highlights the remarkable progress made at various university levels—including expanded opportunities and reduced barriers for IRC faculty, as well as policy

revisions enabling IRC Multi-Year Contracts and thereby enhancing job security for IRC faculty at CU Denver.

Let us end by noting that we believe that our partnership with UCDALI and our work to address IRC faculty's concerns will bring about a transformative impact on faculty experiences and our institutional culture at CU Denver. We look forward to our work together in the second year of IRC Roadmap.

Turan Kayaoglu
Associate Vice Chancellor for Faculty Affairs

teri engelke
Assistant Vice Chancellor for Human Resources



University of Colorado Denver
communications@ucdenver.edu
1380 Lawrence Street | Denver, CO 80204