



# University of Colorado Denver

**DDC Faculty – Assembly Academic Personnel Committee**  
University of Colorado Denver | DDC

Tuesday, January 27, 2015  
Partner's Conference Room | Business School Room 1700  
11:00am – 12:30pm

## **Agenda**

### **Review and Approval of December 16, 2014 Minutes**

### **Chair's Report**

### **Continuing Business**

- Digital Measures and FIS System Activity Insight
- Title IX APC Advisory Recommendation to the Provost
- Review APC Subcommittee assignments and work flow
  - FRPA/eFRPA and ORCID (Pam)
  - VCAC Committee Make-Up and Compensation (Weldon, Michael, Kat)
  - Hiring Policies Review (Cliff, Billy, Eric, Shruti)
  - Climate Survey and Next Steps (Brian G, Kat, Brian B.)
  - Bullying Documents (Judy, Kathryn)

### **New Business**

- Review draft of revised campus RTP policy
- Discuss FA request for change in APC OPs and vote
- Other New Business

### **Executive Session**

- Salary Equity Issue
- Complaint

### **Next Academic Personnel Committee**

Tuesday, February 24, 2015  
Partner's Conference Room | Business School Room 1700  
11:00am – 12:30pm



University of Colorado  
Denver

**DDC Faculty Assembly  
APC – Academic Personnel Committee**

*Minutes*  
**1/27/2015**  
**11:00am to 12:30pm**

**School of Business, Partners' Conference Room**

*Present:* Pamela Laird, Judith Coe (Committee Chair), Laura Goodwin, Brian Gerber, Brian Brady, Eric Baker, Kathryn Cheever, William, Strauser, Cliff Young, Shruti Poulsen (note taker)

***Minutes from December 16, 2014 APC meeting were approved unanimously.***

***Chairs report:*** APC feedback to Faculty Assembly re: various documents APC has been working on - report is forthcoming; follow up regarding discussion on diversity (gender) in faculty promotion, tenure, and salary equity. Judi reported on her discussion with Joann: that APC could request funds or attend Provost meeting or hold a workshop on these issues, in cooperation with Donna and Brenda's office, something different from other Faculty Development workshops. Provost is behind the support/funds needed to follow up the issue of gender promotion/salary inequities.

***Continuing Business (based on Judi's report/follow up)***

*Discussion on some ideas; no specifics but work with Laura Argys based on her data collection and information she already has gathered regarding gender issues. Plans to develop a workshop to discuss Laura's data and move forward with ideas on ways to address the possible inequities. Pam discussed some ideas around having a one or two session task force that results in some product/outcome, not just sharing thoughts, ideas. Question was raised around whether focus should be just on women or broadly around diversity issues. Pam recommended framing the process of workshop as a way to value where people are in terms of their own professional development and also provide a venue to provide support for those who want to move towards advancement in different ways. Concerns about how that would happen, were raised and discussed. Questions about whether there is a system policy about administrative responsibilities that faculty "have to" engage in in addition to their teaching; departments set their own policies and enforcement is varied. Might be helpful to have general guidelines around what productivity*

*means. Discussed concerns/issues related to being in fields of study where both applied and scholarly are required but the applied not as valued or supported as it should be. Other questions raised: How are RTP criteria reviewed, how often, where can it be found, supposed to happen with program review every 5-7 years. Who would target audiences be for the task forces; Deans and the Associate Deans in late March, early April; possibly include primary unit chairs. Provost has to be on board with idea of task force for Deans, etc.*

*Additional Questions raised based on discussion: should others outside of APC be part of task force? Do we need to do a “mini” climate study to understand why some Assoc. Prof. do or do not choose to move forward to full. Who will the survey be sent to to disseminate? Need more information; Judi will further process with Pam and pick up in February to discuss further. Was suggested to access Laura Argys’s questions that she used for her data collection.*

*Feb. Faculty Assembly Meeting the APC bylaws will be voted on.*

### ***Pam’s Report***

*Prioritization process review; new system being discussed, old one is antiquated. Discussed e-FERPA system and its concerns. Pam reported on the presentation she had attended on system called Digital Measures – many universities use it; a data collection management product that combines data from many sources such as e-FERPA; can generate a variety of reports using this product. Laura G. reported that the issue and similar products have been discussed over last ten years. APC role is to recommend to whether Faculty Assembly wants presentation on the product and to review it. Product is only for academia and can be customized for different units’ specific needs. Product has high level security and they do not sell data to anyone, very adaptable, interactive and integrative with other technology. FCQ discussion tied into discussion around this type of data collection. APC does not need to see the product presentation; just need to recommend it to Faculty Assembly. Motion taken that APC will recommend the product presentation to Faculty Assembly to review and to urge the Budget Priorities Committee to assess as soon as possible the cost of the system and implementing it; Pam made the motion, seconded by Brian G., voted yes, unanimously.*

***Kat’s report on VCAC Committee make up and compensation:*** *reported on conversation with Brenda Allen., broader conversation about what under representation means. Complex issue and needs to be discussed on broader level; review how faculty are mentored, talking to Deans about how and to whom administrative duties are assigned; create a task force to review these issues and then bring these to the APC to present the outcome of further discussion. May have something for APC to look at by next meeting.*

***Cliff’s report:*** *hiring policies review; reported on own school’s process of hiring and developing hiring policies. Sub-committee will meet in next couple of weeks to discuss further.*

*Climate survey: no further progress, discussion*

### ***New Business***

***Laura Goodwin and Judi report:*** Draft of revised campus RTP policy: Discussion on Faculty Assembly and APC objection to separate evaluations of each area for full professors when the system-wide policy clearly states that the evaluation should be based on the record as a whole (this draft focuses attention on the separate parts of the record); draft sent to APC members by Judi. Need feedback from APC members by Feb. 2 and then figure out what to do with feedback and how to take it forward. System wide policy currently is consistent with campus policy.

***Judi report:*** Joann asking committee to consider change in APC operation procedures, assign to one of our committees for review, may need to be more explicit; add to operating procedures motion, voted unanimously to add explicit language and wording, APC Chair will work on that.

***Pam Title IX report:*** Title IX issues needs to be brought up as future agenda item for discussion; Pam and Judi will talk about it further

### ***Executive session***

*Laura Goodwin and Cliff Young recused themselves at this time.*

*Committee will ask for more information; Judi will follow up with person with grievance*

- Meeting adjourned at 12:30pm

**Next Academic Personnel Committee Meeting: Tuesday, February 24, 2015 in Partner's Conference Room, Business School, Room 1700; 11am-12:30pm.**



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**Agenda**

**Review and Approval of January 27, 2015 Minutes**

**Executive Session**

- Salary Equity Issue
- Complaint

**Next Academic Personnel Committee**

Tuesday, March 17, 2015  
Partner's Conference Room | Business School Room 1700  
11:00am – 12:30pm



University of Colorado  
Denver

**DDC Faculty Assembly  
APC – Academic Personnel Committee**

*Minutes*  
**5/12/2015**  
**11:00am to 12:30pm**

**School of Business, Partners' Conference Room**

*Present: Pamela Laird, Laura Goodwin, Brian Brady, Eric Baker, Billy Strawser, Brian Gerber, Shruti Poulsen (note taker)*

*Minutes from April 28, 2015 APC meeting were approved unanimously.*

- **eFRPA update:** Pam has appointment with OIRE in June; if there is anything else to add to the discussion, to let Pam know
- **“Proposed University Response to Workplace Bullying”** – revised document was reviewed; Pam highlighted the areas that she had edited/changed; Eric and Pam will work on the Appendix over the summer; Eric reported on some of his research on bullying in the faculty setting – more around “incivility” rather than bullying in the faculty setting. Eric will do a second, more thorough search using ERIC and look at other databases such as in the Business field. Pam brought up checking up on the citations that have been cited in the proposal thus far, to ensure they are credible. In August, APC will follow up on next steps on the document.
- **Grievance process update:** Pam reported on her discussion at the Faculty Assembly meeting about needing a Mediator as well as a faculty Ombudsperson in the Ombuds Office. Pam would like to see written into the request that the designated Mediator report back to the APC about outcomes, not specifics, so that APC can determine patterns and whether it should contact anyone to raise concerns about patterns (e.g. Dean, HR, etc.). Ombuds Office still available to faculty; they just will not have an Ombudsperson specific to faculty. Discussed the need to keep the APC in the loop on grievance issues and the follow up processes.
- **Salary and other grievance processes:** concerns about document put together by university legal office; Pam’s concerns about the process outlined included that an ad hoc committee be put in place to handle such concerns. Michel Dahlin will add language to

the existing compensation APS about “best practices” regarding the process and the formation/make-up of a committee (for every school and college to institute) to handle such grievances (elected rather than a Dean’s appointed ad hoc). APC would not hear about anyone’s grievance until the process had gone through appropriate internal processes. Regents require that every school and college have to have a salary grievance process. Mediator person could potentially play the role of determining if the grievor had gone through the appropriate channels before bringing concerns to a committee like APC. Practicality/feasibility needs to be considered regarding what APC can or cannot do. APC needs to not be involved in an investigatory role. If APC receives a concern, committee can write a letter of concern to the appropriate administrator; APC would operate out of moral capacity, not in an investigatory role. APC might request more information from the person making the grievance, not any other parties involved in the situation.

Discussed the differences between Ombudsperson role and Mediator role; distinguishing between the type of mediation that an Ombudsperson might do vs. what a Mediator might do (title for this role may need to be different). APC can encourage the university administration to set up a Mediation Person/Office (very likely a retired faculty member who is given appropriate and additional training) in addition to the Ombuds Office.

Mediator could report back to APC. Does APC want/need to be involved in proposing and setting up such a Mediator/ion position; writing the guidelines, the position and its role, and write itself (the APC) into the role and expectations of the position. APC to be a clearing house but there needs to be somebody on the University payroll, preferably a retired person, in the interest of all faculty and the University at large; may model it after CU Medical School’s Mediator role/office. Overall goal for APC is to ensure concerns are heard and addressed, and to ensure accountability. APC members interested in Pam moving the discussion forward with university administration regarding the Mediator role.

- **Motion made by Eric for APC to encourage administration to create the mediator position, (including setting up the guidelines) and once created that mediator position should have a collaborative working relationship) with the APC; Brian seconded the motion; vote approved unanimously.**
- **Motion made by Pam to nominate Eric to chair the committee next year; vote unanimously approved**
- **Motion made by Pam to nominate Shruti for secretary to APC next year; vote unanimously approved**

**Next Academic Personnel Meeting:**

Tuesday, August 25, 2015

Partner’s Conference Room, Business School Room 1700

11am – 12:30pm



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Denver

**DDC Faculty Assembly APC – Academic Personnel Committee**

Tuesday, 22 Sept, 2015

Partner's Conference Room Business School Rm 1700

10:30am-12:00pm

**Agenda**

1. Approval of 12 May 2015 Meeting Minutes.
2. Election of APC Vice-Chair.
2. eFRPA & OIRE Update: Pamela Laird
3. Anti-Bullying Update: Eric Baker
4. Engineering School Faculty Email Inquiry
5. Special Guests: Regina Kilkenny & Nelia Viveiros will address the possible faculty mediator position & developing an anti-bullying recommendation for CU Denver.