

Faculty Assembly – Academic Personnel Committee

Tuesday, Oct 24, 2017

Anadarko Conference Room | Business School Rm 1700

10:30am-12:00pm

Minutes

1. The Regent’s Bylaws Article & Policy V Revisions (Full Committee)

Notes for Context and Edits:

New terms to distinguish faculty that will indicate more than just tenure status. Full-time versus part-time distinctions removed.

Pg. 2, paragraph 4: “We appreciate the need to clarify that tenure based on teaching excellence must include external impact beyond the institution.” – How does this tie into tenure based on excellence in research (is external perhaps implicitly implied by peer-reviewed journal publications)? Revision: “We appreciate the need to clarify that tenure based on teaching *and research* excellence must include external impact beyond the institution.”

Faculty Grievances (Article 5, Part C)

Variety of the nature of grievances suggests the need for some additional specificity of the type of grievance in order to appropriately guide.

- No reappointment or tenure, request for third level review through President’s office. Must be a procedural error or case of discrimination. Next would be Promotion & Tenure, which will examine a broader range of issues than does the third-level by itself.
- Separate Grievances from Dismissal for Cause and Grievances (Article 5, Part C) and embed it into its own section.
- Eric will summarize these forms of grievance and the avenue through which they should be broached.

Article 5, part E: Faculty Government

The inclusion of language about faculty governance in the Laws of the Regents, not just policy.

Policy 5I: Faculty Dismissal for Cause Process

Inclusion of procedures directed toward instances of faculty incivility to other faculty. Policy already exists for bullying or harassment of students.

APC Chair will forward memo summarizing above review to Faculty Assembly Chair for inclusion in the response to Michael Lightener in the Office of Academic Affairs.

2. Faculty Advisor Report & Query (Weldon)

Context:

APC at one time reviewed faculty grievances. Removed from APC purview in faculty senate by-laws. This position would be able to review faculty issues (hopefully) prior to grievance. Able to pursue issues that may be pervasive about a particular department or faculty member.

Weldon's Proposal:

Functional equivalent to the Anschutz Campus Office of Professionalism. Create an ad hoc advisory committee with the Faculty Advisor as the head of the office. Potentially three members (HR, faculty member, etc.) with the composition to be determined to review cases as needed & requested by the Faculty Advisor. Potential representative of the APC committee to it. Advisor would continue to report to APC and Provost.

Be ready with ideas and suggestions for this potential committee in the November meeting.

Useful links for the Article 5 review:

<https://www.cu.edu/doc/article-5-policy-5-memopdf>

<http://www.cu.edu/regents/laws-and-policies/regent-laws/article-5-faculty>

<http://www.cu.edu/regents/regent-policy-0>



University of Colorado
Denver

DDC Faculty Assembly APC – Academic Personnel Committee

Tuesday, 28 November 2017

Partner's Conference Room | Business School Rm 1700

10:30am-12:00pm

Agenda

1. Approval of October 24th, 2016 Meeting Minutes.
2. Report & Discussion Re: Proposed System Anti-Bullying Policy (Eric)
3. Pending eFRPA Transfer. (Pam)
4. Faculty Advisor Report.

Academic Personnel Committee
Report to Faculty Assembly * October 3, 2017

1. Transition of eFRPA maintenance from OIRE to OIT
 - a. OIRE (Office of Institutional Research & Effectiveness) created the eFRPA and is now handing over managing eFRPA's technical, website, and database components to OIT (Office of Information Technology).
 - b. After the eFRPA's first year, it became clear that faculty input on the system was necessary, and Pam Laird has been the APC's liaison to OIRE for that purpose.
 - c. OIRE has worked very effectively and thoughtfully to revise both large and small problems with the eFRPA. We can hope that OIT will, as well, but Pam thinks that it would be valuable to have two people representing faculty in this, one from APC and another from EPPC. Peter has mentioned this to Rebecca Hunt, who has agreed to identify an EPPC member to take this on.
 - d. It will be important to monitor this important process & to build relationships with OIT as we have with OIRE.

2. The APC briefly discussed the proposed FCQs and supported the changes.

3. Faculty Advisor:
 - a. After extensive conversations with Weldon Lodwick, the campus's first Faculty Advisor, Eric Baker & Pam Laird have prepared a memo to Provost Nairn in support of Weldon's extensive labors to date. The APC approved sending the memo.
 - b. In addition, Weldon has been thinking about organizational developments that would help institutionalize the position and enhance its effectiveness within the university. He has discussed those with Pam and Eric already, and the committee will consider them at its October meeting.

4. Regents' Article V and related policies
 - a. The committee had intended to engage in this discussion at length, but because of unforeseen circumstances, we could not. We will have more to report at the Faculty Assembly retreat.
 - b. In the meantime, the committee refers the Assembly back to our December 2016 memo to Joanne Addison and the Assembly with its cautions about proposed changes to Article 4.A.5. Vice President Lightner's original memo on the subject suggested moving "shared governance" to the Regents' Policies rather than laws. Interpreting this aspect of university governance as merely "operational procedures" undermines the spirit of collaboration essential to higher education. It is important to monitor this part of the process. Accordingly, faculty might look especially carefully at the "Principles of Participation" in Article 5.E.5.
 - c. Another section that needs attention on multiple matters is the section on "Approved Faculty Titles" in Policy 5L. For instance, the terms "full-time" and "part-time" are obsolete in many ways. There are tenured faculty at less than 1.00 FTE, and many non-tenure-track faculty work at 1.00 FTE. Therefore, using "full-time" as synonymous with "tenured/tenure-track" is no more accurate than using "part-time" as synonymous with "non-tenure-track." More appropriate would be "rostered" for any faculty at 50% or greater, distinguishing between TTF and NTTF differently. UCDAI will make some recommendations on that score, as well.