



CU Denver Faculty Assembly -- Meeting Minutes

April 4, 2023

Virtual (Zoom)

Attendees*: Joanne Addison, Vivian Shyu, Dennis DeBay (All officers present.)

(*While 23 additional Faculty Assembly members did attend this meeting, attendance was not recorded in error, due to technical difficulties.)

12:00 PM

Joanne Addison, Acting Chair

- **Approve minutes** (March) –
- Motion was made to Approve, motion was seconded; Poll posted
 - Results – Yes=29; No=0; Abstain=2
- **FA Service Award** – this year the FA ExComm awarded it to the IRC task force; plaques will be distributed to all members
- **Bookstore issue**– members asked to take a look at announcement, send feedback

12:05 PM

Elections – two candidates nominated–

- **Procedure:** brief CVs for both candidates were made available to full assembly before meeting; In meeting: each candidate gets 3 minutes, then candidates step out and members hold brief discussion, then a Zoom poll for decision
 - Questions? → none
- Colleen Donnelly spoke first for 3 minutes.
- Stephanie Santorico spoke second for 3 minutes.
- Both candidates went to separate Zoom breakout rooms
- Brief discussion of candidates; about 5 minutes; all discussion confidential
- Motion was made to for vote for next Faculty Assembly Chair; motion was seconded
- **Results:** Zoom poll with both candidates' names was opened for 30 seconds
 - Candidates brought back in
 - Announced that Stephanie Santarico got majority vote and will be the next Faculty Assembly Chair (term: F2023 – S2025)

12:25PM

Turan Kayaoglu (Associate Vice Chancellor for Faculty Affairs) - Faculty Affairs Update

- **Faculty Awards Ceremony** – Call upon FA leadership to join celebration
- **Faculty Authors Celebration** (with Auraria library) - April 19
- **Policy update** – CAP 1007 Compensation Principles for Promotion and Tenure Promotion Salary – proposed revision which now includes IRC faculty waiting to be reviewed by APC; if policy approved, set to implement by Fall 2023
- **Promotion reviews** – impressive dossiers and process underway
- **QUESTIONS/COMMENTS** from Assembly members:

- Retroactive application of salaries? → Joanne: keep an eye on what happens for past promotions without increase and grievance.
- Decision to discuss this issue in May meeting

12:35 PM

Timberley Roane, Associate Professor in Integrative Biology; Faculty Advisory Committee to the Auraria Board – CU Denver representative

- One of 2 CU Denver FACAB reps (Jado Park is other) – work with faculty (2 from each of the 3) to advise Auraria Board; discuss issues relevant across the 3 campuses; She will be at FA meetings; you can contact her (email in the chat)
- **QUESTIONS/COMMENTS** from Assembly members:
 - Bookstore issue discussed
 - Decision to discuss this issue in May meeting

12:40 PM

FCQ data use issue - Discussion

- **Draft resolution** was presented last meeting; Faculty Assembly recommendations considered: (1) ban it, (2) have a banner that informs students what is happening, 3) come up a new FCQ-ish process altogether
 - **Faculty Assembly consensus:** do we want to spend more time on this in May?
 - Choices: Drop the topic? Don't drop the topic?
 - General agreement among members to not drop
- **DISCUSSION** from Assembly members
 - Brought several questions to the table that need to be addressed
 - Decision to discuss this issue in May meeting

12:50

Provost Constancio Nakuma - UPDATE

- **Comment on FCQ question:** he discussed process with Office of Equity leaders; general message was that faculty need not be concerned by process; harm is not intended.
 - Joanne A. noted that faculty that have been involved DO have concerns with the process.
- **Congrats to new leadership** – also acknowledge and appreciates efforts of FA leadership and members in current budget processes.
- **CAM Dean Search** – 4 finalist coming to campus this week; asked for FA member participation, specifically to ask about thoughts on shared governance
- **QUESTIONS/COMMENTS** from Assembly members:
 - What are Provost's priorities for new CAM Dean?
 - **Answer:** someone that understands what ARTS should represent for an institution like ours, but also importance in community, and sharing; visibility and importance

1:00 PM

Chancellor Michelle Marks - UPDATE

- Thanks and acknowledgement of FA and FA and BPC leaders participation and contribution to budget processes.
 - Stressed importance of faculty voices in meetings and decision-making processes.
 - Feels process has strengthened FA, and staff and student shared governance.
- **General UPDATE**

- Where we were when she started, where we are now; much changed
- Progress on Strategic Plan goals outlined
- **Budget realignment process update**
 - Phase 1 update
 - Phase 2 details are coming soon
 - More time for our process this next phase
 - Some from phase 1 that we didn't have time for then
- **State of CO - Slide Presentation**
 - Provided larger context for our campus trends; in general, our challenges are part of a larger trend of enrollment declines and retention issues
- **QUESTIONS/COMMENTS from Assembly members:**
 - Slides available?
 - Yes, slides shared with FA chair; slide presentation emailed to all)
 - Disabilities in terms of DEI?
 - Action committee/operational taskforce in place; should hear more by Fall
 - Balance goals for growth with research, and research with students?
 - Strategic groups lead and staffed by faculty convened to address issues; recognize need to think inclusively across all these areas
 - From Chat - long question regarding administrative spending
 - Directed to watch the recording of Jennifer St. Peters' information session where this is addressed; a different analysis with different results presented there
 - Grievance and appeals and policies?
 - We need to address this at campus and system
 - MYC's implementation adds some complexity and other issues, highlights we need to move to do these well
 - New manager (staff) position posted requiring only BA and 5-7 years of experience will make more than a faculty with a PHD and decades of experience. What message of value does this convey?
 - IRC faculty critical and need to make sure CU Denver is a home to these faculty over the next 5-10-15 years – MYC's
 - We need to continue to make this a desired place of employment
- Joanne A (Chair) calls for anything else to be addressed here, let us know and we'll add for May meeting

1:40 PM

Committee Reports

LGBTQ+

- Issue of Antiracist Advocacy and Action (AAA) letter endorsement
 - All members should have a copy of this letter in mail
- Mia F (Chair of Committee) presented background, and reported that committee voted to endorse
- Discussion was held
 - 2 members of AAA were present to address questions
 - Letter sent to admin and group is meeting with Chancellor, Provost and Jennifer Sobanet
- CSW has also voted to endorse

- **QUESTIONS/COMMENTS** from Assembly members:
 - Use term “white supremacy” too strong?
 - Explanation of where term comes from and why used
 - FA should only endorse things that it is 100% behind, and some data and statements are not sound
 - AAA member does not agree that data and statement not sound
 - Can extreme positions weaken the overall cause?
 - Who is AAA? How many members?
 - 4 students, about 30 people on rolls, and 10-15 actively coming to meetings
- Motion was made to table discussion of the AAA letter endorsement; motion was seconded
 - Results: Yes=22, No=3, Abstain=0
 - Decision to discuss this issue in May meeting

APC

- Looking at MYC; proposal for salary grievance (present to FA next meeting); how they address the pool of grievances; mechanisms to address grievance/appeal

BPC

- Continue to work with budget staff on communicating data; dealing with Salary Grievance, looking at Salary Oversight comm; voted to send to FA ExComm; discussion of state budget decisions relevant to campuses

CSW

- N/A

DisC

- No ADA compliance statement on HR page; if they don't add something, FA will add something to the DisC comm page; need to fix links to committee's page

EDC

- Defer (for time)

EPPC

- waiting for potential student policy around AI and CHatGPT

LETTS

- N/A

2:00 PM

Meeting Adjourned