

UNIVERSITY OF COLORADO DENVER

Downtown Campus Faculty Assembly

Agenda

February 1, 2011

12:30pm-2:30pm

Friends Meeting Room, Auraria Library

Lunch served at 12 noon

- 12:30PM John Wyckoff, Chair
Introductions and announcements
- 12:35PM Roderick Nairn, Provost
Provost Update
- 12:55PM Chair's Report
Nominations for Assembly Officers
- 1:10PM Mary Somerville, Director Auraria Library
Library Update
- 1:35PM Committee Reports
Academic Personnel
Budget Priorities
Educational Planning and Policy
Learning, Educational Technology, Teaching and Scholarship
Diversity Committees:
Disability, GLBT, Women's Issues, Minority Affairs
FACAB
UCDALI
- 2:00PM Policy Discussion
- Cell Phone Policy
 - International Travel Risk Management Policy
 - Chain of Command, APC
- 2:20PM New/Old Business
- 2:30PM Adjournment

UNIVERSITY OF COLORADO DENVER

Downtown Campus Faculty Assembly

Minutes

February 1, 2011

12:30pm-2:30pm

Friends Meeting Room, Auraria Library

Lunch served at 12 noon

Members Attending: John Wyckoff, Robert Flanagan, David Bondelevitch, John Brett, Pam Laird, Elaine Jurries, Bruce Neumann, Ellen Metter, Steve Billups, Amin Kazak, Nancy Ciccone, Maria Buszek, Laura Argys, Stephanie Santorico
Guests Attending: Provost Nairn, Mary Somerville, Laura Goodwin, Zen Camacho

12:30PM John Wyckoff, Chair

12:35PM Roderick Nairn, Provost

- There have been no requests for mid-year rescissions. Waiting for March budget forecast and working closely with Budget Priorities Committee.
- Waiting for Census Date to assess enrollment. Looks like we will be about on target; up on undergraduate down some on graduate enrollment.
- All classes have been roomed. We gained a lot of new space with the renovation of the old science building.
- Accreditation: target of getting everything to Fedex to the reviewers, we made it. Printed enough hard copies to give to reviewers. As soon as we have more hard copies we'll make them available. Document will be on the accreditation website. Organizing the visit schedule. Talked with visit chair to figure out who he would like at each component group meeting. Monday meeting with Chancellor, finance meeting with Jeff Parker, have individuals meet with individual deans. Plan to create a briefing document, general information about accreditation, UCD, specific info on component you're assigned to talk about, FAQ/anticipated questions that may come up. Video on website to introduce people to the campus—tour of UCD via video. Physical tour of AMC because last time they were here there was a discussion of whether or not the HSC COULD move from 9th to Anschutz.
- Current search committees: AVC for student affairs, well underway with Laura Goodwin as co-chair. Anticipating getting responses by 3rd week in Feb. Dean for SEHD committee underway with ads out & a 15th Feb response deadline. Dean for CSPH underway, date toward end of Feb. Expanded ESS to have component down here to take care of Lawrence Street Center.

12:55PM Chair's Report

- Show accreditation video at next meeting, David Bondelevitch helped a lot with the video.

- Brand roll out: We are now officially CU. Letterhead and business cards available now. www.ucdenver.edu/brand
- CU advocacy day last Friday at state capital. Promoted all the campuses of the University at the state legislature, met some of our senators and representatives, talked about budget issues, very interesting day.
- Changed class time grid. Group determined more members could attend from 12-2PM instead of 12:30-2:30PM due to teaching obligations.
- Assembly elections. Please start thinking of nominations of officers. We need to wait until after the colleges have had their elections by the end of March; hope to have new assembly officers in place by May meeting.

1:10PM Mary Somerville, Director Auraria Library

- PowerPoint Presentation
- Library was built in 1970's: 15,000 students then we are now approaching 50,000.
- 21 resignations and retirements over the past 2.5 years...have filled only 2 technical positions.
- We have access to over 30 million items through Prospector
- Have been moving collections to 2nd floor and to Pascal at AMC
- In April 2010 we began to prepare for external program review. We are tri-institutional, administered by UC Denver. Met with 3 provosts, and 4 sets of master planners. Provosts recommended convening a library planning committee, including faculty from each of the schools. Faculty, staff, planners met from May through September. One of the reports included the enhancements that the faculty endorsed. Recommendations of external program review committee (chaired by Dean Howard), Associate Dean from Metro & two outside reviewers. Had about 30 participants. As a result, the architectural firm has proposed further modifications of the building, which continue to build on what faculty told us they require. In weeks ahead, we'll be vetting those suggestions through planning group and other tri-institutional entities to make sure we move forward properly and with input from various stakeholders.
- Need to contact other schools to figure out how we'd like to compose such a tri-institutional body. How to appoint representatives, etc. Optimal size? No more than 3 faculty per school.
- Faculty Suggestion: highlights of school-specific resources sent at the beginning of the semester would be a very useful tool.

1:35PM Committee Reports

- **Budget Priorities:** should receive proposed budget from new governor late February. Committee is trying to brainstorm long-term allocations, in part because there may be negative or positive allocations; this past year we had one-time money which the committee worked out ways in which to allocate. There won't be anything to decide at the February meeting of BPC, so we decided to meet to discuss long term issues guiding principles. Accreditation process BPC will be active. Laura Goodwin: looking at global issues of how budget affects faculty morale, etc. We'd like to be able to communicate if there are situations where

faculty have been offered jobs elsewhere. We would like find out if there are cases that we've lost people.

- **Disabilities:** very successful at the booth last semester, deciding if the committee wants to make that a bigger focus. Putting together a workshop specifically geared to returning veterans. We may try to work with military student organizations to put together a panel to talk about this. Working on parking, making sure that all our buildings have emergency plans for faculty, staff & students with disabilities.
- **UCDALI:** **A.** our spring event will be about accreditation—when we met in the fall with Provost Nairn & Laura Goodwin, they were very supportive. We're inviting them to come to the spring event to discuss accreditation. It's important for the Non Tenure Track Faculty (NTTF) to be on board and to understand what's going on especially when site visitors are here. **B.** sending out a summary document about accreditation to NTTF lists. **C.** Time for award nominations, including the Provost's Award (best practices within a primary unit) **D.** thinking about how to work with schools and colleges on how to improve assessment of NTTF (especially lecturers)—ready to move to show it to deans then to provost. **E.** Who's going to do the work? Service? During hard economic times, we're all asked to do more; money comes back and we hire people. We need to start rethinking the labor model at universities. One of the aspects is—what is appropriate to start paying NTTF to do? There's already more service going on with NTTF than they're getting compensated for.

2:00PM Policy Discussion

- Cell Phone Policy—many faculty ask students to turn off cell phones during class. Safety issue: if there is an issue on campus, students can register with the system for a text/phone call. Can't turn a phone off and still receive these messages. I'd like to suggest we recommend that we have instructors tell students to put their phones on vibrate—not turn them off. If there is an emergency, they can still be contacted. No vote on current policy; no agreement.
- International Travel Risk Management Policy: Still do not have faculty representation on risk management committee. I move this should be tabled until this group includes a faculty member. Policy tabled.
- Chain of Command, Academic Personnel Committee: I would like to forward this with a recommendation from this group whether this is a statement we would like to support. This statement will be moved forward.

2:30PM Adjournment



University of Colorado
Denver

Faculty Assembly

Agenda

March 1, 2011

12:00pm-2:00pm

CU 299

- 12:00PM John Wyckoff, Chair
Introductions & Announcements
- 12:10PM Aaron Wishon, Assistant Vice Chancellor, IT Services
IT Update PowerPoint
- 12:40PM Chair's Report
Nominations and Voting by email
- 12:50PM Committee Reports
APC
BPC
EPPC
LETTS
Diversity Committees:
Disability, GLBT, Women's Issues, Minority Affairs
FACAB
UCDALI
- 1:20 New Business/Old Business
Severance Pay-Dismisal for Cause

Metro State Renaming

Restructuring of CAM
- 2:00PM Adjourn



University of Colorado

Denver

Faculty Assembly

Minutes

March 1, 2011

12:00pm-2:00pm

CU 299

Members Attending: John Wyckoff, David Bondelevitch, Robert Flanagan, Peter Schneider, Michele Engel, Nancy Ciccone, Pam Laird, Maria Buszek, Joy Berrenberg, John Brett, Bruce Neumann,

Guests Attending: Aaron Wishon, Laura Goodwin

12:00PM John Wyckoff, Chair

February minutes to be approved at April meeting

Assembly meeting will take place, Bob Flanagan will chair meeting

12:10PM Aaron Wishon, Assistant Vice Chancellor, IT Services

What is IT's role at the university now?

PowerPoint & discussion on what's new for CU IT

12:40PM Chair's Report

- I'd like to suggest we hold our elections of officers this year through email. Nominations for officers between April 5-15th via email. Ballot out to everyone and vote between 20-25th of April. Suggest nominations and voting go through David Bondelevitch.

12:50PM Committee Reports (Tabled until end of meeting)

1:20PM New Business/Old Business

- Severance Pay-Dismissal for Cause: Board of Regents was going to vote on this motion last week, but did not. Faculty Council would vote on amendment, forward to Regents.
- Vote was taken on motion at Faculty Council, and motion passed. John Wyckoff voted in favor because at the time he felt we didn't have a lot of choice in the matter based on what we knew was going to transpire with the Regents. John Wyckoff regrets the Assembly hadn't heard this motion prior to the vote. Regents did NOT vote on it. May be on next agenda. Concern among some

faculty that this is a removal of faculty rights by changing the existing policy to what has now been recommended by faculty council to regents.

The following is the current regent policy and practice, authorized by the 1966 regents resolution approving the 1940 AAUP Statement of Principles on Academic Freedom and Tenure.

“teachers on continuous appointment who are dismissed for reasons not involving moral turpitude should receive their salaries for at least a year from the date of notification of dismissal whether or not they are continued in their duties at the institution,”

This is the EPUS motion proposed to substitute for the current policy:

“the faculty panel on Privilege and Tenure may recommend, in consideration of mitigating circumstances, that the CU Regents vote affirmatively to give one year of severance pay to the faculty member dismissed for cause”

Motion from Bruce Neumann:

The UCD FA does not support the EPUS alternate motion on dismissal for cause. Instead, the UCD FA requests that FC develop and submit to the Board of Regents an alternate policy proposal that protects faculty rights involving dismissal for reasons that do not involve criminal or illegal activities.

- Bruce Neumann: Faculty should not be railroaded to have rights taken away. I think it's a protection for academic freedom, tenure; baseline to 1 year. Tied most of all to program discontinuance-this policy's existence was used as leverage to approve program discontinuance severance pay.
- Peter Schneider: support the motion, support revision of policy and clearer definition of moral turpitude
- Nancy Ciccone: the only protection we have for faculty dismissed with mental health issues, like Alzheimer's.
- Member: the university made a long series of mistakes that led to what was a disaster in terms of morale and public relations. Doesn't mean that because the administration's approach was hugely flawed that faculty should suffer the consequences. I'm opposed to how this policy was imposed on Faculty Council. This requires deliberation by a large portion of the elected members of the faculty. It would be valuable to send a message back to the faculty council. Hugely flawed process, and if we vote in favor of this motion it will send this message to the Faculty Council & Regents.
- Quorum present: Those in favor with 10 in favor, 0 opposed 2 abstentions. Send this directly to Mark Malone & Provost.

Metro State Renaming-tabled until next meeting

Restructuring of CAM

- Discussion, and request that the policy and procedure be scrupulously followed.

2:00PM

Adjourn



University of Colorado Denver

Faculty Assembly

Agenda

April 5, 2011

12:00pm-2:00pm

Lawrence Street Center 9th floor conference room #914

- 12:00PM Robert Flanagan, Vice Chair
Introductions & Announcements
Approval of March minutes
- 12:10PM Chair's Report
- Election Results
 - Dismissal for Cause status report
 - Faculty Forum at Starz on Monday April 4th from 4:00-5:00 PM
- 12:30PM Committee Reports
APC
BPC
EPPC
LETTS
Diversity Committees:
Disability, GLBT, Women's Issues, Minority Affairs
FACAB
UCDALI
- 1:00PM Old Business
- Renaming of Metro State College
- 1:15PM New Business
- Wisconsin-Cronon email
 - Community College Joint Admissions.
- 1:30PM Bill Cherowitzo-Ombuds Office for UCD DDC
- 2:00PM Adjourn



University of Colorado
Denver
Faculty Assembly
Minutes

April 5, 2011

12:00pm-2:00pm

Lawrence Street Center 9th floor conference room #914

Attending Members: John Wyckoff, David Bondelevitch, Robert Flanagan, Kevin Rens, Maria Buszek, Michele Engel, Bruce Neumann, Peter Schneider, Nancy Ciccone, John Brett, Allan Wallis, Stephen Billups, Pam Laird, Joy Berrenberg

Guests: Zen Camacho, Shawnee Anderson

12:00PM John Wyckoff, Chair

Approval of March minutes with suggested changes

12:10PM Chair's Report

- Election Results: 12 ballots received and slate elected as nominated:
 - John Wyckoff, Chair
 - Bob Flanagan, Vice Chair
 - David Bondelevitch, Secretary
- Dismissal for Cause status report: UCCS personnel voted for same motion as we did. Faculty Council did not want to take up an issue which negated original motion, so a request was made to Board of Regents to work with Faculty Council and not yet take any action—vote scheduled for June.
- Faculty Forum at Starz on Monday April 4th from 4:00-5:00 PM: Occurred yesterday, 20 faculty members present. Responses were generally positive, good questions.

12:30PM Committee Reports

APC: No report

BPC: April meeting will be on April 18th. We've had a report on projections for revenue which look good; reduced the deficit a lot. In discussions with Rod & VCF Jeff Parker, we're being very careful in planning for this. We'll be in a good

place to accommodate whichever cuts come from the legislature. Every school and college should have a faculty governance body that focuses on budget.

EPPC: No report

LETTS: No report

Diversity Committees:

Disabilities: crafting a statement on disabilities in order to complete one suggested uniform statement: for example to place on syllabi. The committee hopes to put statement forward to the Faculty Senate. Complaints have been received about the lack of accessibility to 9th street offices. Ramps are not allowed due to historical status. Question: what next? Speaker in the Fall to talk about the subject of mental health curricula and faculty responses in the wake of recent shootings.

FACAB: interviews for EVPA included four individuals, will offer job to one. Issues coming forth about accessibility and safety resulting from all of the construction on campus. After all these years, an extensive investigation of underground utilities has been put together. Now we know where we can really put buildings in the future.

UCDALI: about to have elections for next year. We've lost several involved members. We are regrouping in terms of our executive committee. We've recruited some CAP folks; we're continuing meetings with various deans. We had planned to have a pre-accreditation event, but it was impossible to schedule. Sent out an email to NTTF about accreditation, what it means, etc.

1:00PM Old Business

- Renaming of Metro State College: what would the impact be? An issue to ponder, decide whether or not to act. Denver State University is the proposed new name of Metro. The name is actually in statute, so in order to change the name the state legislature has to change the name by legislative action. Discussion on potential effects on CU Denver.

1:15PM New Business

- Wisconsin-Cronon email: we need to think whether or not we can use our university emails to contact our colleagues and suggest to them they contact their state representatives (for example on the metro issue). From what I've been reading about the constraints on the use of email it may be legitimate because it is on the base of supporting our institution. If we were to use them to do anything that was partisan even things related to the university we could be in trouble. Bill Cronon in Wisconsin (historian and political active) jumped into the debates about what was going on with unions in Wisconsin. Freedom of information petition to read all university based emails. Questions from UC Denver faculty on what do we do about this?? We need to strongly advise our colleagues to establish and use a personal email account. Legally, you can receive a partisan email, but if you forward it then you're vulnerable to university sanctions. Suggest we bring in a

University legal expert to explain how these work. Provide questions prior to meeting, and hold a discussion regarding legal

- Community College Joint Admissions: proposal being put out to test the waters to have joint admissions between CU Denver and metro area community colleges so that a student who wishes to transfer after 2 years at a community college can be admitted here when they start going to the community college. Accepted at community college and UCD at the same time, but still must fulfill all other admission requirements at time of entrance into UCD. Rationale is we attract students that otherwise may not come to UCD (capture at start of community college), negatively we'll be cannibalizing our own first 2 year students. Would they opt to go to community college for first 2 years due to budget concerns rather than community college? Discussion.

1:30PM Bill Cherowitzo-Ombuds Office for UCD DDC

- Concept is to increase the size of the Ombuds Office on campus, and have a faculty type person in the office. The other campuses have tried this and it's been successful. Boulder has 2 part-time people; UCCS has a person as well. Faculty members are generally more inclined to go talk to a faculty person who knows the system and can be more helpful than a staff person (more experience with faculty issues) Hiring a recently retired person would be ideal. Would take some pressure off the privilege & tenure process. Other issues could be dealt with in a far more effective manner. Ask our administration to consider increasing the Ombuds office by hiring 2 recently retired faculty members, 1 for each campus perhaps, supported part-time, and receive training in mediation. Assemblies should have some say into who should be appointed to these positions. Peter Schneider: I move that the resolution be passed as written. Seconded. Allan Wallis moves to make an amendment to remove "active" from wording. Friendly amendment: active is there in case no retired person can be found. Amendment: "persons who are well-regarded faculty members and preferably retired, of their respective campuses, to be known as "faculty ombuds persons".

2:00PM Adjourn



University of Colorado
Denver
Joint Faculty Assembly Meeting
Agenda

May 3, 2011

12:00pm-2:00pm

DOWNTOWN: Lawrence Street Center 14th Floor Chancellor's Conference Room
AMC: Education 2 North Room 1206 (P28-1206)

- 12:00PM Jeff Parker, Vice Chancellor for Administration and Finance
Budget Update, Q & A
- 12:45PM Barry Shur, Dean of Graduate School
Introduction & Graduate School Update
- 1:00PM Chancellor Jerry Wartgow
- 1:50PM Natasha Dadabhoy, Office of Policy and Fiscal Analysis
Jonathan Lurie, Director of Office of Policy and Fiscal Analysis
Overview of 2011 Legislative Session
- 2:00PM Adjourn



University of Colorado Denver

Faculty Assembly

Agenda

September 6, 2011

12:00pm-2:00pm

CU 299

- 12:00PM Robert Flanagan, Chair
Introductions & Announcements
- 12:10PM Roderick Nairn, Provost
Introduction & Announcement
- 12:35PM Michel Dahlin, Senior Project Manager
Transfer Promise (Community Colleges to UCD)
- 12:55PM Committee Reports
APC
BPC
EPPC
LETTS
Diversity Committees:
Disability, GLBT, Women's Issues, Minority Affairs
FACAB
UCDALI
- 1:15PM Nominations for Vice Chair of Faculty Assembly
- 1:20PM Discussion on new Webpage in relation to Faculty
With Bob Tolsma, Assistant Vice Chancellor, and Jeremy Fulbright,
Director of Web Services
- 1:45PM Dismissal with Cause Discussion
- 2:00PM Adjourn



University of Colorado
Denver
Faculty Assembly
Minutes

September 6, 2011
12:00pm-2:00pm
CU 299

Attending Members: Robert Flanagan, David Bondelevitch, Bryn Harris, Pam Laird, John Brett, Amanda Charlesworth, Nancy Ciccone, Beth Allen, Peter Schneider, Bruce Neumann, Ronson Fox, Rod Nairn, and Joanne Addison.

Guests: Roderick Nairn, Michel Dahlin, Bob Tolsma, and Jeremy Fulbright.

12:00PM Robert Flanagan, Chair

Introductions, minutes from April approved by Pam Laird and John Brett

12:10PM Roderick Nairn, Provost

- Great outcome of Accreditation, but next time we will have the website for accreditation updated.
- BPC recommendations accepted by Chancellor.
- Transitions in Personnel in Chancellors office currently being sorted out. VC social affairs currently filled by Dr. Carnes. Dean of Public Health has four candidates and will soon be filled.
- Currently working on issues, such as updating technology in classrooms. AHEC deals with space management for classrooms, but they are currently looking at buildings in Denver for classrooms, such as having class in an office building.
- There was a decline in enrollment, so we have been campaigning for more students. This has been done by the new branding and going after everyone (in state, out of state, and international).

12:35PM Machel Dahlin, Senior Project Manager

UCD to CCD transfer process: The "Transfer Promise" is a document that students sign to transfer into UCD. Our school is looking at 5 Denver-Metro community colleges because it's easier to maintain a close relationship.

UCD will send out an advisor to the schools of the students that wish to transfer to our school. This is to make sure they are going for the correct major, learn about UCD's campus, and feel a sense of belonging to our

school. This program is for people who want a four year degree and to help community college transfer students have an easier time adapting to our school. There will be a website with the information on this program for the students and supporters soon.

12:55PM Committee Reports

APC: No report.

BPC: Working to grow student involvement on campus, grow full time faculty, grow support for student services on campus, enhance undergrad experience, have signature programs to gain revenue, and address budget short falls. In the last 5 years we have had an increase in faculty and we have 8 new programs that helped increase enrollment. This year schools individually have been increasing faculty, number of recruitment of students, and increasing budget. We are planning on putting in a new campus building across campus for the Business school. Also, some recommendations approved by the Chancellor include hiring plan for administrative staff come back to committee, 3% increase in faculty salary if we reach revenue targets, work with Deans to for strategies to develop revenue for a raise, and Deans need to be involved in the budget.

EPPC: No report.

LETTS: Concerns about new BlackBoard 9 and will look into it; however, no current agenda.

Diversity Committees:

Disabilities: No report.

GLBT: No report.

Women's Issues: Merging Metro, CCD, and UCD into a common resource for women's issues. Last year worked on Parental Leave policy, which will be on the website soon. This year they will continue with promoting the Parental Leave policy.

Minority Affairs: No report

FACAB: No report.

UCDALI: Developing new strategies to engage faculty into activities, where they only volunteer a couple hours each. Starting to plan fall event, which is on peer mentoring. Peer mentoring is where a student will help mentor a teacher about what is successful and what isn't successful with their teaching style.

1:15PM Nominations for Vice Chair of Faculty Assembly

Mary Coussons-Read nominated by Pam Laird.

1:20PM New University Website in relation to faculty

1:45PM Dismissal with Cause Discussion

2:00PM Adjourn



University of Colorado Denver

Faculty Assembly

Agenda

October 4, 2011

12:00pm-2:00pm

CU 299

- 12:00PM Robert Flanagan, Vice Chair
Introductions & Announcements
Approval of September's minutes
- 12:10PM Mark Malone, Faculty Council Chair
Dismissal with Cause/Severance Pay
- 12:40PM Committee Reports
APC
BPC
EPPC
LETTS
Diversity Committees:
Disability, GLBT, Women's Issues, Minority Affairs
FACAB
UCDALI
- 1:10PM Old Business
- 1:25PM New Business
- 1:40PM
- 1:50PM Vote on Ellen Stevens to be on the Faculty Council
Communications Committee as a faculty member from UCD
- 2:00PM Adjourn



University of Colorado

Denver Faculty Assembly

Minutes

October 4, 2011

12:00pm-2:00pm

CU 299

Attending Members: Stephanie Santorico, Bruce Neumann, Joseph Jahasz, David Bondelevitch, Amir Ameri, Joanne Addison, Dorthy Garrison-Wade, Beth Allen, Maria E. Buszek, Amanda Charlesworth, Pamela Laird, Nancy Ciccone, Peter Schneider, Shelby Shafto, Danielle Varda, Mohsen Tadi, John Wyckoff, Elaine Jurries, Tom Beck, Robert Flanagan.

Guests: Skip Hamilton, Mark Malone, and Ellen Stevens.

12:00PM Robert Flanagan, Chair

Introduction. Motion to approve minutes by Nancy and Peter. Approved unanimously with one abstention.

12:10PM Dismissal for Cause/Severance Pay

Mark Malone's presentation with Skip Hamilton (secretary) and Trisha (administrative assistant).

- Policy rewrite, history, and motion schedule can be found at <https://www.cu.edu/FacultyCouncil/dismissal.html>
- Looking for feedback on ideas for the policy, such as fixed language. Feedback can be sent to facultycouncil@cu.edu.
- In history, there has never been a non-unanimous decision on what the dismissal for cause policy should be. Full dismissal for cause information is not in the Laws of the Regents but is in a Regents resolution, which is only available through the university's lawyers. Available information on dismissal for cause can be found in Regents Law 5.C.1.
- The Faculty Council has fixed the language and restored the language on Regents Law 5.C.1-Dismissal:
A faculty member may be dismissed when, in the judgment of the Board of Regents and subject to the Board of Regents constitutional and statutory authority, the good of the university requires such action. The grounds for dismissal shall be demonstrable professional incompetence, gross or repeated neglect of duties, ~~insubordination~~, conviction of a felony ~~or any offense involving moral~~

~~turpitude upon a plea or verdict of guilty or following a plea of nolo contendere,~~
or sexual harassment, or other conduct ~~which~~that falls below minimum standards
of professional integrity. The faculty panel on Privilege and Tenure may
recommend, in consideration of mitigating circumstances, that the Board of
Regents vote affirmatively to give one year of severance pay to the faculty
member dismissed for cause.

Motion by Pam and Nancy: Change on wording of Regents Law 5.C.1.

“A faculty member may be dismissed **for cause** when, in the judgment of the Board of Regents and subject to the Board of Regents' constitutional and statutory authority, the good of the university requires such action. The grounds for dismissal shall be demonstrable professional incompetence, gross or repeated neglect of duties, conviction of a felony, **discrimination** or sexual harassment, or other conduct that falls below minimum standards of professional integrity. **On the recommendation of the assigned faculty panel on Privilege & Tenure, and in consideration of the circumstances, the Board of Regents may vote to deny severance pay for a faculty member dismissed for cause.**”

Motion passes unanimously, 13

Motion: Bruce and Peter motion that as required by Regents' Rule 5, to direct the chair to inform appropriate parties that this faculty will submit notice of motion to university Faculty Senate at its meeting on Oct. 27 and require email notifications to all faculty senators 7 days in advance of that meeting.

This motion must be prepared and distributed by Oct. 20

Motion passes unanimously.

Rule 5 can be read here:

<https://www.cu.edu/regents/Policies/Policy5I.htm>

12:50PM Nominations for Vice Chair

Election for Joanne Addison for Vice Chair was elected unanimously.

12:55PM Committee Reports

APC: No report.

BPC: Presentation by Pam Laird. If your primary unit wants to put forward a hiring plan, do not wait. Go ahead and make job ads available this week. Also, the move to the new building is looking good.

EPPC: Have not had a meeting yet.

LETTS: Have not been able to track down the social media documentation and has request for social media policy documentation.

Diversity Committees:

Disabilities: No report.

GLBT: No report.

Women's Issues: Presentation by Beth Allen. Have established a women's resource center, which is student funded.

Minority Affairs: Trying to come up with a workshop to have an impact on campus.

FACAB: No report.

UCDALI: Trying to arrange an event for this fall focused on peer mentoring within the classroom.

1:30PM Auraria Library Advisory Committee

The Library is establishing an Auraria Advisory Committee for all three schools on campus, which will meet each quarter. Mary Somerville is the current head of the committee. The committee is looking for a UCD representative. Those who are interested should contact Tom Beck and Ellen Jurries.

1:40PM Old Business, Discussion on the university website

The original team that gave the website direction was Andy Jhanji, Jeff Parker, and Roderick Nairn. Now CAC is being formed to make content advisory teams that will look at function of the website. So far the website has received a lot of positive feedback on visual aspects; however, there are current complaints on font, navigation, and scrolling on the homepage. Also, there has been concern about loading the website on small portable devices. Currently the university is working on an app for students, so that they could easily access what they need on the website on small devices. Any additional feedback on the website can be submitted to Bob Tolsma, Assistant Vice Chancellor, or Shelby Shafto, FA Administrative Assistant.

**1:50PM Vote on Ellen Stevens to be on the Faculty Council
Communications Committee**

Motion by Pam and Nancy to elect Professor Ellen Stevens to be on the Faculty Council communications Committee. Motion passed unanimously.

1:55PM Adjourn



University of Colorado Denver

Faculty Assembly

Agenda

November 1, 2011

12:00pm-2:00pm

CU 299

- 12:00PM Robert Flanagan, Vice Chair
Introductions, progress of motions & approval of October's minutes
- 12:10PM Dr. Nairn
- 12:30PM Melissa Connell, Ombuds Office
- 1:00PM Committee Reports
APC
BPC
EPPC
LETTS
Diversity Committees:
Disability, GLBT, Women's Issues, Minority Affairs
FACAB
UCDALI
Student Government
- 1:30PM Old Business
University website
- 1:45PM New Business
Role of faculty and financial crisis
- 2:00PM Adjourn



University of Colorado
Denver
Faculty Assembly
Minutes

November 1, 2011
12:00pm-2:00pm
CU 299

Attending Members: Mohsen Tadi, Isioma Eqbune, Laura Goodwin, Amanda Charlesworth, Brian Gerber, Elaine Jurries, Nancy Ciccone, Maria Buszek, John Brett, Farah Ibrahim, Edward Cannon, Dorothy Garrison Wade, Mary Guy, David Bondelevitch, Amir Ameri, Pam Laird, Joanne Addison, Mike Harper, Stephanie Santorico, Joy Berrenberg, and Shelby Shafto.

Guests: Melissa Connell and Lee Potts

12:00PM Robert Flanagan, Chair

Introduction to new Vice Chair Joanne Addison, progress of motions, and October's minutes approved unanimously.

12:10PM Dr. Nairn

- There is a budget pay raise program in place and budget initiatives have been made where we can see an increase in pay raise. Also, we have made our revenue targets, but we are down in residential enrollment.
- The FY12-13 period is unknown financially.
- In the past we have been conservative with budget, but we need to start spending money. We need money mostly in strategic enrollment planning because enrollment has gone down and we need to market our school. Also, we need to look at where we are and where we are going in the future. We don't have a transfer office, so that could be added. We could also add money to the veteran and international offices to gain more students.
- In January we will have the first two floors open to the new Business School building and the rest will be finished soon. We are looking at making more studious space by building a new building in parking lot R. However, this project is a few years away.

12:30PM Melissa Connell and Lee Potts, Ombuds office

UCD and AMC have an Ombuds office, but not a faculty Ombuds office. The Ombuds office does not advocate for anyone, but they are neutral. Their role is to

see the big picture. They work with people and departments to help solve conflicts. The Ombuds office uses retired faculty because they need someone that has experience and is confidential, informal, and independent. During a conflict you can go to the Ombuds office, say what help you want, share and reflect with a office worker, the worker will brainstorm solutions, and you can decide how to take action. Ombuds is mainly about talking through your issues and the counselor will listen. Also, Ombuds is independent of the university. Right now the Ombuds office is looking for a retired faculty member from DC and AMC. They are flexible and need a cover letter. The position is for someone who is a good listener, neutral, work with guidance on policies, and career changes. If you are interested contact Lee Potts or Shelby Shafto.

1:00PM Committee Reports

APC: No report.

BPC: Presentation by Pam Laird. The committee has a principle for not inviting deans to meetings, but they have decided to invite each dean one at a time to talk about the procedures, priorities, and how faculty participate within their college. They will also have the deans report on the budget of each college. The BPC is also trying to have a balance between D1 (on campus), D2 (extended studies), and D3 (entrepreneur) classes. The BPC is trying to put together more D3 classes, but they need more faculty help.

EPPC: No report.

LETTS: The online revenue going back to departments has been raised as a concern. They are working with CFD for multiple forms of evaluation. Also, the research review of getting graduate students through is difficult, so they are seeing how to get the students through the process.

Diversity Committees:

Disabilities: No report.

GLBT: Spring symposium on the Denver campus will be in April and GLBT needs volunteers that are not from the committee. Also, the GLBT committee has merged with the student GLBT organization on campus for the event.

Women's Issues: No report.

Minority Affairs: Working on a series of workshops in the spring. They are working with CFD and they have met with the library representative. The purpose of the workshops is inclusion and retention for students and faculty. They are now planning on meeting with the Office of Diversity, who they have funds to help with the event.

FACAB: There are two faculty representatives for FACAB and they deal with parking for Auraria. AHEC listens to the FACAB about faculty concerns and they fix the problems quickly. Any issues you have email Joy Bayenburg. Also, the Metro building will be done in the spring and CCD is planning on building next. Denver is planning on a building as well, but they have not been approved yet.

UCDALI: Working on the fall event for non-tenure track faculty, but all faculty are invited. The event is November 14, 2011 from 1-3 PM in the Chancellor's conference room. The event will be on peer evaluations by students.

Student Government: Presentation by Josh. There has been an increase in tuition and a decrease in aid. So they are raising awareness of proposition 103. They are working

with veterans to encourage them to come to our school. Student government is also trying to get a mascot to unify the school and they are working with the hockey team to get other sports started on campus.

1:40PM Old Business

For the dismissal for cause motion, we got what we needed and the reading proposed to the Regents is very close to what we came up with. However, the motion reading was changed to where it doesn't deny severance. For the university website, we need to recruit students and faculty to come up with ideas on how to improve the website to represent the Faculty Assembly. Also, the Library committee is starting and the polls for voting on the UCD representative will be emailed.

2:00PM Adjourn



University of Colorado Denver

Faculty Assembly

Agenda

December 6, 2011

12:00pm-2:00pm

CU 299

- 12:00PM Robert Flanagan, Chair
Introduction & approval of November's minutes
- 12:10PM Russ Poole, Assistant to the AVC for IT Services
Strategic Planning Initiative
- 12:40PM Motion Proposal
- 12:50PM Committee Reports
APC
BPC
EPPC
LETTS
Diversity Committees:
Disability, GLBT, Women's Issues, Minority Affairs
FACAB
UCDALI
Student Government
- 1:20PM Dr. Nairn
- 1:40PM John Brett, Anthropology
UCD's policy toward tuition offsets for faculty family members
attending UCD
- 2:00PM Adjourn



University of Colorado Denver

Faculty Assembly

Minutes

December 6, 2011

12:00pm-2:00pm

CU 299

Attending Members: David Bondelevitch, Lee Shockley, Shruti Poulsen, Bryn Harris, Joanne Addison, Russell Poole, Mohsen Tadi, Bruce Neumann, John Brett, Maria Buszek, Edward Cannon, Elaine Jurries, Dorothy Garrison-Wade, Laura Goodwin, Regina Kilkenny, Tasha Carlson, Amir Ameri, Nancy Ciccone, Rotoney Herring, Peter Schneider, and Stephanie Santorico.

Guests: Russ Poole

12:10PM Robert Flanagan, Chair

- Motion Laird and Farah to accept amended minutes.
- Review of Regents' response to dismissal with cause motion. Regents reworded motion that had been approved by all assemblies.
- Review of what happens with post tenure review and the method in which committee members are chosen for reviews.
- Review of policy for paying committee chairs.

12:25PM Russ Poole, Assistant to the AVC for IT Services

- Russ is putting together an IT committee to change how IT is used on campus. He is looking for both students and teachers, to better understand how to create a student-teacher bond on campus.
- The committee will work for 10 months to develop a strategic plan to push IT forward.
- The Faculty Assembly has invited Russ to come to future meetings to give reports on the committee's progress.

12:54PM Library Committee and Leaves

- Library is undergoing changes structurally.
- Mary Summerville gave a proposal about what happened in the past at the library and what they are looking forward to.
- Bruce Neumann is leaving to be on a new committee to review disclosures. He elected Blair Gifford from AMC to take over his position on the Faculty Assembly. This leave was accepted by the Faculty Assembly.

1:00PM Committee Reports

APC: No report.

BPC: The plan for the new building for UCD is still being worked on. The BPC is working on a faculty hiring plan and working on administrative hiring plan by recommendations. Some issues they are facing is linearity with tuition rates and trying to increase D3 classes on campus.

EPPC: No report.

LETTS: Students and faculty are having problems with online data bases for their research. They are also working on the how to improve the FCQ and to increase IT assistance on campus.

Diversity Committees:

Disabilities: No report.

GLBT: Spring symposium on the Denver campus is moved to the Fall.

Women's Issues: Their networking and socializing event was successful. Now they are working on the parental leave issue. In March they will be doing a workshop on female faculty success on campus. Also, they will update their website and look into the issue of improving child care assistance on the Auraria campus.

Minority Affairs: Working on workshops on diversity and want to gain different perspectives by doing workshops on different focal groups. In February they will focus on students, in March they will focus on faculty, and in April they will focus on administration. The goal of the workshops is to gather information on tension on campus and then in the fall there will be a big event based on the collected data.

FACAB: No report.

UCDALI: Fall event was a success.

Student Government: No report.

1:25PM Dr. Nairn

- Came from a capital meeting. Little state funds will be provided.
- New building will be in parking lot R and is waiting for approval. They are discussing how to fund the building and AHEC is looking to get state money.
- Library reservation project approved.
- Various searches are being conducted.
- IT issues were a surprise for the Provost. Mary Coussons-Reed should come to speak.

1:45 PM Dr. Brett, Anthropology

- Discussion about tuition offsets for faculty family members.
- The Faculty Council has been working on this issue for 10 years. Expanding benefits are planned to be in affect this fall and right now is in the works.

2:00PM Adjourn