



CU Denver Faculty Assembly -- Meeting Minutes

December 5, 2023

Zoom

Attendees: Sasha Breger Bush, Vivian Shyu, Dennis DeBay, EJ Yoder, Colleen Donnelly, Joanne Addison, Florian Pfender, Anthony Villano, Bailey Wallace, Bud Talbot, Joan Bihun, Cristina Gillanders, Philip Joseph, Shuyang Peng, Manish Shirgaokar, Marta Maron, Kelly See, Maryam Darbeheshti, Tom Beck, Sarah Fields, Wendy Bolyard, Eric Baker, Eric Jewett, Ester de Jong, Fernando Mancilla-David, Jeffrey Schrader, Rachel Stein, Ilkyeun Ra, Rashmi Gangamma, Traci Sitzmann, Dale Stahl, Lawrence Cunningham, Linda Fried, Genia Herndon, AVC Turan Kayaoglu, Dan Maxey, Provost Constancio Nakuma, Guest: TaTiana Torres

Provost Nakuma Update:

- Enrollment is not picking up in Spring 2024 as hoped for. Admittedly enrollment is not where we wanted it to be and the administration is working hard on every front to increase enrollment. Our focus for Spring is retaining the students we have.
- Mental Health: AVC Genia Herndon has received the administration's charge to convene a WG to review the scope of work, project timelines, and plans for the Student Community Counseling Center. (FA requested a copy of the charge for this WG).
- New positions will be posted for: Academic Conduct and Case
- Financial Aid: FAFSA is being revised by the Department of Education in Washington D.C. and has yet to be released. They were anticipating a release date of December 1st but will be delayed until December 31st. Students will be able to complete their paperwork in January/February and CU Denver does not foresee any issues or delays with providing aid packages to students by March 1st.
- Financial Aid Office positions: 10 out of 15 financial aid positions have been filled, the 5 remaining positions have been posted. Progress is being made and the administration will provide monthly updates to the University, FA, Financial Aid and Scholarship Office.
- Scholarship: A Scholarship Advisory Committee and WG will be launched by December 15th to coordinate with Schools/Colleges regarding areas of necessary improvement.
- With the departure of SVC Snowden, the Provost has been meeting regularly with the four departments under her leadership. The administration is assessing each of the functional areas and meeting with broader personnel to understand the various challenges that front line workers have been facing. Provost has had very productive meetings with AVC Herndon and has a meeting scheduled with AVC Margaret Wood in the immediate future. Provost has been direct supervisor of all four departments since SVC Snowden's departure. The administration believes that this division may have been too large for one person to lead effectively. The administration is waiting to receive all input and information on the current situation from the effected personnel prior to making any leadership changes.
- FA raised concerns regarding enrollment potentially being down due to scholarship timelines. For instance, Engineering has suffered significantly due to financial aid and scholarship issues. Retaining Fall students into the Spring semester would increase by providing students more financial information earlier. Receiving information the end of January and February is too late for enrollment.
- FA also raised the issue that students are enrolling for classes later and later, which creates difficulties when Schools/Colleges/Faculty are planning for the semester. Question was raised whether the university could implement a type of incentive for earlier enrollment.

- Provost acknowledges that the current process has been inefficient and intends to meet with the appropriate personnel to create a more efficient process. Provost intends to provide monthly updates on these issues.
- AVC Kayaoglu provided quick update. A Shared Governance Resolution has passed, but has failed on some deliverables. They are prioritizing certain issues: 1. The Office of Financial Affairs is sharing the “state of shared governance report” with FA, Deans, Colleges, Schools, and the Library. 2. They are ensuring that representatives are being elected by academic units and not nominated by the Dean. 3. The FA Committee on Academic Personnel is reviewing APS 5060, draft policy on MYC, IRC appointments, etc.

AVC Human Resources: Teri Engelke Report

- Slides with links will be provided following the FA meeting
- FAMLI (Family and Medical Leave Insurance)
 - Colorado Ballot Initiative in 2020, has been approved and implemented starting January 1st, 2024. This is a system level benefit, not just a campus level benefit.
 - FAMLI will work in conjunction with other FMLA/Federal programs, i.e., you cannot take 12 weeks of FAMLI and then another 12 weeks of FMLA. Application for FAMLI is now open.
 - AVC Engelke reiterated that no medical information will be shared with anyone other than leave administrators and they will only receive the actual “approval” decision. Any confidential information will only go to AVC Engelke and Reba Yount. FAMLI is a completely separated HR file for employees.
 - If employees decide to take FAMLI it still counts towards your years of service, not considered a break in service.
- New Course: Skills for Mental Health Support
 - Available through SkillSoft
 - Asking all employees to take this course by March 1st, 2024; takes approximately 15 minutes to complete.
- CCC: Comprehensive Compensation Collective
 - Scope of Project: Review current job groups, descriptions, codes, and career progression opportunities. Conduct market salary/job review (research assistants are included in this) for salary range information. Provides recommendations for strategies to address compensation concerns.
 - CCC website will be launched December/early January; Email: 3C@ucdenver.edu
 - Mercer Consulting launched the market review for faculty positions (tenure/tenure track, IRC, and university staff). This information will be included in the final update in Summer 2024.
 - Steering Committee Reps: Wendy Bolyard, Tammy Hassan, Sam Kim, Gabrielle Sawusch, Matthew McCarville, Lauren Galleri, Kim McCabe, Patricia Ball, Kendall Hunter, Teri Wilson, Rachel Brown (past members: Lonnie Schaible and Stephanie Puello)
 - Focus Groups: Information gathered from these groups is currently being reviewed and thematic analysis is being conducted. Themes will be shared upon completion and review. FA had several concerns related to the representation in these groups. FA believes 15 representatives is extremely low and not a clear and accurate representation. FA member also indicated that UCDAI had concerns regarding the representation, as well and that this information had been shared with the AVC earlier.

SGA/College Council: TaTiana Torres Report:

- Know Your Rights Campaign
 - Issue: Faculty are using AI services for grading which is leading to an increase in wrongfully accusing some students of academic misconduct.
 - Campaign passed a Resolution (SR 2023-04-03) which outlines CU Denver’s students’ rights to request an Academic Integrity Committee hearing in the event they are accused of academic

misconduct. This is a standing right; however, most students are not aware of this. Therefore, SGA recommends that the faculty at the University of Colorado Denver, include the statement as follows within their syllabi starting Spring 2024:

“The University of Colorado Denver is committed to the equitable and just treatment of all students. As a student, you may be accused of academic misconduct or plagiarism at some point throughout your academic career. If you are accused, you have the right to request a hearing through the Academic Integrity Committee (AIC). The CU Denver AIC is charged with promoting and enforcing the CU Denver Academic Integrity Policy. The AIC is composed of faculty, students, and staff as well as a non-voting member from the Office of Student Conduct & Community Standards who coordinates the committee. A student can request a hearing if an accused student denies the charge of academic dishonesty brought against the student or an accused student admits to the ethics violation but disputes the sanction(s) imposed by the instructor. The hearing before the AIC shall consist of four parts:

- The presentation of the evidence by the faculty member (or other) bringing the charge of violation of academic ethics.*
- The defense of the student.*
- Discussion and questions by the AIC panel to the faculty member(s), student and others involved in the case.*
- The discussion of the case by the AIC, formulation of a decision based on the preponderance of the evidence and identifying sanctions.*

To learn more about the Academic Integrity Committee:

<https://www.ucdenver.edu/student/wellness/student-conduct/academic-integrity>

We recognize that such an occurrence can result in diminished mental health. Please remember that there are a number of resources available to CU Denver Students. "

- Several FA members expressed concerns that students don't always read syllabi and suggested including this statement in the Student Handbook (hard copy and digitally on the website).
- One FA member also noted that this type of notice and information is also provided on the formal note of dishonesty that the student receives when accused of academic misconduct.
- Ms. Torres relayed concerns that links/websites provided in the syllabi are not always functional or available. Ms. Torres appreciated the suggestion of including this information in the Student Handbook and perhaps even as Canvas messages.

Chair's Update: Sasha Breger Bush, Chair

- Chair provided update via email on 12/6/2023 (did not have sufficient time remaining during this meeting)

End Meeting