

UCDALI Executive Committee Meeting
02/07/2025
11:00am - 1:00pm

Minutes

In Attendance: *Beth Pugliano, Dennis DeBay, Jason Machado, Laurel Hyslop, Maren Scull, Vivian Shyu, Colin Jenney, Salah McKloskey, Paula Schmidlein, Pam Laird, Thomas Dunn, Maryam Darbeheshti, Jim LoPresti, Eric Baker, Thorsten Spehn, Alyssa Gilkey Zawack, Dina Bodaubay, Peter Anthamattan, Turan Kayaoglu*

HONORING JARROD HANSON (DENNIS DEBAY)

- **Tribute to Jarrod Hanson:** Dennis DeBay shared that Jarrod Hanson, from SEHD, was the sole IRC member to have served as FA Chair. He was also Dennis' office mate and a dedicated advocate for social justice. Jarrod championed numerous groups and was known for his integrity, thoughtfulness, and ability to bring balance even in challenging situations. His wisdom, perspective, and steady presence were invaluable. He was a kind and respected colleague who will be deeply missed and forever cherished.

CAM BRIDGE LIAISON INTRODUCTION (BETH PUGLIANO)

- The committee welcomed a new UCDALI member, Dina Bodaubay, joining for the first time as a BNL representative from CAM. Dina teaches piano, music history, film scoring, and related subjects. She has been with the university since 2010.

SHARED GOVERNANCE REPORT AND RECOMMENDATIONS (AVC KAYAOGU, FACULTY AFFAIRS FELLOW PETER ANTHAMATTEN)

- Shared Governance Recommendations:
 - Peter shared an update on the Office of Faculty Affairs (OFA)'s development of recommendations for improving shared governance across all schools/colleges/units (S/C/L).
 - The effort follows up on Faculty Assembly's (FA) December 2022 resolution identifying uneven shared governance practices across campus, with a call for the Provost's Office to address this.
 - Last year, Peter wrote a comprehensive report after interviewing deans, reviewing S/C/L bylaws, and conducting a faculty survey, which achieved 40% participation from rostered faculty. Recommendations are now being developed, and they've started to ask S/C/Ls to implement them.
- Focus on Equal Faculty Participation:
 - Turan emphasized the importance of elevating the voices of all rostered faculty, including IRC faculty, who often face challenges regarding their voting rights within primary units. The goal is to ensure that IRC faculty have the same participation rights as other faculty. IRC faculty need stronger protection and representation.

- So far Peter and Turan have met with all deans (excluding CAP) and FA leadership. These meetings are to build consensus before the Provost issues the final recommendations across the university.
- Accountability and Implementation Plan:
 - Beth raised a question about accountability, asking who is responsible for ensuring S/C/Ls are moving in the right direction.
 - Peter explained that the approach has been collaborative, focusing on explaining the importance of faculty governance to the administration and showing its benefit for running colleges.
 - Turan added that under regent law, it is the Provost's responsibility to ensure compliance. Shared governance is grounded in regent law and policy, and consensus is being built with deans and shared governance partners.
 - There will be periodic updates on progress and S/C/Ls that lag behind will face pressure to comply.
- Shared Governance in Action:
 - Some S/C/Ls have already started creating or reinstituting shared governance structures that didn't exist previously.
 - Turan noted that the Provost will intervene when a faculty group complains of a lack of shared governance within their S/C/L. Faculty need to speak up to remove any excuses deans may have for not engaging faculty.
 - Peter emphasized that college and Provost compliance must come from within, but deans often resist, citing faculty busyness and lack of interest.
- Faculty Evaluation and Workload:
 - Beth inquired about the role of faculty evaluation, specifically asking if deans' reviews include an assessment of shared governance strength.
 - Turan mentioned that a policy for comprehensive dean reviews was developed last year, and faculty participation is now a larger part of those reviews.
 - The Provost's Office is working with shared governance bodies to identify faculty leaders for these reviews.
 - Beth also highlighted the need for stronger recommendations around faculty workload, especially in areas with tight budgets. She raised concerns about compensating faculty adequately for the time commitment required by shared governance.
- Workload and Service:
 - Peter shared his experience from six years ago as a chair, noting that workload and service balance in faculty roles remain a challenge.
 - Turan agreed, saying that the biggest barrier to shared governance work is workload. Two potential ways to address this are:
 1. Provost review of faculty hiring plans to allocate service time.
 2. Encouraging faculty service in hiring policies, with FA potentially issuing a resolution that requires service allocation in faculty appointments.

- Beth expressed the need for robust recommendations on workload support in shared governance, especially given the shrinking service allocations across campuses.
- **Accountability and Service Capacity:**
 - Vivian raised a concern about faculty service, especially when some faculty do not fulfill their 20% service requirement. She suggested a lack of accountability in service roles.
 - Peter acknowledged that, from a chair's perspective, some faculty contribute more to their profession than to the university, which complicates service expectations.
 - Turan added that there is an uneven burden, with female and minority faculty performing more service, which impacts their promotion prospects. This issue may be addressed through post-tenure review processes.
 - Beth called for more focus on IRC faculty participation in shared governance, especially as faculty demographics shift. She emphasized the importance of ensuring adequate representation in shared governance bodies.
 - Turan noted that S/C/Ls should be reviewing their bylaws to ensure no faculty group is discriminated against or excluded from governance participation.
- **Rebuilding Faculty Senate:**
 - Pam suggested considering the rebuilding of the faculty senate at CU Denver, which was dissolved years ago. She noted communication gaps between faculty and the administration and suggested that the faculty council could help bridge this gap.
 - Vivian pointed out that faculty councils are supposed to have open meetings, but communication remains problematic.
 - Turan supported the idea of reconvening the faculty senate and suggested asking the Provost to support FA in this effort. He also mentioned that communication between FA and faculty needs to be more structured.
- **Next Steps:**
 - **Provost Office:** To issue final recommendations to S/C/Ls and hold deans accountable for shared governance implementation.
 - **Follow-up:** Periodic updates on shared governance implementation in S/C/Ls.

GENERAL UPDATES (BETH PUGLIANO)

- **IRC Survey:** Beth thanked Colin and Jeff for their incredible expertise, efficiency, and dedication in driving this project forward. The survey is now nearly finalized, thanks to the input and recommendations provided by everyone, and is undergoing final testing. We aim to have it out in February, with the survey remaining open until after March 15th. One thing to note is that there will be a change to the incentives to complete the survey; instead of offering gift cards, we will now provide gift bags with parking passes, mugs, snacks, etc. Vivian also highlighted key areas of focus, including career development, salary increases, promotion, merit, equity adjustments, etc.

- **Spring Newsletter:** Eric is reviewing potential candidates for the Featurette and has some promising prospects in mind. Beth reached out to the Chancellor on behalf of UCDALI, inviting him to contribute a message to the newsletter. He has requested more information and is weighing a message from the Chancellor versus Interim Provost Jansma. Vivian suggests we aim to release the newsletter before the IRC survey closes to capture any remaining responses. The goal is to have the newsletter sent out mid-March.
- **UCDALI Budget Request (AY 25/26):** UCDALI budget request to be submitted to AVCFA in March. Beth emphasized the need to clearly outline how the funds will be allocated and specify spending areas. Please send your input to Jeff and Beth. Vivian asked if we could request PD funds for other UCDALI leadership positions. Beth said she can continue to include PD funds in her annual request.
- **SCHOOL/COLLEGE/LIBRARY COMMUNITY EVENTS:** Beth shared that we have funding available for community events aimed at forging stronger connections between IRC faculty. She encouraged S/C/L representatives to consider what events they might want to organize. Dennis mentioned that last year, SEHD hosted a successful event and expressed interest in doing something similar again this year. Thorsten suggested organizing a team-building event as part of the community engagement efforts. Beth also reminded everyone about the upcoming monthly coffee gatherings, with the first one scheduled for next Wednesday, immediately following the Dean's lunch.
- **CAMPUS AWARD FOR EXCELLENCE IN PRACTICES RELATED TO IRC FACULTY:** Beth reminded the group that the call for Excellence Award applications is open and asked everyone to help spread the word. Beth will also remind the deans about the award on Wednesday. Review of applications will take place in late February or early March, as outlined in the award criteria.
- **WOMEN'S LEADERSHIP PROGRAM:** Beth stated that Bryn Harris is deeply committed to making the Women's Leadership Program a valuable opportunity for IRC faculty and is focused on increasing its representation. If anyone has suggestions or ideas for how to enhance this initiative, please feel free to reach out to Bryn or bring them forward at upcoming meetings.
- **LUNCH WITH DEANS AND DIRECTORS:** Beth reminded everyone of the upcoming lunch with the deans. Asked if there were specific items that should be discussed. Recommendations included: shared governance, what deans thought of as successes, IRC faculty research and creative work, IRC best practices award, budget challenges and impacts.
- **PROVOST LETTER:** The intent of the letter is to recognize the Provost Nakuma's support and contributions to the IRC Taskforce and the roadmap, highlighting the elevation of IRC faculty concerns in the Provost's office during his tenure. The letter will be shared with the new Chancellor and Provost, emphasizing the importance of continued focus on IRC faculty. The group approved the letter. Beth will compose the draft and send it to the Executive Committee and BNLS for feedback. After

incorporating any edits, the final version will be sent out to ExCom and BNLs for approval.

MARCH MEETING PREPARATION (BETH PUGLIANO)

- **CHANCELLOR CHRISTENSEN:** The Chancellor will join the last hour of the March meeting. The meeting will be held in a hybrid format with lunch provided. The meeting will be held in Rush Conference Room of the Learning Commons Building.
- **TERI ENGELKE/CCC:** teri will attend via zoom to discuss the CCC (Campus Climate Committee). The meeting will focus on drilling down into the process, how data was collected and analyzed, and identifying the key concerns.
- **POSSIBLE GUEST- ANN SHERMAN:** Beth will also check if Ann Sherman can join the meeting to provide additional financial insights re: the CCC.

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