

To: Alastair Norcross, Chair, CU Faculty Council (*incoming*)
CC: Michelle Marks, Chancellor, CU Denver
Constancio Nakuma, Provost, CU Denver
Turan Kayaoglu, AVC for Faculty Affairs, CU Denver
Cindy O'Bryant, Chair, Faculty Council Chair
From: Joanne Addison, Chair, CU Denver Faculty Assembly Chair (*Outgoing*)
Vivian Shyu, Vice-Chair, CU Denver Faculty Assembly
Dennis DeBay, Secretary, CU Denver Faculty Assembly
CU Denver Faculty Assembly Executive Committee
Re: **CU Denver Faculty Assembly Report of Activities, 2022-2023**
Date: 31 July 2023

Executive Summary

The CU Denver Faculty Assembly (FA) has had an eventful, productive, and challenging 2022-2023 academic year.

Its key activities this year include:

- A change in leadership for Faculty Assembly with Joanne Addison becoming our new Faculty Assembly chair
- Continual communication with CU Denver Chancellor Michelle Marks & Constancio Nakuma on faculty needs and initiatives.
- Regular meetings with Executive Team on academic year planning
- Welcoming and working closely with our AVC for Faculty Affairs - Turan Kayaoglu
- Representation of faculty interests on:
 - Budget realignment and impacts for faculty and students
 - Feedback on the Provost's Roadmap response to the IRC Task Force's report and recommendations
 - Multi-Year Contract expansion plan for IRC faculty
 - The creation of an FCQ resolution
 - Conversations around the Salary oversight committee
 - Revision to CAP 1007 - Compensation Principles for Faculty Promotion and Tenure
 - Revision to CU Denver campus policy 1019: Instructional, Research, And Clinical Faculty Appointments
 - Transparency in FA stipends and representation on Executive Committee
 - Salary Equity Appeal Process
- Guidance on Minimum Shared Governance Structures, Practices, and Principles
- Discussion with Chancellor Marks on budget realignment, and continuing strategic plan for CU Denver
- Discussions with Constancio Nakuma, Provost; Jennifer Sobanet, EVC, Jen St. Peter. AVC for Budget. – Budget/Campus updates
- A change to the FA bylaws to ensure representation across faculty for CU Denver
- Continued work on digital governance at CU Denver, with AVC for Digital Strategies and Learning, Katie Linder.
- Award and presentation of the annual CU Denver Faculty Assembly Award
- Collaborations with UCDALI on the IRC Roadmap Suggestions
- Emerging collaborations with Staff Council.
- FAR EDI committee that is working over the summer

One of the purposes of this report is to provide future stakeholders with a comprehensive record of the Assembly's activities and membership. We have provided a detailed description the committee's primary activities and accomplishments of the year in the narrative of the memo just below. Following that, we have also presented bullet points highlighting the key accomplishments and activities of the **primary sub-committees** serving under the FA (Appendix 01), the **formal votes** of the Assembly (Appendix 02), its **guest presenters** during its eight standard meetings of the year (Appendix 03), as well as its current roster of **active officers and members** (Appendix 04).

Summary of Primary Activities over the 2022-2023 Academic Year

Work with Chancellor Michelle Marks

Dr. Marks displayed a keen interest in learning about CU Denver's culture, needs, and initiatives through continual discussion with the Faculty Assembly (FA). Dr. Marks attended multiple meetings during the academic year to discuss what she has learned from her listening tours and to collect faculty input. Dr. Marks held several "town halls" to discuss concerns from faculty and was communicative about the budget realignment process.

IRC Roadmap Response

CU Denver Provost provides an update on addressing the concerns of the Instructors and Researchers of Color (IRC) faculty. The IRC Task Force report recommends equalizing pay ranges within ranks across title series and disciplines, establishing the Salary Oversight Committee to review compensation across colleges, schools, and the library, and bringing equity in rank and promotional pay, among other things. The Provost's roadmap includes plans for identifying and addressing pay inequities, creating a campus-wide minimum per-course pay rate for summer, Maymester, and winter courses, and reviewing the per-course compensation for lecturers every three years.

Strengthening Shared Governance

CU Denver is experiencing significant changes due to various factors, including demographic shifts, financial urgency, and pressure to improve outcomes while lowering costs. To manage these challenges, the university should adhere to Regent Law and Policy concerning shared governance. However, shared governance is inconsistently practiced across the campus. CU Denver needs to identify and implement shared governance structures and practices that comply with Regent Law and Policy, ensure their implementation across schools, and libraries, and issue an annual report on shared governance's health. This will strengthen the faculty's voice, lead to better-informed decisions, and faster implementation, among other benefits.

Multi-Year Contract Resolution

The University of Colorado Denver plans to offer more multi-year contracts to eligible faculty as a way to show appreciation and enhance job security. Currently, less than 10% of IRC faculty have multi-year contracts. The university aims to have at least 50% of IRC faculty on multi-year contracts by the end of the academic year. The four-step process involves an administrative review, application, substantive review, and final review. The primary unit head will determine the merit of individual faculty or librarian for a multi-year contract, and the dean or library director will have final decision-making authority.

FCQ Resolution

Research has shown that student evaluations of teaching (SET) tools like the Faculty Course Questionnaire (FCQ) are biased against women and marginalized groups and have little correlation with teaching quality. Despite this, FCQs continue to play a central role in faculty evaluation and results are published publicly, inviting scrutiny not faced by administrators. The FCQ office began using keywords related to equity in 2019 without consulting faculty governance groups and faculty are now at risk due to the use of this biased tool. The Office of Equity is treating the FCQ as if it were an equity report, denying faculty due process. However, students have other avenues to file actual equity reports, and there is no requirement for the use of the current FCQ or written comments.

Faculty Assembly Bylaws change – Executive Committee

Faculty Assembly's officers shall serve two-year terms; no college / school / library shall have more than two officers. The Vice Chair or Secretary shall not both be Tenure-Track Faculty or Instructional, Research, Clinical Faculty. Efforts will be made to rotate these positions between faculty ranks. All members of the Faculty Senate are eligible to be an officer provided they hold a faculty position of 50% or more and do not hold an officer or administrative position above department chair or its equivalent.

Faculty Affairs and the office of DEI established a working group to examine EDI and merit connections.

Guidance on Minimum Shared Governance Structures, Practices, and Principles was created and Approved by the Provost's Office, the Council of Deans, and the Faculty Assembly

Faculty Assembly Award

The CU Denver Faculty Assembly established the Faculty Assembly award in 2018 to honor and recognize a member of the CU Denver community (encompassing administration, faculty, and staff) for contributions to shared and faculty governance at CU Denver. The Faculty Assembly Executive Committee gave the award to **The IRC Task force**, Associate Professor of Psychology and Director of the Center for Director of the Center for Excellence in Teaching and Learning was given the award for 2022-2023, the award's fifth year.

Anticipated Initiatives for the 2023-2024 Academic Year

The leadership of the Faculty Assembly will change over the next year with a new chair, as Joanne Addison's term has expired. The following faculty members will serve as its officers:

- To Be Determined, **Chair** (2023-2025)
- Vivian Shyu (CLAS - Psychology), **Vice-Chair** (2022-2024)
- Dennis DeBay (SEHD-STEM Education), **Secretary** (2022-2024)

Several pertinent issues remain on the agenda for the CU Denver Faculty Assembly for the next year, many of which extend current activities. Some of these activities include:

- Continue and establish positive working relationships with the central administration.
- Continue to support faculty on the Multi-Year Contract work.
- Continue to discuss the FCQ resolution.
- Facilitate and provide faculty input and support related to the implementation of the CU Denver Strategic Plan.
- Work with Central Administration to hire admin support for FA.
- Continue to advocate for faculty related to work changes.
- Revise the Faculty Assembly bylaws.
- Promote the establishment of effective faculty shared governance in schools and college where it is weak or absent.
- Continue to work with Central Administration on the IRC Taskforce Recommendations
- Continue to work on EDI initiatives.
- Represent faculty interests in campus initiatives.

Sincerely,

Joanne Addison
Chair, CU Denver Faculty Assembly

Vivian Shyu
Vice-Chair, CU Denver Faculty Assembly

Dennis DeBay
Secretary, CU Denver Faculty Assembly

Appendix 01:

Denver Faculty Assembly Sub-Committee Activity and Membership **(2022-2023 Academic Year)**

Academic Personnel Committee (APC)

The Academic Personnel Committee was busy in support of several initiatives as well as an important voice in the budget realignment process. Here are some highlights from the 2022-2023 academic year:

- After a transitional year in 21-22, we established a leadership structure with co-chairs that divide responsibility as follows: Kat – primary responsibility for meeting with/interfacing with UCD administration to discuss committee efforts, Lonnie – primary responsibility for interfacing/representing the committee at faculty governance bodies (e.g. FA ExComm and Faculty Assembly). Co-chairs coordinate meeting agendas and workflow with one another.
- Committee has met a total of 7 times, with an 8th meeting scheduled for May.
- Worked with Turan Kayaoglu to develop and review a proposal for a pilot salary grievance process and committee, which will work towards fulfilling requirements in Regent Law for the existence of such a committee, and remedy the issue of salary grievances getting stuck within Colleges/Schools.
- Identified the need to comprehensively evaluate paths within the campus and system by which faculty can have their grievances heard and redressed in relation to specific matters. Ongoing efforts to map these processes out.
- Provided reviews of APS 5060 and APS 1027 and the IRC Roadmap

-Kat Vlahos & Lonnie Chaible, Co-Chairs of the CU Denver Faculty Assembly Academic Personnel Committee

Membership

Schaible, Lonnie (*co-chair*)

Vlahos, Ekaterini (*co-chair*)

Liang, Lan

Shrader, Jeffrey

Ren, Xiaojun

Spencer, Karen

Stefes, Christopher

Hunter, Kendall

Baker, Eric

Fulmer, Connie

Jenson, Michael (*ex-officio*)

Budget Priorities Committee (BPC)

The Budget Priorities Committee (BPC) represents the faculty in advising and consulting with the Chancellor and designees on budget matters. The committee is the primary advising and consultative body to Faculty Assembly on campus-level budgetary matters and serves as a campus-level resource for faculty. The BPC collaborates with the administration in the development of recommendations to the Chancellor for submission to the Board of Regents or its designee(s).

Select AY 2022–2023 Activities and Accomplishments:

- Convened seven regular meetings in AY 2022–2023, in addition to a special meeting to review a new degree program proposal in January. No September or January regular meetings were held.
- Worked with administration to review and express support for the following two new degree program proposals:
 - Doctor of Health Administration (Business School)
 - Associate of General Studies (CLAS)
- Supported administrative transition due to Todd Haggerty’s departure as campus CFO.
- Continued subject-matter education of BPC committee with a Budget Model 101 Presentation from Jen St Peter, AVC for Budget.
- Participated in campus hiring activities for the Executive Vice Chancellor of Finance & Administration (four BPC member and candidate meetings, BPC Chair served on search committee).
- Engaged with administration in Phase 1 of Multi-year Budget Reduction and Realignment Process, including:
 - Regular updates and discussion of process during BPC meetings.
 - Special campus leadership meeting with committee (BPC Consultative Session on Phase 1 Budget Reductions).
 - Discussion of adequacy of BPC and faculty engagement in the Budget Realignment Process (Phase 1).
 - BPC Chair participation in Leadership Strategy Meeting (Phase 1 Budget Cut Review), RACI meetings, and Chancellor’s Advisory Committee on Budget (CACB) meetings.
- Worked with Turan Kayaoglu, AVC of Faculty Affairs, to review and revise the campus Salary Oversight Committee proposal.
 - BPC voted to forward proposal to Faculty Assembly Executive Committee for further consideration.
- Independently examined trends in campus administration spending/staffing (using provided NACUBO annual data, 2017-18 to 2021-22).
 - In response, budget staff provided two lookbacks at administrative spending
 - “Assistant Vice Chancellor/Dean Positions and Above, Including Vacancies”
 - “CU Denver Expense by Type, FY18-22”
- Considered and approved proposal for Staff Council representation/participation on BPC .
- Began to work with budget staff to consider different approaches to enhancing campus budget transparency, including through a proposed summary annual report.
- Received updates on CU system issues via BPC Chair representation on the Faculty Council Budget & Finance Committee.

Looking Forward to AY 2023-2024:

For the upcoming year, BPC is looking forward to 1) supporting Phase 2 of the Budget Reduction and Realignment Process, 2) assisting in implementation of the Salary Oversight Committee (if enacted), 3) making tangible progress working with the administration to enhance budget transparency, especially through a brief annual report targeted to faculty and staff, 4) aiding the development of standard metrics for assessing key campus budget issues over time, 5) contributing to a dialogue around the future of the campus budget model, 6) increasing the advisory role of the committee in supporting budget decisions (like prioritizing strategic investments), 7) revisiting raise amounts for faculty promotions, and 8) continuing to monitor development/fundraising accomplishments.

AY 2022-2023 Membership:

Todd Ely, Chair, School of Public Affairs

Katherine Gunny, Vice Chair, Business School (on sabbatical, Spring 2023)
Kelly McCusker, Secretary, Auraria Library
Russell Barber, Business School (Spring 2023)
Jody Beck, College of Architecture and Planning
Brian DeLevie, College of Arts and Media (Fall 2022)
Keith Guzik, College of Liberal Arts and Sciences
David Hildebrand, College of Liberal Arts and Sciences
Dan Hodges, College of Arts and Media (beginning March 2023)
Heather Johnson, School of Education and Human Development
Miloje Radenkovic, College of Engineering, Design and Computing
David Tracer, College of Liberal Arts and Sciences

Committee on the Status of Women (CSW)

The Committee on the Status of Women (CSW), reviews policies and practices, evaluates and recommends policies affecting women faculty and students on the CU Denver Campus.

During the AY 2022-2023, the Faculty Assembly Committee on Status of Women continued working on several issues related to the well-being of the women and women identified faculty. The primary focus of the committee was on the following:

- Provost's Memo on Pandemic Impact Consideration Statements
- Alliance Networking
- Retreat planning for September 2023

During AY 2022-2023, after working on a series of recommendations to be considered for faculty review process during and after the pandemic for two years, it was approved by the FA in spring 2023. The pandemic impact statements were reviewed and endorsed by CSW for the second time, during AY 2022-2023. It was forwarded to the chancellor's office as well as the Provost's office for consideration. The CSW realized that the support of COVID-19 disruption statements for faculty review (annual/merit, promotion, tenure, post-tenure review) has not been systematic. In our recommendations, the employees could include statements in their evaluations (if they chose to do so) that COVID-19 caused disruptions to annual performance goals and explaining the adjustment to such goals. In our review process, we also discovered that CU system institutions such as UCCS have clear guidance on how to document pandemic impacts in one's dossier.

In April 2023, the pandemic impact consideration statements were approved by the Provost and disseminated to the Deans of all schools and colleges. An individual email was also sent to all rostered faculty on May 3rd, 2023. The CSW met with the Vice Chancellor of Diversity, Equity, and Inclusion, Antonio Farias, on different occasions to discuss the opportunity to partner with other alliances, and to work with other affinity groups around equity issues at CU Denver. We discussed the importance of our work to push for increased faculty support to go beyond just RTP and include the entirety of the faculty support recommendations.

In addition, the CSW has been engaged in a series of discussions with WGC (Women and Gender Center) to establish a closer relationship with the center and perhaps having a CSW member in their advisory board for future collaborations. The Committee discussed supporting a parental leave policy that does not include using all sick leave and is line with CU Boulder's parental leave policy; also discussed the need for the current CU Denver parental leave policy to be more consistently utilized and enforced across departments and units. Currently, a person's leave details depend on who decides the person's leave (e.g., department chair, Dean). Parental leave is a possible intersectional issue for CSW and the affinity networking group.

There are ongoing discussions around equal work for equal pay from different perspectives around CU Denver campus. As part of the broader efforts, the CSW is also looking at the gender disparities and salary gaps between male and female faculty within similar ranks. The IRC taskforce (CSW has a member in that group) has reported on the existing pay inequalities, both within different faculty ranks as well as the pay gaps within each rank.

In 2022-2023 Academic Year, we have invited several stakeholders to our monthly meetings. They include Turan Kayaoglu (AVC of Faculty Affairs), Antonio Farias (VC of DEI), and Teri Engelke (AVC for Human Resources), to discuss issues related to the well-being of women and women-identified faculty members at CU Denver. The CSW has started planning for a retreat in September 2023 to strengthen our relationship with other subcommittees of the Faculty Assembly and to promote collaborations on our shared interests and future concerns.

Maryam Darbeheshti, Faculty Assembly Executive Committee Representative from the CU Denver Faculty Assembly Committee on the Status of Women

Membership 2022-2023

Name	School or College
Maryam Darbeheshti Chair	College of Engineering, Design and Computing
Elizabeth Allen Vice chair	College of Liberal Arts and Sciences

Elizabeth Steed	Secretary	School of Education and Human Development
Edelina Burciaga		College of Liberal Arts and Sciences
Danielle Varda		School of Public Affairs
Zixia Cao		Business School
Julia Kantor		School of Education and Human Development
Jennifer Steffel Johnson		College of Architecture and Planning
Carol Golemboski		College of Arts and Media
Annika Mosier		College of Liberal Arts and Sciences
Katy Divittorio		Auraria Library

Disabilities Committee (DiscC)

This year the DisC held a two-day Disability, Social Justice, and Intersectionality Symposium funded by President's Funds for the Humanities and DEI. We had over 200 attendees. We also have placed all the materials, guest speaker talks and information and tools for accessibility for the future use of faculty and students on our website: <https://clas.ucdenver.edu/disability/>. We have also supported the development of an accessibility taskforce under DEI and are working to get more clarity and information on ADA accommodations for faculty that are transparent and viewable by HR. We are updating our information on accommodations on our website. We are working on educating the community to access and disability issues, and though our efforts to do have student posters by the end of the year was not successful, we will revisit these efforts next year. We contacted facilities about the stool issues in Science and North as HR-ADA did not address the issue. We are also working to get our URL changed to reflect that this is a campus committee not a CLAS committee.

-Colleen Donnelly, Chair of the CU Denver Faculty Assembly Disabilities Committee

Membership

Donnelly, Colleen (Chair)
Bradbeer, Gayle (Secretary)
Ferrell, Amy
Fried, Linda
Green, Michael
Melonis, Maureen
Rabideau, Mark
Sargent, Christine
Sebawit, Bishu

Luck, Phillip (*ex-officio*)

Educational Policy and Procedures Committee (EPPC)

As requested, here is a brief narrative of EPPC activities for AY 2022-2023. The fall 2022 semester began with only six members of EPPC, when there should be ten. At the first meeting, Jing Zhang volunteered to serve as Secretary. The EPPC Vice Chair left CU Denver in early February 2023, and that position was not filled for the remainder of the year. It is important that the next academic year begin with a full committee.

The EPPC convened seven meetings in AY 2022-2023. These were the policies discussed and/or reviewed:

- APS1014: Intellectual Property that is Educational Materials
- CAP7050: Academic Integrity

Beth Meyers, Associate Vice Chancellor, Office of Academic Planning, attended the November 2023 meeting to discuss two initiatives: academic planning and CORE.1 Dr. Michael Kocet, Assistant Vice Chancellor, Graduate Education, attended the February 2023 meeting to introduce himself and discuss his plans for collaboration and engagement. Shanna Mae Petersen, Director of Student Conduct and Community Standards, attended the April 2023 meeting to discuss the Academic Integrity Policy as related to ChatGPT/AI.

During spring 2023 meetings, the committee discussed the budget crisis to consider any policies that may be impacted. The committee had a representative attend a ChatGPT event hosted by the TIPS Division and ThingStudio in March 2023. We also discussed Katie Linder's memo regarding microcredentials and believe this to be a potential policy issue for future consideration.

Elections were held in April 2023. Christopher Merkner, English (CLAS) was elected Vice Chair. No secretary was elected. My term as chair continues through AY 2024-2025.

2022-2023 Membership:

- Wendy Bolyard, Chair (term ends: AY 2024-2025)
- Rachel Stott, Vice Chair (term: until February 2023)
- Jing Zhang, Secretary (term ends: unknown)
- Matthew Shea, CAP (term ends: unknown)
- Christopher Merkner, CLAS (elected Vice Chair, term ends: AY 2025-2026)
- Jefferson Knight, CLAS (term ends: AY 2024-2025)
- Dennis DeBay, SEHD (term ends: AY 2022-2023)
- Kaiya Schroeder, Library (term: February 2023 – May 2023)

1 Colorado Re-Engaged (CORE Initiative)

enables four-year institutions in Colorado to award an earned associate degree to eligible students who have stopped-out from a baccalaureate program after earning at least 70 credit hours.

[https://cdhe.colorado.gov/students/attending-college/colorado-re-engaged-core-initiative#:~:text=The%20Colorado%20Re%2DEngaged%20\(CORE,at%20least%2070%20credit%20hours](https://cdhe.colorado.gov/students/attending-college/colorado-re-engaged-core-initiative#:~:text=The%20Colorado%20Re%2DEngaged%20(CORE,at%20least%2070%20credit%20hours)

Ethnic Diversity Committee (EDC)

Summary

The following were EDC's areas of focus and concern in the above-mentioned time-period:

- EDC's Emerging and Critical Issues Fellowship Proposal – In this period, the EDC has focused on recruiting members for the proposal's selection committee.
- Students - Recruitment, retention, and support of students of color at the University.
- Faculty - Recruitment, retention, promotion, and support of faculty of color.

Detailed Overview

1. EDC's Emerging and Critical Issues Fellowship Proposal

The EDC created a Critical & Emerging Issues Fellowship program that invites scholars, students, and staff to speak about timely issues. Faculty Assembly approved this proposal on February 1, 2022, after which it was given final approval by the Chancellor. Since that time, the EDC's work has focused on recruiting members for the proposal's selection committee. They're charged with determining who the speakers will be, the topics they'll cover, and when and where they'll speak. Their membership will consist of two faculty, one staff, one student, one external community member, and a Chancellor designee. Finding all of these members has proven challenging, but the membership is almost complete as of this writing.

2. Students

The University's students of color have faced numerous challenges. The outburst of racist violence and anti-immigrant xenophobia, and the continued use of excessive force by police departments, has deeply effected them and made them feel unsafe in the places they live, work, and study.

To help EDC better understand the challenges students face, and how best to address them, the committee has decided to add a non-voting graduate and undergraduate student to our membership (which is consistent with our bylaws). To be eligible they must be full-time students and in good standing throughout their time of service on the committee (which will be one year). The EDC has reached out to CU Denver Student Government and the Directors of Black, Latinx, Asian American, and American Indian Students services to ask for nominees for these two positions, and thanks to their assistance we were able to fill the undergraduate position. However, that member had to resign for health reasons after a short period, and now both student positions are still open. We are continuing to work with the said directors and other interested parties to fill these positions. We are also working with the directors and the rest of the Center for Identity and Inclusion (CII) to identify the needs of the university's students of color and how best to address them.

3. Faculty

Faculty of color at the University have also faced numerous challenges, included: racism, sexism, xenophobia, and homophobia on campus, coming from both colleagues and students; a lack of support and understanding from administration (e.g. chairs, deans, etc.) as regards the said racism, sexism, etc.; a limited ability to do creative work with individuals with similar research agendas due to a lack of diverse faculty; and little support for junior faculty of color who need mentoring and coaching, as well as assistance with networking, tenure, technical and grant writing, funding for their research, and leadership training. Also of great concern are problems with finding housing in the expensive Denver market and insufficient salaries for many of our faculty of color.

To begin to address these issues, the EDC has taken several steps. One of these is to advise faculty of color who are experiencing harassment and/or discrimination in their departments, by helping them work through the grievance process and then providing additional support and advice. Also, EDC has met with Turan Kayaoglu (Associate Vice Chancellor for Faculty Affairs), and Antonio Farias (Vice Chancellor for Diversity Equity and Inclusion) to discuss initiatives focused on supporting vulnerable faculty and advancing equitable practices associated with faculty reviews. Antonio has suggested bringing together representatives from appropriate Faculty Assembly committees

(including our own) to begin exploring, and eventually developing, initiatives designed to support our faculty (including, and perhaps especially, faculty of color) in this regard. However, these meetings have yet to take place, though we're hopeful they will in the future.

Membership

- Thomas Beck, Chair (Auraria Library) – Will continue as chair in 2023-24.
- Carlos Reali, Secretary (College of Liberal Arts and Sciences) - Will continue as secretary in 2023-24.
- Charles Musiba (College of Liberal Arts and Sciences)
- Gabriel Zamosc Requeros (College of Liberal Arts and Sciences)
- Kemi Ajayi (Business School)
- Richard Strasser (College of Arts and Media)
- Lucinda Soltero-González (School of Education and Human Development)
- Lisa Kelley (Department of Geography and Environmental Sciences)

Learning, Educational Technology, Teaching, and Scholarship Committee (LETTS)

Summary of Activities

Areas of discussion during AY 22-23 included:

- Course modalities and definitions of those modalities
- CU Denver classroom AV capabilities and needs
- Online exam proctoring software and tools
- Ethical purchasing
- Data use and ethics
- AI in teaching and Learning (e.g., ChatGPT)
- Badging and Micro credentialing

Accomplishments:

1. Our committee drafted an advice statement on definitions for course modalities and delivered that statement to AVC Dr. Katie Linder. After receiving feedback from AVC Linder, we revised the statement and delivered it to her again. The statement offered advice on how to define our different course modalities at CU Denver in more interpretable and clearer language.
2. We discussed the CU Denver classroom AV situation with ex-officio member Corey Parham (OIT) and engaged with Corey to give him feedback on his inventory and report. We continue to engage with Corey and AVC Linder about next steps in upgrading classroom AV capabilities. Our next steps in this area will be to offer advice on faculty training for using classroom AV, in concert with ex officio member Crystal Gasell (TIPS).
3. Members of our committee engaged in discussions about AI in teaching and learning (especially ChatGPT) and the joint TIPS/Thing Studio events during spring 2023. Those members then advised the committee about the conversations. Our committee stands ready to offer advice on positions on this topic if called upon to do so.
4. We heard from Jeremy Lingle about microcredentialing and badging efforts and continue to learn about these topics. Members of the committee are keeping up to date on the work of those other subcommittees so that we can be ready to engage in these conversations and offer advice or feedback as needed going forward.

Membership

All members are continuing in AY 23-24 unless noted otherwise:

- Bud Talbot (chair) | School of Education & Human Development
- Jiban Khuntia | Business School
- Amy Hasinoff | College of Liberal Arts & Sciences
- Lorrie Evans | Auraria Library (not continuing in 23-24)
- Charles Musiba | College of Liberal Arts & Sciences
- Maria Fernandez-Martinez | College of Liberal Arts & Sciences
- Storm Gloor | College of Arts & Media
- Lorne Bregitzer | College of Arts & Media
- Sandy Zook | School of Public Affairs
- Maryam Darbeheshti | College of Engineering, Design & Computing
- Manish Shirgaokar | College of Architecture & Planning

Ex officio:

- Crystal Gasell | TIPS
- Nik Hunnicut | OIT - Project Management
- Corey Parham | OIT - Classroom AV
- Sheard Goodwin | OIT – Network

LGBTQ+ Committee

During the AY 2020-2021, the CU Denver Faculty Assembly LGBTQ+ Committee focused on several issues related to the wellbeing of LGBTQ+ faculty, staff, and students. The primary foci for the committee this year included the following major initiatives:

- Advocacy related to university communication protocols and education technologies.
- Meetings with the Advising Office and First-Year Experiences about LGBTQ+ student experiences and ability to change names and pronouns in university systems.
- Advocacy for, and design of, a pilot gender inclusion training program in the College of Arts and Media.

Description of Primary Activities, AY 2020-2021

Advocacy related to university communication protocols and education technologies.

The committee responded to changes in university communication protocols, namely what came to be known as the “purple ink” protocol, which would have limited speech by campus officials related to LGBTQ+ issues. As the most diverse CU campus, the protocol suggested significant changes to how our community responds to several issues of significant concern. The committee also discussed ongoing negotiations regarding CU Denver’s digital future, particularly the use of technologies that studies have shown discriminate against LGBTQ+ community members.

Meetings with the Advising Office and First-Year Experiences (FYE) Office

A major focus for the committee this year has been gender inclusion and trans rights. The outgoing administration had targeted efforts at equity and inclusion in this area with Executive Orders and incendiary language. Several states have enacted laws targeting the trans community. Our meetings with the Advising Office and FYE office helped the committee better understand how students and faculty interact with university systems. As a result of our meetings, the Advising Office head, Nimol Hen, agreed to undertake additional trainings and produced a video to help students and advisors learn how to include pertinent information such as pronouns and preferred names in relevant university systems.

Advocacy for, and design of, a gender inclusion training pilot in the College of Arts and Media (CAM)

A good portion of the committee’s activities during the year involved advocating for gender inclusion training, and, then, with Faculty Assembly support, pursuing and designing a pilot training program in the College of Arts and Media (CAM). Faculty Assembly voted to support the LGBTQ+ Committee’s efforts in this area during the FA’s November meeting. The committee then met twice with leadership in CAM: Mark Rabideau, Associate Dean for Academic and Faculty Affairs, and Katie Leonard, Activist-in-Residence. These meetings proved fruitful, and CAM agreed to move forward with a pilot training program. In the spring semester, the committee began assembling the pilot, producing a detailed proposal and timeline, and a set of training materials. In our May meeting, we will discuss the pilot with CU Denver’s new Vice Chancellor for Diversity and Inclusion, Antonio Farias. We will discuss continued support for the Women and Gender Center and begin the groundwork for expanding the training to other parts of the university after successful completion and study of the AY 2021-22 pilot program.

-Dale Stahl, Chair of the CU Denver CU Denver Faculty Assembly LGBTQ+ Committee

Membership

Stahl, Dale (Chair)

Beer, Nicky

Brown, Ryan

Gentile, Troyann

Morhman, Katy

Sabo, Martin

Swauger, Shae

Thompson, Nate

Cannon, Edu (*ex-officio*)

Shiver, Tony (*ex-officio*)

Stolen, Karissa (*ex-officio*)

Appendix 02: CU Denver Faculty Assembly Motions and Votes (2022-2023 Academic Year; Excluding Votes to Approve Minutes)

Date	Measure	Vote
2022.Oct.04	Motion to change the title of the Disabilities Committee to Disability Committee	Passed
2022.Oct.04	Motion to appoint Joanne Addison to Interim FA Chair	Passed
2022.Nov.01		
2022.Dec.06		
2023.Feb.07		
2023.Mar.07		
2023.Apr.04		
2023.May.02		
2023.May.11	Change to FA Bylaws for executive members	Passed
2023.May.11	A motion to approve the AAA response to administration	Failed to pass

vote counts: in favor – opposed – abstained

Appendix 03: CU Denver Faculty Assembly Speakers, 2022-2023

Speaker	Topic
<u>2022.Sep.6</u>	
▪ Turan Kayaoglu , Vice Chancellor for Faculty Affairs	Welcome, Consistency in Faculty Shared governance
▪ Constancio Nakuma , Provost	Student Success, FCQ concerns
<u>2022.Oct.04</u>	
▪ Michelle Marks , Chancellor of the University of Colorado Denver	Organizational Structure
▪ Katie Linder , Associate Vice Chancellor for Digital Strategies and Learning	CETL Director, technology in rooms
<u>2020.Nov.03</u>	
▪ Constancio Nakuma , Provost	Budget Concerns
▪ Turan Kayaoglu , Vice Chancellor for Faculty Affairs	IRC Roadmap response, consistency in shared governance
<u>2022.Dec.06</u>	
▪ Turan Kayaoglu , Vice Chancellor for Faculty Affairs	IRC Roadmap response, consistency in shared governance
▪ Constancio Nakuma , Provost	Budget Realignmnet
Jennifer Sobanet , EVC	
Jen St. Peters , AVC Admin and Finance	
Katie Linder , AVC Digital Strategies & Learning	
Beth Meyers , AVC Academic Planning	
<u>2023.Feb.04</u>	
▪ Constancio Nakuma , Provost	Budget Updates
Jennifer Sobanet , EVC	

- **Crystal Gassel, Director of Academic Technology**
Katie Linder, AVC Digital Strategies & Learning

Generative AI and CU Denver

2023.Mar.07

- **Illana Spiegel, Regent** Questions and concerns for faculty
- **Turan Kayaoglu, Vice Chancellor for Faculty Affairs** Faculty affairs updates, shared governance, faculty voice
- **Karen Sobel, CFDA** New Faculty Orientation
- **Constancio Nakuma, Provost** Budget Realignment and Academic Affairs updates

2023.Apr.04

- **Michelle Marks, Chancellor** Budget updates
- **Turan Kayaoglu, Vice Chancellor for Faculty Affairs** Faculty affairs updates, shared governance, faculty voice
- **Constancio Nakuma, Provost** Budget Realignment and Academic Affairs updates
- **Timberley Roane, FCAB Representative** FCAB Updates

2023.May.02

- **Constancio Nakuma, Provost** Retrospective on academic year 2021-2022, strategic plan work, prospectus for AY 2022-2023

2023.May.11 (Special meeting)

- **No Guests**

Appendix 04: CU Denver Faculty Assembly Membership, 2022-2023

Faculty Assembly Voting Members*

Faculty Assembly Chair	Addison, Joanne (<i>English, CLAS</i>)
FA Chair (Until Sept. 22)	Hanson, Jarrod (<i>SEHD</i>)
Faculty Assembly Vice Chair	Shyu, Vivian (<i>Psychology, CLAS</i>)
Faculty Assembly Secretary	DeBay, Dennis (<i>STEM Education, SEHD</i>)
Executive Committee Member	Talbot, Bud (<i>STEM Education, SEHD</i>)
Executive Committee Member	Beck, Thomas (<i>Library</i>)
Executive Committee Member	Darbeheshi, Maryam (<i>Mechanical Engineering</i>)
Executive Committee Member	Donnelly, Colleen (<i>English, CLAS</i>)
Executive Committee Member	Ely, Todd (<i>SPA</i>)
Executive Committee Member	Bolyard, Wendy (<i>SPA</i>)
Executive Committee Member	Vlahos, Kat (<i>Architecture, CAP</i>)
Executive Committee Member	Schaible, Lonnie (<i>CJ, SPA</i>)
Executive Committee Member	Fischer, Mia (<i>Communications, CLAS</i>)
Representative, Business	Fried, Linda (<i>Management, Entrepreneurship</i>)
Representative, Business	Neumann, Bruce (<i>Accounting, Health Administration</i>)
Representative, Business	Cunningham, Lawrence (<i>Marketing</i>)
Representative, Business	See, Kelley (<i>Management</i>)
Representative, CAM	Bondelevich, David (<i>Music & Entertainment Industry Studies</i>)
Representative, CAM	Schraeder, Jeffrey (<i>Visual Arts</i>)
Representative, CAM	Jewett, Eric (<i>Film and Television</i>)
Representative, CAP	Nemeth, Jeremy (<i>Urban and Regional Planning</i>)
Representative, CAP	---
Representative, CLAS	Joseph, Philip (<i>CLAS</i>)
Representative, CLAS	Otanez, Marty (<i>CLAS</i>)
Representative, CLAS	Spencer, Karen (<i>CLAS</i>)
Representative, CLAS	Stone, Tammy (<i>CLAS</i>)
Representative, CLAS	Erbert, Larry (<i>CLAS</i>)
Representative, CLAS	Kelsey, Kathy (<i>Geography and Environmental Sciences</i>)
Representative, CLAS	Ragland, Greg (<i>Integrative Biology</i>)
Representative, CLAS	Ren, Xiojun (<i>Chemistry</i>)
Representative, CLAS	Sullivan, Esther (<i>Sociology</i>)
Representative, CLAS	Tomback, Diana (<i>Integrative Biology</i>)
Representative, Engineering	Mancilla-David, Fernando (<i>Energy and Power Systems</i>)
Representative, Engineering	Ra, Illkeun (<i>Computer Science</i>)
Representative, Engineering	---
Representative, Library	Sobel, Karen (<i>Library</i>)
Representative, Library	Seeber, Kevin (<i>Library</i>)
Representative, Public Affairs	Taylor, Paul (<i>Public Affairs</i>)
Representative, Public Affairs	Tackett-Gibson, Melissa (<i>Public Affairs</i>)
Representative, SEHD	--
Representative, SEHD	--
Representative, SEHD	Verma, Geeta (<i>Science Education</i>)
Representative, SEHD	Gillanders, Christina (<i>Early Childhood Education</i>)
Representative, UCDALI	Baker, Eric (<i>Mechanical Engineering</i>)
Representative, UCDALI	Spehn, Thorsten (<i>Political Science</i>)
Representative, FACAB	--
Representative, Retired Faculty	---

* Voting members who missed three or more regular meetings were excluded from this list.

Non-Voting Members

Administrative Coordinator
AVC Faculty Affairs
Representative, Undergraduate
Representative, Graduate

Potter, Lee (until February, 2023)
Kayaoglu, Turan

