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Sent: Wednesday, March 11, 2015 2:21 PM

To: faculty-l

Subject: [faculty-l] FA President's Report

Message from: Michele Companion mcompani@uccs.edu

President's Report for March 2015

Dear Colleagues,

Welcome to spring in the Rockies! Spring Break is approaching, daffodils and crocus are poking up, and that next big storm is right around the corner!

As always, there are a number of issues that you should be aware of:

1. Got Service?

There is never a lack of service opportunities on campus. We all end up feeling a bit stretched as we are asked to do more and more. Faculty Assembly was recently asked to look at our service requirements by Provost Coussons-Read and Kelli Klebe, Associate Vice Chancellor for Research and Faculty Development. While the Faculty Assembly Executive Committee was happy to discuss this, it was noted that many service obligations are not generated by us. Rather, these committees are formed and the Faculty Assembly President is contacted and asked to staff them. These requests come from other campus offices. Faculty Assembly Executive Committee will be sending a letter to Mary Coussons-Read and Kelli Klebe requesting an audit of committees on campus. We will also be asking for a rationale for faculty participation on these committees.

2. Teaching With Technology

The Committee has been staffed and has been asked to hit the ground running. One of the issues that they will be looking at this semester will be our ADA compliance issues as related to on-line teaching.

3. Mentorship Update

Discussions to address mentorship issues raised in the report are continuing. I met with Kelli Klebe and Terry Schwartz (Associate Vice Chancellor for Academic and Faculty Affairs) last week. We had a productive discussion and produced some ideas about faculty development options for next year, informal networking opportunities to help faculty connect, and better mechanisms to communicating opportunities on campus other than email. I look forward to continuing to move this forward.

4. Climate Change

As noted in the Mentorship Report, our campus/faculty climate is facing challenges. Some faculty feel isolated, others feel bullied. FMAC has also been made aware of exclusionary and discriminatory practices across several departments and in different colleges. In some situations, faculty did not feel

the current administrative structure to resolves grievances could address their concerns. FMAC is worried that this is creating a hostile environment in some parts of the campus that is discouraging to scholarship and encouraging faculty to seek employment elsewhere, especially racial and ethnic minority faculty. FMAC has begun work on some policy recommendations that guide interactions on campus and resolve disputes. They have drafted and outline that identifies specific problems and elaborates on areas of concern that FMAC would like to ameliorate. They plan to elaborate on this outline, in collaboration with Faculty Assembly, FAWC, PRIDE, and others who would like to support this process.

#### 5. Elections

Faculty Assembly elections will be going live the week before Spring Break. Don't forget to vote!

The Faculty Council will be meeting tomorrow (March 12). I will share additional information from that meeting with you at Faculty Assembly on Friday.

Respectfully submitted this 11th of March, 2015

Michèle Companion, FA President 2014-2015