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From: faculty-l@lists.uccs.edu [mailto:faculty-l@lists.uccs.edu] On Behalf Of UCCS Announcements Do Not Reply  
Sent: Sunday, December 07, 2014 10:09 AM  
To: faculty-l  
Subject: [faculty-l] FA President's Report

Message from: Michele Companion mcompani@uccs.edu

## **Faculty Assembly President's Report for December 2014**

Dear Colleagues,

Well, we've made it almost to the end of another semester. I wish all of you fortitude and serenity as we make that final push to winter break!

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

### 1. Got elections?

It is that time of the year - think about your service load and consider running for a faculty governance position for the Academic Year 2015-2016! The official call for nominations and notice of elections will go out on February 1, 2015. We need representatives from each College to serve on the Faculty Assembly. I may be biased, but I believe this is very important service. I highly recommend this position for junior faculty – it is a great way to become more involved and learn about your campus and the system and to network without a huge time investment. We will also be seeking nominations for Secretary, President, and other seats. Self-nominations will be welcome! Please feel free to ask me any questions you may have. More information will be accompanying the Notice of Elections.

### 2. Teaching in an On-Line World

There are a number of exciting opportunities and challenges that come with changes in technology. As faculty, we are starting to face issues that require our voice in a much more organized, informed, and LOUD way. As we are asked to create more fully on-line degrees, issues such as teaching load, training to teach on-line courses, quality control, staffing, etc. are becoming increasingly more pressing. As faculty, we do not have representation in this arena, and I believe that we need to improve our avenues of communication about concerns, resources available, etc. To rectify this, the Faculty Assembly Executive Committee is recommending that a new Regular Standing Committee be formed to help represent the faculty on these issues and provide another avenue for communication between faculty and administration. This would replace our currently inactive Academic Computing Advisory Committee. Historically, the Academic Computing Advisory Committee has served as more of an interface between IT and the faculty. As an advisory committee, they did not have a vote in faculty governance. David Anderson (Chair of too many things to list) and Mark Malone (Chair of EPUS and too many other things to list) will be working on a document outlining the scope of this new committee, how it differs from our existing committees, and the need for it. This will be presented to the Faculty Assembly for a vote at the February meeting. I have spoken with the Chancellor about this initiative and she is very much in favor of improving communication and information flow regarding issues related to on-line teaching and degree programs.

### 3. Mentorship Update

The administration is working on ways to address some of the concerns raised in the mentorship report. Chancellor Shockley-Zalabak and Executive Vice Chancellor for Academic Affairs Coussons-Read have already taken the first step by scheduling “Mentoring Tables” for the Spring Semester. These sessions will focus mostly on Promotion and Tenure, but can cover other issues that are raised. They are looking to share their experience and insight with faculty. Stay tuned for official announcements about dates and times.

### 4. Proposed Tuition Benefits Feedback

Thank you to all who responded to my request for feedback. I realize that there was a bit of frustration about this. There were as many questions as answers in this process – many of you noted that your answers, especially on whether recipients should be separated into three categories (employee, spouse/partner, dependent) and whether they should receive staggered amounts, would depend on where the funding for the tuition benefits, should they be increased, would come from. In general, here is what you said (59 responses):

- 100% support interchangeability between campuses
- 100% believe that more benefits should be offered, as this will improve results from searches (encourage more faculty to come here), encourage more faculty to stay here, and incentivize faculty and staff to advance their own education and skills
- 98% DO NOT want any increase or change in tuition benefits to come from the merit pool, arguing that a benefit should be a benefit. Many were concerned that if the money was drawn from this pool, that this would create conflict and hostility among the faculty. Several suggested that a study be done to assess saving from faculty who are not currently using the benefit and do not plan to in the future. Others suggest that a study be done to see how much revenue this would generate for CU if faculty and staff had dependents and spouses getting degrees in the CU system.
- The majority of respondents (47) argued that all forms of degrees (undergraduate, graduate, professional) should be covered by the benefit. However, of those 47, 13 stated that if money were too tight, that it should be limited to undergraduate.
- The majority of respondents (45) argued that we should not divide potential beneficiaries into three separate categories. Rather, our goal should be inclusiveness. However, 12 said they would support a staggered distribution of benefits if money was problematic.
- The majority of respondents (43) felt that a one year wait for the benefit to kick in was reasonable. The rest felt that the benefit should apply immediately.

I have submitted your responses in a more detailed report to the Faculty Council. I will bring you any updates on this topic as they become available.

### 5. Evaluation for Deans, Administrators, and Chairs

In last month’s faculty assembly meeting, faculty representatives voiced a desire to improve communication with and feedback to administrators, deans, and chairs. Improving the lines of communication and feedback can improve mentoring opportunities for administrators. This can focus on capacity building and professional development. There should also be mechanisms in place to help those who are interested successfully progressing into administrative roles. I have met with the Chancellor regarding this issue. She is going to look into ways that improved feedback mechanisms might be put into place.

## 6. Representative's Reports

This is just a quick reminder to College Representatives and faculty – I have created a space in the Faculty Assembly Agenda under "New Business" for Representative's Reports. I want to remind everyone of the importance of communication between faculty and administration. For our voices to be informed and heard, we need to improve communication and information flow between these two very important groups. One critical mechanism through which this can be done is Faculty Assembly and the Reps. Faculty, if you have issues or concerns, feel free to speak with me or talk to your reps. Reps, take a few minutes when you are on campus to reach out to members of your constituency! The "Rep's Report" is a space for us to bring issues to a larger audience for discussion and possible action. Please use it!

FYI!

Faculty Housing Assistance Program for the University of Colorado:  
<https://www.cu.edu/treasurer/faculty-housing-assistance-program>

CU Women Succeeding Symposium – there is still time to pre-register, but the deadline is December 18th!

<https://cucs.colorado.edu/confreg/13th-annual-cu-women-succeeding-symposium>

Respectfully submitted this 7th of December 2014,

Michèle Companion, Faculty Assembly President 2014-15