

**From:** faculty-l@lists.uccs.edu [mailto:faculty-l@lists.uccs.edu] **On Behalf Of** UCCS Announcements Do Not Reply  
**Sent:** Thursday, May 04, 2017 12:27 PM  
**To:** faculty-l <faculty-l@lists.uccs.edu>  
**Subject:** [faculty-l] Faculty Assembly President's Report - May 2017

Message from: Barbara Prinari [bprinari@uccs.edu](mailto:bprinari@uccs.edu)

Dear Faculty,

Since this will be my last report to you as your Faculty Assembly President, I want to start by saying that it has been a privilege to represent the faculty across campus and beyond. I'd like to also take the chance to thank the fellow Faculty Assembly officers and all the college representatives, who have been a most valuable resource to navigate through this experience. I will still be serving as Faculty Assembly past president for AY 2017-18, and I am happy to welcome Maja Krakowiak, who will become the Faculty Assembly President, and Melissa Benton, who will be the Faculty Assembly President-Elect as of July 1, 2017.

Please find below updates since our last meeting, and highlights on the relevant issues that will be discussed and voted upon at our last Faculty Assembly meeting of the academic year tomorrow.

- **Guidelines and Procedures for Research Misconduct Allegations.** After considering additional input and feedback from the faculty during our April Faculty Assembly meeting, EPUS has reviewed the *Guidelines and Procedures for Research Misconduct Allegations* and provided comments, questions and suggested revisions. The revised version of the guidelines has now been endorsed by EPUS. One of the main agenda items for our upcoming Faculty Assembly meeting on May 5 will be the motion to approve the guidelines (attached to the EPUS committee report).
- **Salary compression adjustments for senior instructors.** The leadership team has met with the senior instructors on Fri, Apr 28, to illustrate the steps that have been taken to address the senior instructor salary compression issue. A floor of \$43,517 for the salaries of senior instructors with 9-months appointment has been established [for 12-month faculty the floor has been proportionally increased; the salaries are higher in some colleges/departments]. This figure has been computed by comparison with the promotion from assistant to associate professor. After adjusting the floor amount for the individuals' FTE, the adjustments range from \$189 to \$4,135. 26 out of 98 senior instructors are getting a floor adjustment. The study also provides a peer salary for senior instructors (CUPA data are not available), estimated to be 12% more than the average CUPA instructor salary in each discipline. Moreover, it has been estimated that senior instructor! salaries should increase by 0.5% for each year in service over the median (0.5% is the same percentage used in the uncompensated model last year). After adjusting for individuals' FTE, \$378,253 would be the amount required to increase all senior instructor salaries to match this "adjusted" peer comparison. Because of budget constraints (\$100,000 is the available pool), only partial adjustments are being made at

the moment. Specifically, each individual's adjustment has been based on his/her share of the sum so an individual whose adjustment is 2% of the sum of the adjustments is awarded 2% of the funding pool. Further adjustments to bring all senior instructor salaries to the peer salary will be considered a priority for the future. Note that all adjustments will be retroactive to September 2016, which is when the floor for instructor salaries was introduced, and retroactively paid in full in the May 2017 paycheck. And they will be considered base pay for merit raises in Fall 2017. Letters have already been distributed to home addresses for all the senior instructors who will be receiving any adjustment in this round, and it is recommended that the senior instructors check their May pay advice, and send any questions or concerns to the HR office.

- **RPT Electronic Dossiers.** The “*Workflow*” add-on module of Digital Measures “*Activity Insight*” is being considered for a pilot to be conducted in Fall 2017 for RPT electronic dossiers. The product should be customizable at the college (or even at the unit) level. Some of the features of the platform include: email notifications, reminders of due dates, a tool to automatically get full-text for most publications, as well as to securely provision non uccs addresses to have temporary access (for external reviewers and letter writers). The product should be very easy to use, the faculty members would create the documents on their computers and then simply drag-and-drop them into *Activity Insight*. *Workflow* would also provide a tool to operate annual reviews electronically, in addition to RTP. The faculty feedback and comments will be taken into account after the pilot, before finalizing the adoption of the product.
- **APS policies for review.** Several APS policies have been endorsed by EPUS and are being submitted to Faculty Assembly for review and approval:  
200-006 Academic Program review  
200-016 Post-Tenure Review  
200-019 Academic Ethics Code  
900-001 Roles and Responsibilities for Sponsored Programs Administration
- **Privilege & Tenure Committee.** Tom Huber has agreed to continue to serve on the system level Privilege & Tenure committee, and Faculty Assembly will vote to approve his reappointment.
- **Faculty Assembly Library Advisory Committee.** After a discussion within the Faculty Assembly Executive Committee, and input from the committee chair, committee members and from the Dean of the library, it appears that the current tasks of the Library Committee are very limited, and that the committee might have run its course, at least with its current charges. Since there are other, more robust channels for getting input into library operations, it seems appropriate to make the committee inactive for the time being, with the obvious understanding that the decision can be revisited should there be a renewed interest or charges for the committee.
- **UCCS Student Creed.** Representatives from the Student Governance Association will be coming to the Faculty Assembly meeting to present a recently developed UCCS Student Creed for feedback.

- **Faculty Council Elections.** Faculty Council officers for the AY 2017-18 have been elected:  
Ravinder Singh (CU Boulder) – FC chair  
Melinda Picket-May (CU Boulder) – FC vice-chair  
Monique French (UCCS) - FC secretary

Sincerely,

Barbara Prinari  
Faculty Representative Assembly President, 2016-2017