

From: faculty-l@lists.uccs.edu [mailto:faculty-l@lists.uccs.edu] **On Behalf Of** UCCS Announcements Do Not Reply
Sent: Friday, November 04, 2016 8:43 PM
To: faculty-l
Subject: [faculty-l] Faculty Assembly President's Report - November 2016

Message from: Barbara Prinari bprinari@uccs.edu

Dear Faculty,

There are many important issues on the agenda for our next Faculty Assembly meeting on Fri, Nov 11, and several other things that are happening that I would like to update you on.

- **In-service distribution.** In-service distribution is a current retirement benefit that allows CU employees to withdraw funds from their 401-a plans at age 59.5, while still working at the institution. Compliance with federal law requires increasing the age to the “new normal retirement age” of 62 starting Jan 1, 2017. It is currently under discussion at system level how to comply with the change, and the recommendation seems to be to discontinue the benefit both for current and for new employees starting Jan 1, 2017 [current employees will still be able to withdraw funds accrued until Dec 31, 2016]. We will be discussing and voting in regard to this recommendation.
- **Size and composition of Faculty Representative Assembly.** We will be voting on increasing the number of college representatives to match the 5-10% of the faculty required by FA bylaws, as well as on splitting the representatives of the college of LAS into three areas (*Arts and Humanities, Social Sciences, Natural Sciences*) in order to ensure an equitable representation of the various areas. The proposal discussed at the last FRA meeting will be voted upon, which increases the number of representatives from 17 (current, about 3.5% of the faculty) to 28, which would take us to about 6% of the faculty body.
- **HLC accreditation visit countdown.** On Nov 14-15 the Higher Learning Committee (HLC) will make a once in ten-year visit to the campus to consider our ongoing accreditation. The HLC team visit agenda is now available. Faculty involvement in this process is crucial, and faculty members are encouraged to participate in drop-in session and open forums. It is important to prepare by reviewing the assurance argument and the compliance work sheet. The documents and the agenda, as well as additional documents and details about the review team are available at <http://www.uccs.edu/hlc>
- **NTT faculty.** The Chancellor has met this week with several instructors to address concerns about salaries that have arisen following the decision to set a \$40,000 floor for all instructor salaries. She assured the faculty that setting a floor was only the first step of the process, and that it will be followed by a structural analysis of instructors’ salaries to fix the compression issues that this has created. P&B will also review the current model for uncompensated merit, and look at possible improvements. Discussions on guidelines for the conversion from NTT to TTF rank, and also to

determine the number of new multi-year contracts are taking place at various levels. I will keep you informed on the developments.

- **Merit Analysis.** Institutional Research has recently concluded our yearly merit analysis. Merit evaluations have been analyzed overall as well as by college; correlations and regression with respect to gender, race & ethnicity, age have been run for each college. No significant correlation has been identified in any of the colleges.
- **FCQs redesign.** The FCQ committee is moving along with the FCQ redesign process. There will be a pilot with up to 3,000 students involved per semester over three semesters (Fall, Spring, Summer) spread over 3 campuses. All pilot classrooms will use traditional FCQs and the new tool (IDEA teaching essentials and U Kansas "FCQ"). At the end of the pilot a decision will be made whether to move forward with full implementation for AY 2017-18. Updated information can be found at: www.colorado.edu/fcqredesign or contacting the FCQ committee by email at fcqredesign@colorado.edu
- **Art 4 of Regent Laws.** As part of a plan to review all Regent Laws, Art 4 (Organization of the Academic Units) is currently under review by system EPUS. Our EPUS committee will review it as well, and provide feedback.
- **Blackboard and Canvas.** Blackboard is in the process of transitioning to its newer product, Blackboard Ultra, and we as a campus need to examine that closely to determine whether or not it still meets our needs. Another product, Canvas, is becoming very popular across the nation; the Denver campus has been using it for a few years, and the Boulder campus is currently evaluating it as a replacement for Desire to Learn. Our Blackboard support team is scheduling demonstrations of these two products over the next two months. Canvas Demonstrations for faculty will occur on November 16th in UC 302 in one of two sessions – 9:25 to 10:40 or 1:40 to 2:55. We have also scheduled a demo for students at 3:05, and the Student Government Association is recruiting students to attend this. Visit the Canvas web site. RSVP on the UCCS Event Calendar.
- **Compliance with ADA and student accommodation.** Faculty failure to comply with reasonable accommodation as determined by the Disability Service can result in liability to UCCS and have consequences for the faculty as well. Jennifer George will give an update on recent issues related to compliance with the Americans with Disabilities Act (ADA) in regard to reasonable student accommodation for tests, lectures, etc.
- **Giving Tuesday.** Nov 29 is Giving Tuesday! Faculty and staff are invited to enjoy a complimentary breakfast in Clydes' from 7:30-9:00am to kick off a day of giving that will make a difference for UCCS students. Watch your email for an invitation with instructions to confirm your attendance. Several participation challenges and opportunities will also take place and will be announced soon. The first 500 donors to contribute \$10 or more will receive a pair of UCCS Mountain Lion socks.
- **Conversations at Clyde's.** The next appointment is scheduled for Wed, Nov 9th from 3-5pm, and it will be hosted by Lori Notestine and Christi Piper. Please announce it in your

colleges and come out and visit. It's an opportunity for an informal gathering to meet faculty from across campus.

I hope to see you and your colleagues at Conversations at Clyde's on November 9th!

Sincerely,

Barbara Prinari
Faculty Representative Assembly President, 2016-2017