

**Report to Faculty Assembly – April 2020**

Meeting held April 2, 2020 (via Microsoft Teams)

Attending members: Christine Robinson Coon (Co-Chair), Laura Eurich (Co-Chair Elect), Jennifer Eltringham, Nicole Huber, Michael Larkin, Christopher Malec, Daniel Olson, Margaret Scott

- **Faculty Representative Assembly (FRA) Announcements per February and March Meetings**

- February Meeting

- Tom Christensen, Provost:
  - NTTF third tier promotion and Multi-Year Contract forums forthcoming; see his email announcement: dates 2/19, 3/6, and 3/11
  - Potentially hiring a Vice Chancellor for Enrollment; news not received well by FA
- Ernst and Young, Online Education Consultants:
  - presented on UCCS online programming, priorities, and role of faculty in academic planning, execution, and assessment; consultants presented options for online teaching
- New Business, Mary Coussons, FRA President:
  - Grade Forgiveness Policy: lively discussion focused on system and campus level policies on grade forgiveness; discuss how many units permissible, what level grade should be eligible, application process; more discussion on this expected

- March Meeting

- Faculty discussion: meeting was held via Microsoft Teams and largely dedicated to discussing various challenges and concerns about transitioning to remote learning
- Christine, LAS Representative:
  - voices concern about CU system moving forward with decision on draft of Administrative Policy Statement (APS) #5060 with omission of third tier for NTTF; encouraged concerned faculty to comment via official CU System Office of Policy and Efficiency Feedback Form
  - Monique French (CU system EPUS) and Mary Coussons (FRA President) seconded frustration with omission
- Tom Christensen, Provost:
  - once joins meeting, also alerts FRA to APS # 5060 omission of third tier for NTTF

- **Third Promotional Tier and Titles**

- APS 506

- Christine: submitted comments on first draft of APS #5060 to CU System
- Christine: Monique French reported that CU system EPUS was moving forward on APS #5060 even though faculty preoccupied with transition to remote learning;
  - Monique requests that decisions about #5060 be postponed so more faculty can comment on policy, but Michael Lightner says they will move forward anyway
  - the plan is to postpone future revision of policy until pandemic is behind us;

Human Resources, the administration, and then faculty will be consulted (in that order) on future revisions to APS #5060

- NTTF Committee is very disappointed about the delay on adding a third tier to APS #5060 for an unspecified amount of time; but has not give up and will keep NTTF abreast of updates
- Chris: reports that the College of Engineering and Applied Science just established an instructor promotion committee; he will serve on it

#### Promotional Eligibility

- Christine: voices concern about promotion eligibility requirements to senior instructor level (and potential third level), especially in colleges or departments relying on consecutive years of full-time employment at UCCS; promotional opportunities for full-time instructors could be negatively affected if not offered contracts or only offered part-time work due to decreased enrollment as a result of remote learning being extended into fall
  - Laura: reminds committee about UCCS' decision to implement a "stop clock" option for non-tenured TT; the committee supports and applauds this decision
    - instructors could also have a kind of "stop clock" option for rehiring and promotion if they experience a break in employment or change in full-time status unrelated to performance
  - Committee discusses various ideas:
    - qualifying employment should be based on semesters versus years, and semesters should not have to be consecutive; would allow instructors to take semesters off for creative writing sabbaticals, maternity leave, and disability leave without being penalized
  - Committee votes to email Tom Christensen about its idea
- **Report on Survey of NTTF Results and Uncompensated Merit Adjustments**
    - Christine: will email draft to committee for comments when complete; progress delayed due to remote learning
    - Christine: Personnel and Benefits (P&B) Committee to address additional merit adjustments; still determining next steps, but needs current data; will report back
  - **Report on Spring NTTF Event**
    - multiple committee members participated in the session that was well attended
    - Laura: says there is a need for a mentor network; wants to begin planning now for next year's conference
    - Christine: suggests committee promotes the event as early as possible
  - **Lecturer Survey and Research**
    - still need to assess concerns so can revise and add to survey questions
    - Mike and Nicole: probably wrong time to hold think tanks or survey lecturers; will return to this at a later date
    - committee discusses various issues that should surey lecturers about based on empirical evidence

- **NTTF Rights and Responsibilities Document**
  - Laura and Dan: several plans to meet got derailed; still plan to meet to explore how committee should move forward with formalizing this document
- **Open Discussion**
  - Mike: suggests the committee introduces itself to new Deans of Business and LAS
  - committee members share their challenges with transitioning to remote learning and offer each other support
- Meeting Adjourns

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