**CLAS Faculty Council Agenda**

**November 11, 2021**

**Meeting via ZOOM**

**MINUTES**

**Participating:** Michael Abeyta, Masoud Asadi-Zeydabadi, Soumia Bardhan, Jennifer Boylan, Sasha Breger Bush, Michelle Comstock, Candan Duran Aydintug, Nick Fisk, Xiaofei Gao, Rachel Harding, Pam Jansma, Darryl Mehring, Annika Mosier, Erik Oleson, Florian Pfender, Sarah Tyson, Andrea Velasquez, Margaret Woodhull

**Guests**: Scott Bauer, Brandon Mills

**Recording**: Karen Fennell

**Welcome and Introductions**: Sarah Tyson

**Minutes from October**: Approved with no changes.

**Dean’s Updates**: Pam Jansma

*Faculty Marshals for Commencement:*

* Kelly Mason is asking for Faculty Marshal volunteers for Fall Graduation at the Colorado Convention Center.
* The event will take place in-person with masks and there will be a limited number of guest tickets allowed per student.
* We need three more marshals from CLAS to help organize the students at the ceremony.

*Merit*

* A 3% merit base building and 1% one-time bonus will go into effect in January 2022.
* This was approved by the Regents, even though we did not meet our enrollment goals for the year.
* CU System is supporting this funding centrally because everyone has worked so hard through the pandemic and the cost of living in Denver is going up. It is funded though a decrease in perpetuity on the tax on the campuses that is sent to system.
* The merit process will probably switch from spring to fall and CLAS would prefer not to do merit reviews this spring since there will not be raises in July 1, 2022. (An update: merit reviews are switching to fall 2022 and we will not do merit in spring 2022).

*Campus Town Hall:*

* The Campus Town Hall was held yesterday. CU Denver is not planning to go remote after Thanksgiving.

*COVID in Colorado:*

* COVID numbers in Colorado are increasing. 1 in every 48 people in Colorado has COVID.
* We had our first official outbreak on campus by an unvaccinated student in a lab who spread it to others on campus.
* At this point we are not changing anything we are doing for our campus.

*Campus Climate Survey:*

* Please take the Campus Climate Survey. You can send additional feedback to Marjorie Levine-Clark or the Dean.

*Grand Challenges Event:*

* This event was held on 10/29. There were 40 presentations. A recording of the event is available for those who are interested to view it.
* The next symposium is on 11/19 and teams will have more time to present.
* There will be a call for proposals with seed money for funding the research.
* There will be another process next year.
* If you are not in one of these Grand Challenges teams, that doesn’t mean that your research isn’t valued. The idea is to eventually form research institutes out of these teams and challenges.
* CU Denver was funded for Urban and Place-Based research that was seeded by previous CU System President Mark Kennedy and CLAS did well with these proposals and funding.

*CLAS BPC:*

* The meeting next week will be looking at our CLAS operating budgets and if we could right-size our operating budgets, what would that look like and how would we do that. We are not looking to cut any operating budgets, this is a brainstorming session with the BPC.
* One thing to think about is if we were to grow a department, how would we need to adjust our operating budgets and are there additional efficiencies we could be instituting.
* Rob Stiner is looking carefully at our budgets and how we could be functioning differently financially.

**New Chair Vote**: Sarah Tyson

* Florian Pfender is the candidate for the new Chair.
* Members were asked to privately message Sarah with their votes in the zoom chat.
* The polling was 12 votes for Florian as Chair with 1 abstention.
* Florian was voted in as the new Chair.

**Integrated Studies Proposal**: Brandon Mills

* Brandon is running the Integrated Studies program.
* The program was intended as a completion degree. It currently is a track inside the Individually Structured Major and doesn’t have a BS option.
* Currently the degree offered is a BA but we are expanding the program to offer a BS now as well since students in STEM fields had requested this option.
* Students want to have a flexible option to use their credits when they 1) come to CU as a transfer student or 2) come back to CU after a break and are shifting gears to a different focus.
* We would like to hire someone to help out with advising and teaching in this program, in addition to having Brandon. Making this its own program would give us the budget and flexibility to hire the people that we need. Brandon is doing all the advising and this is very complex. In a year or two it would be good to have an additional person hired to teach the capstone courses for the major. Therefore, we’re anticipating a second hire to help handle the growth we expect in this program. It would be ideal to hire someone who is already at our university who can teach in a variety of interdisciplinary courses and help with the advising component as well.
* Other universities have programs like this that facilitate learners to move through a college 4-year degree.
* Monique Snowden is in support of this degree and we do have a lot of adult learners who would be interested in this degree as well. The way our university is going with the strategic plan and being a university for life, this degree is very timely.
* We have a lot of students who left the university who have 60 credits. This is our audience we want to entice to come back to campus and finish their degrees with us.
* The way the major works is that there are clusters of courses in the major that students have to take. Minors and certificates are registered as part of the minors and certificates counting within the departments, so these will reflect the numbers of students doing the work with the departments that wasn’t being recognized before.
* Students can compose a cluster of courses around a theme that Brandon would have to approve. This takes a lot of back and forth communication to get the course contract approved, which can take some time.
* The next steps would be to take this proposal to the campus BPC in December and then take this to the Regents in February for review and approval.
* Motion to vote on this issue, motion seconded. Vote to approve the new Integrated Studies BA-BS degree program was unanimous.

**Work Life Survey**: Scott Bauer (SEHD)

* Scott worked on this survey with EdD Student Catherine Wilson.
* The survey was sent out across campus. The data is completely anonymous.
* 46% of respondents provided useable data.
* 60% of respondents were female and mostly white.
* 87% identified as full time employees.
* Roles of respondents in CLAS included staff, faculty and administrators.

*A few differences of note:*

* T/TTF report a lower sense of role clarity, self-efficacy and collective efficacy, plus lower job satisfaction than IRC faculty. They report higher work overload than staff or IRC faculty and higher role conflict than IRC.
* Staff report lower opportunities for professional or skill development and a lower sense that they matter in their community compared to faculty. They report a lower sense of influence at work and a higher intention (twice as much) to leave than faculty.

*Intention to Leave:*

* TTF and IRC have low intention to leave.
* Staff score high on this.

*Work life imbalance:*

* TTF and Administrators score high on this.
* The range of job satisfaction is broad in the level of response.
* Male employees tend to report more work life conflict. Female employees tend to report higher job satisfaction.

*Overall:*

* There were no significant differences in responses between white and BIPOC respondents in CLAS, which indicates there are some things we are doing well.
* Scott intends to do follow-up focus groups as part of Catherine’s doctoral project next summer to have a dialog about some of these questions.
* There was discussion amongst the Council about how improvement in work life balance could be integrated into policy discussions and future changes.
* Scott and Catherine are going to carry this work forward with central administration and it would be good if this survey could be repeated every few years.

**New Business**

* The EPCC has approved a graduate certificate in Social Justice. This will go to the Graduate Council for review soon.