**CLAS Faculty Council**

**May 11, 2023**

**9AM – 10:30 AM**

**Attending:**

Rich Allen, Peter Anthamatten, Masoud Asadi-Zeydabadi, Soumia Bardhan, Jennifer Boylan, Michelle Comstock, Betcy Jose, Marjorie Levine-Clark, Darryl Mehring, Florian Pfender, Andrea Velasquez, Anna Warrener

**Recording:** Karen Fennell

**Minutes from April**

Approved with no changes.

**Welcome and Introductions**: Florian Pfender

* This is Betcy Jose’s first meeting and Peter Anthamatten’s last meeting

**Dean’s Updates**:

Rich Allen

*Enrollment:*

* Is down both for summer almost 8% and fall 1.4% campus-wide.
* We are down 2.4 % in CLAS for Fall.
* We are hoping the work we’re doing will help us to grow.
* The decline in enrollment is a national trend, not just something that is happening in CLAS or at CU Denver.
* When we look at the enrollment picture in Colorado we are down in enrollment, but we are not as far down as some other schools.

*New Endeavors:*

* We want to invest in some programs that will be attractive to students. We will use some D2 funds from ICB to offer financial support to 3 groups of faculty to work on a Climate Change and Justice degree over the summer to propose what this interdisciplinary degree could look like. This project includes GES, Biology and History so far.
* The other space we are looking at is Artificial Intelligence and could include a certificate or a minor.
* Amy Wachholtz has been working on a proposal for a post-doctoral MA in Clinical Psychopharmacology that will grant prescriptive privileges. There are only a few of these programs in the nation.
* Please remind faculty they can self-enroll in the Canvas shell to look at the Town Hall data about the budget cuts and other ideas that have been proposed and the Mentimeter information.
* Rebecca Ward is working with us on web design and the use of Slate to do recruitment outreach for us like she has done at the Business School. This focus is on website redesign at the undergrad recruitment and admissions levels to give us another way to be supporting these outreach processes.
* There was discussion about how there’s a national negative view of colleges of liberal arts in general and we don’t have any CLAS marketing visible in the North Classroom Building.
* Lisa Keranen is working on an effort to raise the profile of some of our programs and enhance the marketing visibility of some of those programs.
* Faculty commented that if there were marketing materials and posters available to put up and they were reminded to do so, they would make it happen.

Marjorie Levine-Clark:

*Multi-year Contracts for IRC Faculty:*

* Having standardized guidelines at the college level would be helpful, as well as having stated grievance procedures. As we have revisions of the CLAS bylaws it would be good to include these processes for renewals of multi-year contracts and specify the types of dossiers faculty should in the bylaws as well.
* There was a preference for keeping the process as lean and least onerous as possible. Especially with the potential for there being more multi-year contract renewals.
* There was discussion about whether CTT faculty should just submit a CV and a letter rather than submitting a full dossier in order to be renewed.
* There are differences between what the CLAS bylaws say, what departments say is required, and what the Regents require. We can look at these processes more in the fall to see what the various policies really require.

*Addressing DEI in Primary Unit Criteria:*

* Marjorie is on a working group looking at the FAR about DEI effort reporting for faculty. This working group will report back at the end of the summer as to what the FAR could look like and help with merit criteria.
* The CLAS Council on DEI will be talking about DEI and Merit next fall to provide guidance on these issues.
* Departments be focusing on data gathering on DFW rates, hiring studies of department demographics on hiring pools and other information to create a report at the end of the year for progress on the Inclusive Excellence Strategic Plan
* The DEI strategic goals include working on climate; classroom environments, curriculum, and teaching; faculty diversification, which is on hold because of the budget; and RTP and merit.
* Marjorie will be on Sabbatical next year and Michelle Comstock will be acting AD.

**EPCC**: P+/P/F policy discussions (continuation from April): Florian Pfender

* There was discussion about whether or not to approve the policy as presented by the EPCC.
* There were concerns from some departments about how accepting the P+/P/F option would impact specific departments. Faculty commented that it should be up to the department if they want to accept certain courses or not with the P+/P/F grading option.
* The EPCC has made the following recommendation on the college's policies on P+/P/F grading:
* At most 1 elective course with a P+ can count towards an undergraduate major. Each program will designate what constitutes an elective for their majors. There would be no change to the existing policy that courses with P+ cannot count towards minors or certificates.
* The down side of voting yes to this is that we would be creating a situation that would not be uniform for everyone across the campus.
* There was discussion that it was unclear as to how the one elective course that could be P+/P/F could be applied.
* The idea behind this proposal was to allow a way for students to branch out and take classes in areas they are less familiar with without risking harm to their GPA.

*Summary of other schools/colleges decisions:*

* BUSN, CEDC & SPA – do not allow courses to be taken Pass/Fail Grading
* CAM – allowed Pass/Fail Grading Spring 2021 through Spring 2022 if P+ grade was earned. Faculty voted to no longer allow courses to be taken using Pass/Fail Grading Summer 2022 forward
* CAP allows 6 credits of courses taken using Pass/Fail Grading to apply to 120 credit count, but can’t apply to any major or minor requirements
* SEHD courses requiring a B- or higher grade for major licensure and endorsements cannot be taken using Pass/Fail Grading
* This grading issue creates concerns where you have students taking classes in other schools and colleges or who transfer between schools and colleges and have the P+/P/F grades on their records.
* This policy could be challenging to implement equitably across the campus.
* The Council called for a vote on this issue. The result was: 3 in-favor, 4 against, 2 abstentions.

**Discussions tabled to next fall:**

Principal Instructor Discussion (continuation from April)

Subcommittees Council Bylaws

What flexibility for annual merit review is in Regents’ rules?

**Meeting adjourned**: 10:11am