

University Policy Advisory Council

- Policy and Procedure Enactment Policy
 - Goal is to separate the normal policy process and the academic policy process
 - New policy workflow- Recommendations to the Presidential Cabinet:
 - Before it was a random and chaotic process, no system in place, does not deal with handbook policies. Policies were not getting through before or getting past the committee.
 - Big issues are making sure that both sides of the equation are heard (faculty and staff). One handbook for faculty and one for admin. When you put something in a handbook and you have disputes, important to think about policies and what you are held accountable for. Handbook can be sloppy, or contradict itself, or it can be too much. Challenge to think of every situation that can arise. Provisions related to discipline needed to be cleaned up. New handbook encourages decision making, inclusive leadership to lower levels. People can actually make decisions and it doesn't get jammed heading up to the President or Board. Can make some feel uncomfortable. Important to figure out who the deciders are for certain things and exercise judgement. Leaves less in the policy world, not more. Risk for both sides, prefer that people run this university, not a computer. "Bad managers like lots of policies." Outreach, outreach, outreach. Countless hours working with staff, meetings, discussions and public input.
 - Took a vote on Qualtrics, addressed concerns and reflected the changes in the committee meeting.
 - Layton Curl- page 4 notes that interim policies are active for one year. Is this arbitrary? What happens after one year?
 - Then the PAC is accountable for it, holds them accountable. If it doesn't happen they will own up to it, evaluate how it is going. Should we add "a maximum of one year" possible to change it before the year is up. More specific, "for up to a year, with the intent that the policy..." Does state that the responsible administrator (David, Nick) will review in one year?
 - Defining more clearly the roles, and who is involved. Question on what a senior member of the faculty is. Recommend a full professor. How to acquiesce individuals that feel their voice is valuable- there are ways to be involved. So many ways with ITS committees, online committees. This should be reserved for full faculty. How is the senior member chosen? Topic for next cabinet can be how do you refresh the leadership on councils- look at subsets. Succession plan open ended. Matt Makely slightly torn on it. If you have an associate that has been here 12 years, they might be the right person to lead this. Vicki feels that there are roles and responsibilities for faculty throughout their time here, not

fair to put an associate professor in the role. Full professor has the autonomy and the gravitas. Will look at the process next time. As long as there is always an escape valve. Full professors have been granted this rare distinction in academia, you have a voice that is worthy of dissemination. The PAC council is different from all of the rest, focus is policy not idea generators. We need to have something more definitive than senior leader. Tenured faculty member, preferably full faculty member.

- Academic Policy Enactment Policy
 - First, defined academic policy, suggested the faculty senate be the primary review not the PAC.
 - Two academic policy committees, curriculum and academic policies. Simultaneously we are working on the bylaws about where it goes for approval. (board, president) Would be good to have a bucket so each person knows what they are responsible for.
 - Layton Curl- provost office is already open to input, afraid that including that will encourage people to run there for everything. Doc doesn't mention the council of chairs, worried that the way it is written allows someone in the chain to log jam. Revisions should be up to this group not the PAC. Consensus is desired not required. Provost should be presented with the majority opinion yet also voice the other opinions. Hear the opposing side is important, how to work into the policy.
 - General guideline, cultural best practice- present pros and cons before signing off. When consensus is required there is more chance for log jamming. Make it public when it is going up for decision, dissent can be submitted in a one pager, but not a dissertation. The language doesn't mirror the picture. Looking at the least obtrusive way to get that in there but allow concerns to be addressed. If things can be resolved at a macular level, we don't need to involve extra hours of time. Disputes will be known very early on in the process, Matt Makely doesn't object to something being added about "if you cannot resolve at the lowest level, then the provost will take on..." Almost like an appeal process. Emulate the senate process. What happens when there is a dispute here? We discuss and then Vicki makes the final decision. David Fine doesn't feel as though we need to add language if it is taken here. However not all policies come here, academic is approved by the provost. Will circle back to this one.
- Faculty Employment Handbook Policy
 - Big takeaway is that most of the new language was not board policy, did not flow from authority. We need to have things in there that are also prescribed from the board. Wanted to make this a little more faculty heavy. Faculty Handbook Committee- At last faculty senate 55 members voted yes, 4 no, 10 abstention. Committee report required at the end of each academic year to move this along. Classified staff handbook is not mentioned, need to look at adding in.
- Freedom of Expression Policy
 - Board level policy, affirms that we recognize the First Amendment, serves as an umbrella policy. Has to be approved by the board- aiming for December.
- Next Steps
 - The board focuses on governing policies, president more policy related. Procedurally do we vote and present to Dr. Davidson. Cabinet is for robust conversation to influence

final decision making, but not the end vote. Taking opinions under advisement, then take recommendations to the board. Cabinet adds body to the product but not the final decision.

Advancing in Rank Policy- Vicki Golich

- We currently do not have a policy for advancing rank, in her 9 years only 3 people have gone through it. Faculty member who is identified as a leader, and someone thinks they would be good in an administrative role, needs to negotiate that process going into the position. Has not happened yet.
- People ought to go into positions as full professors, they often get stuck. Going into a position, consult with a higher authority, what your position means, what needs to happen for them to move forward, service delineated in their departmental guidelines.
- Statement that grandfathers in people currently in this position
- When they go up for promotion they would need to clarify what guidelines they are working under. Clear which policy they are under. We need a Handbook that refreshes, like an ornament on the Christmas tree, pull off and put it on again. We don't want a situation where we have to wait on things, in the interim this is Vicki's policy. Then we go back and add it in. Have a place where everyone knows where the most up to date policy is. Whether or not they should get their raise when they are moved through, right now they do not, but what should it be in the long run. They can get raise when they go back to their retreat line.
- When you are faulty you get your raise, some are making more than their boss, it created a misunderstanding about why. Ranking requirements, why would you not compensate accordingly. Are you getting paid on your professor rank or your administrative position. PTR, raise, then another raise for the other job. For an associate professor to go to associate dean, they get a big bump.
- The full professor should apply to the faculty line in order to get promoted. Has been ad hoc in the past. If we change we need to realize there are expectations out there that are not in the policy.
- Person in the administrative position should get the salary bump because they are unlikely to go back to faculty. Rare for people to go back to faculty after an administrative position.
- Most important thing to the faculty senate is that it is tied to the department guidelines. If we are asking this administrator to be bound to the guidelines of their department, they accept they are stepping into a full role and should be compensated. If you promote from associate to full it is \$8,000, with CUPA adjustments. Faculty + administrator is much more than faculty + \$8,000, it can be distorted and much more than CUPA. Concern is for people who went into these positions in good faith, thinking they would be eligible, question of the grandfathering. If you are in the E line, you can go for full, but you can't go to PTR.
- George Middlemist feels like it should be black and white. 2 separate things. When it comes to the pay, when we set salaries, we use CUPA to set. We look at what other roles make that are comparable and make recommendations from there. Associate professor and rank, if then applied to the salary, are no longer aligned with the salary standards for the position. It will create disruption on offices and lines and can create ill will. At the end of the day, it is about

what is best for all. So many dominoes that come with this. From a financial standpoint two issues, one you're getting paid to be a CFO, one you are paid to be an accounting professor. When we have opportunities to help people get an increase we want to take advantage of those times. Need to take out emotion and stick to process.

- For the deans, they would like clarity. They will be happy if there is clarity and consistency. Associate Dean was promoted without a raise because he was on an E line. But, how do they want it clarified. We will come back around to this.
- Layton Curl- want to ensure we don't have ad hoc policies, full support.

President's Update

- Go to Inclusive Leadership!
- We will have a robust discussion at the next meeting about councils
- Soon for hiring VP of advancement, thank you Liz Hinde
- Thank you, Vicki, for all the work, noodling process, academic reorg process, inclusive process, everyone is invited, she will reference the minutes
- Great Executive Update- a lot of media and participation, great partnership with CCNCC and their airport. Students can graduate with fewer flight hours
- Joe Garcia is looking forward to collaborating with MSU Denver
- \$2,000 stipend on the November paycheck

Round Robin

- Come to inclusive leadership, great opportunity for everyone to come.
- Council chairs has its last meeting 11/7. Discuss policy and brief update from the board retreat.
- Welcome to Cora Zalatel, AVP of Marketing and Communications
- Fall Advertising campaign has been launched.
- In the process of putting together a remodeling process for the PE locker rooms. RFP to design the space and make more accessible and up to date. Facilities- C2 Hub program and Health initiative. HLC met Monday, approved a 7-year refresh of the budget.
- Stipend will come in in an additional deposit to avoid confusion on taxes and retirement funds.
- Executive Update held last week, highlighting aviation programs.
- Health Salon series starts this week.
- Richard T. Castro distinguished professorship next week
- Coffee Monday events are going well with student outreach, seeing a lot of MSU Denver gear!
- Working with RTD, tri-institutionally they are raising rates. Trying to see what we can do to help with this.
- Rocky Mountain best competition this month (robots, 20th, 27th at Auraria events center)
- Faculty Senate- teaching excellence awards, glad academic policy is moving forward, busy with curriculum work
- Feedback form for all staff members on campus, meeting to discuss and review staff senate
- Cross country meet at Wash Park, 50 faculty and staff, big thank you for that
- Busy week in athletics, kickoff for basketball season, Blake Street Tavern, program, conference does not have a media day, did this to promote the rivalry.

- Big weekend- volleyball, Friday National Hispanic Heritage month, heritage night, public address in Spanish
- Saturday- volleyball then Hall of Fame dinner with the 1982 volleyball team inducted
- Soccer held Friday and Sunday- important matches for both teams moving up in the conference, Sunday against school of mines, big rivalry!
- Article in the EB about multifactor authentication for Outlook, will need to upgrade if you have older than '16