**Council of Chairs and Directors Monthly Meeting**

**Minutes 10/6/21**

In attendance: Deanne Pytlinski, Eric Olson, Brook Evans, Sheryl Zajdowicz, Melissa Monson

Mark Yoss, Jacob Welch, Chalane Lechuga (for Adriana Nieto), Dan Lair, Jess Retrum, Elizabeth Ribble, Andrew Bonham, Layton Seth Curl, Douglas Mpondi, Jessica, Annie Butler, Alex Fayman, Grant Denn, Rebecca Gorman, Brian Hutchinson, Ford Lux, Greg Clifton, Matt Makely, Rob Preuhs, Nicole Vowles, Peter Schimpf, Jessica Ross-Katz, Keah Schuenemann, John Wanburg, Hsin-Te Yeh, Chris Jennings, Nick Pistentis

1. Committee updates
2. Zsuzsa Balogh reported on – APC voted to eliminate maximum credit transfer rule.
3. Data Integrity Task Force-(Andrew Bonham)

Looks at how we use data across university—just restarted, not much yet.

1. Budget Rec-no meetings (Layton Curl)
2. Enrollment Command Center—transitioning back to traditional role pre-covid (Dan Lair, Deanne Pytlinski)
3. Policy Advisory Council (not sure who presented)

Acceptable use of computers

Use of data—all in draft form

Also discussing Credit Banking Policy, Badging policy

1. ECC retention council-paused (Sheryl Zajdowicz)
2. Provost’s diverse faculty task force-(Douglas Mpondi)

Gave a presentation to faculty senate in September

Gathering data to determine action points

Resolved Monday it is time to look at the data

How do we define diversity at MSU Denver

How can we use that to determine action points.

1. Faculty employment handbook committee (Jessica Retrum)

They review changes, nothing to report yet.

1. Faculty chats with Will Simpkins, nothing to report-(Alex Fayman)
2. ECC paused-(Rebecca Gorman)
3. Executive undergraduate advising (Ford Lux)

work on promotional pathways for professional advisors-say they get stuck, and there aren’t opportunities for advancement. Proposals under review at academic affairs

1. Transfer committee (Keah Schuenemann)—may be coming to chairs about which classes transfer can decide, which ones we need
2. Faculty Workload task force presentation-Jacob Welch and Deborah Horan
3. Gave powerpoint presentation

Trying to find a way to relieve pressure—how the workload is distributed

But the pie is too big!

Beyond the 4/4 load, there is essentially 3 credits of work we are doing in service & scholarship

Recommendation to reduce Cat I-to 18 credits, Cat II, 24 credits

Target is Fall 2023

Would give time to adjust, get guidelines updated

New Cat I workload-18-formal teaching, 12 credits everything else

6 credits -service, scholarship, informal teaching

Banking is another issue, but separate

New Cat II—looking at new model of 24 credits and 6 credits of other duties as assigned

General support among faculty

Benefits – this has been the majority of discussion

Implications-cost, class sizes, faculty workload tracking and review?

Intention not to increase class sizes, but encouraged to find efficiencies

Also got a budget analyst to look at the costs

Cat II are included as equity issue

What will the implications be on chairs?

1. Discussion among Chairs:
2. Differentiated workload is not part of the proposal at this time—
3. Jessica Rossi-Katz—important to include graduate students on this—60% of graduate coursework has to be taught by someone with a terminal degree.

Accreditation issue is needing to be considered—if we fundamentally are changing our programs—there needs to be time to submit.

(Deborah Horan took notes on what was in the chat.)

1. Question about comparator universities—only one was more than a 3/3 load.

We’ve had conversations about scholarship—there was a strong concern about higher expectations for scholarship—that is not the intention.

Dan brought up concern about vagueness on – how is the intention about scholarship going to manifest? Dan asked about whether the committee looked at the scholarship expectations at those comps—they said no. he is concerned that the comps that have 3/3 load do have higher scholarship expectations.

We do not have guardrails to prevent this in the future. Program reviewers may say we do not have high enough expectations for scholarship, which they sometimes already do with 4/4. Noble goal, everyone is overworked. But will we unwittingly change our institution? The pressure will be there. Another Chair said they would like to see the data on this.

1. Another concern –cost issue. How much does it cost? If we reduce the load, what is the plan? Will we be hiring more Cat III affiliate faculty? May radically increase reliance on cat III-not in best interest of students or anyone.

Most of the concern about the cost seems to be coming from the faculty (and chairs), not staff or administration.

More data coming now that the budget analyst is happening.

1. Greg Clifton—concerned about the argument we are making is that at a teaching institution we should reduce our teaching in order to engage in things that are above and beyond things that are not in our guidelines. Encourage committee to look at some of the work and determine whether faculty are taking on more than they should. Committee spoke on the point that the proposal is to support us being excellent teachers (with high impact activities).
2. JMP Chair—brought up concerns about enrollments, and the expectations, as much as we are looking at teaching workload
3. Biology Chair—variable credit hours being taught—thinks differentiated workload makes more sense. Some of classes really don’t work in the numbers they have proposed. The vetted model is the non-differentiated workload model. Could we potentially give the chairs/deans opportunity to figure out whether a differentiated model will work better.
4. Matt Makely-feels faculty deserves 3/3 load, our faculty are certainly comparable to the Cal States. Administrators need to figure out how it will work for the anomalies. Strongly in favor of this. Committee answered that the charge was to come up with a proposal, not necessarily to figure out the budget. Provost Tatum strongly supports 3/3 load.
5. Balance of full-time to affiliate ratio is a concern.
6. Chemistry chair brought up that his department has been on 3/3, credits are not the only consequence to consider. Now credits are lower, but teach about the same number of students. Did also observe that the number of peer reviewed publications did go up. (faculty more productive in terms of scholarship)
7. Chalane—proxy for Chicano Studies, brought up the disparity of BIPOC faculty and women, see disparities especially in service. Deborah Horan says this is why they included cat II
8. Nick Pistentis-IT on Workday implementation

Capital IT Projects powerpoint

There will be an upgrade to Banner self-service on Monday which will affect student registration. Will also see changes to interfaces. Believes grade interface will be the same. Modernized.

1. Goes through state review to fund and get recommended. Approved for 2 projects-network modernizations.

Replacing wired and wireless networking

Complete fiber loop—to provide backup

Working with consulting firm to design

Results in arts building, science, JSSB, central this first year

Question about King center-since it is run by UCD, so are we going to manage ourselves? Funding is just for the buildings that msu is managing.

Biggest risk is the global supply chain.

1. Reimaging the Campus Digital Experience—got the money July 2021

ERP/SIS

Student Information System strategy

HR/Finance—go live Jan 2023

What do we need from Banner?

Would like some representation from this group-decision making commitee

Student system would go live in Fall 2025

Considerations-need buy in, deal with staff burnout (augment with temp staff)

Cost management

Questions?

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Questions:

1. What is timeline for AHEC managed buildings. Actively discussing.

Each school manages certain buildings, and ahec. We all broadcast each others systems. We are likely going to standardize with UCD.

1. Is the timeline realistic? Answer—need to do it right, not cheaply or quickly. Only do this every 20 years or so.

Website—kicking off an intranet project, to address the problems people are having with finding the internal info. The timelines publishing are conservative—learning from mistakes.

1. Question about the October 11 rollout—has this been tested?

With registrar and financial aid offices—they will be testing more this weekend, before launching Monday. It’s a new experience, not a new system.

Employee experience will also improve

1. For departments that have unique network needs, should we anticipate interruption? Yes, but will be off-hours, and will be notified.