# Council of Chairs and Directors – General Meeting

April 2nd, 1-2:30pm Location(s): JSSB 400 and [Teams](https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZTMyYmE0YWUtZGI0MS00NGJhLWI4OTgtMDlhMjYyYTg4NTdl%40thread.v2/0?context=%7b%22Tid%22%3a%2203309ca4-1733-4af9-a73c-f18cc841325c%22%2c%22Oid%22%3a%22d2ebc670-22ef-4315-97a7-02206e866203%22%7d)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Topic** | **Lead** | **Min** | **Comments** | **Voting Item?** |
| Faculty Employment Handbook, updates,  feedback, and vote | Corey and Alex | 30 | Process planned with Corey and Alex- Team poll for votes for each change | Yes |
| The Office of Equal Opportunity | Eric | 15 | Amanda and Camille visit to provide an  orientation to the office and brief discussion with our OEO colleagues | No |
| EC provide Provost  Message to Chairs | CoCD EC | 5 | Message from Matt to Chairs | No |
| Committees Reps (see below) | All | 15 | All university committee reps report out or gather feedback. | No |
| Chair and Director Networking | All | 15 | Prompt provided, small group discussion. | No |
| Plan for May- DFWI Playbook | Jess & Cath | 5 | May 7th Meeting + August Retreat Date | No |
| Plans for CoCD EC  next year | Jess/ CoCD  EC | 5 | Terms for EC members, summer decision  making | No |

**Faculty Employment Handbook Feedback and Vote – Corey and Alex**

-five proposals to vote and provide feedback on.

1. Cat II years towards tenure

* Initial polling roughly 86% approve 14% do not approve
* No feedback provided

2. Half time option for tenured faculty

* Polling is 51% approve and 48% do not approve
* Concern about being forced
* Concern about guideline changes and no thought ahead of time about potential implications
* Concern that 50% is too hard to enforce and too inflexible for certain departments
* Concern about FTE changes and line requests.
* Support because it would help retain faculty who need the flexibility
* Support for flexibility but might be better to through HR not FEH as is the current practice.
* Easier to enforce with teaching, harder for service and scholarship

3. Non-TT faculty service

* Cat II in some dept. must do service because of accreditation, so must be allowed to do reassigned time in response to this change
* Some depts. need cat II to do service, or it can’t get done.
* Concern this should not be in the FEH, feels like overreach
* Support because it allows negotiation to occur with dean
* But this kind of negotiation can occur already, so opposition to make this change in FEH
* Support because it codifies a fair work environment for our non-TT faculty
* Support by a new chair because clearer about what is allowed and what is not, don’t have to rely on historical context
* Question: What is different between establishing this in our department guidelines vs. FEH?
* Answer: FEH is the broader umbrella for which the guidelines then become more specific and discipline specific.
* Oppose because need the flexibility in a specific department
* Might be better to outline process in FEH not this specific rule
* Polling was 47% approve vs. 53% do not approve

4. Sabbatical Review

* Funding described in 6.b.vii doesn't address funding for affiliates to cover courses - should that be addressed here?
* More clarity or dissemination of how sabbatical impacted the university/community is needed
* More detail is added around enrollment and workforce and the approval process wanting more explanation for why is needed (page 2 #3)
  + Mystery around funding
  + Sabbatical is not a certainty – finance dependent.
* The term investment is curious. Balance between shooting for the stars and being realistic in a more competitive funding environment.
* Polling was 92% approve and 8% do not approve

5. Transitional Retirement

* Question on how timeline interacts. HR meeting/ meeting with chair vs. before submitting application. No firm date or deadlines on those meetings.
* there’s an unclear sentence in red in section C (1st paragraph)
* Polling was 100% approve and 0% do not approve

**OEO – Amanda and Camille**

* See PowerPoint slides for detailed information
* Description of OEO duties and responsibilities
* As federal protections change, state protections do not, so are still covered
* Non-Title IX compliant processes can change depending on who is U.S. President/ Court decisions

**Provost Search Update**

* Small, agile search committee
* CoCD President, Senate President, Edward Brown chair, a few other people
* 70 applicants (including external applicants)
* 2-3 campus visits being announced
* There will be open forums and full feedback options from the community
* Very fast process, HR managing it (not a search firm)

**Committee Report Outs**

* UPAC – Supplemental Pay revisions coming soon. Bullying policy is on president’s desk. Branding policy did not get much feedback and is moving forward.
* UPBAC- Friday April 4th meeting for academic affairs circular

**May Meeting – Cath and Jess**

* May 7th combined meeting and lunch and learn for one fun afternoon
* Buffy presenting on data during first part of the meeting on EDW and DFW rates
* DFW playbook initiative second part of the meeting (possible friendly competition)
* Time for feedback on how the year went with professional development and the “year of the chair”.
* August 13th is our fall chair’s retreat

**Chair Feedback Survey’s Going out Tomorrow April 3rd**

* Not observed option added
* Otherwise the same as last year
* Two weeks for folks to respond

# Upcoming meetings:

* Next CoCD Meeting, noon to 2:30- + Happy Hour, May 7th, 2025

# Final Lunch and Learn & Final Council Meeting of the year, on May 7th will be held in Auraria Library Room 116

**Adjourn:** Thank you for all you do!