**COC EC Meeting 9-25-25**

**Key**

**Topics of Discussion**

**Insights/Actions**

Notes:

Attendance:

Provost Matt Makley, Ted, Greg, Jasmine, Lisa, Jess, Jacob, Eric, Rolly

**Alternative Work Arrangement (AWA)**

Folks who work out of state (i.e., someone working from another state, remotely as a result of a special circumstance):

* + Some people who are out of state have concerns
    - There is no reason to be concerned. Here are the purposes:
      * President is trying to understand the process that occurs across campus. There is not common practice.
      * We figured we needed to clarify a process that is fair and equitable.
        + This is intended to support clarity.
      * A policy exists for staff, but one does not exist for faculty.
    - This was a fact gathering endeavor and was not meant to bring everyone back onto campus.

Jess:

* + We have worked with our faculty and HR to support them when working in an online program/course.
  + We established parameters to connect her to the MSU of Denver community (i.e., attend some on campus events, visit for a few meeting, etc).

Rolly:

* + I wonder how this plays a role in the DFWI rates considering the variables of online and AWA.

Matt:

* + It will be useful to look through this DFWI lens on everything we do and reflect upon to greater support students.
  + We will have a greater conversation about this topic in the future.

**Benchmarks**

General discussion about the benchmarks:

* + Board of Trustees (BOT)
    - Chair of BOT posed many ideas for benchmarking many of the practices of the University.

Matt:

* + We need to be clear with each other, Administration and BOT, about each of the topics and what the context behind each situation (i.e., the details of the 7-year report having too many details that the BOT is not interested in).
  + Everyone will hear about it from their deans. It is intended to make sense of the rise in costs that have accelerated beyond the typical rate. This is in part, due to the magnitude of the number of our Full Professors.
    - Full Professor cost analysis
      * Questions regarding strategic planning about this include but are not limited to:
        + Might Full Professors take on special projects/reassign time that show a greater return on student retention, success, and completion.

Jasmine:

* + I think the message and inspiration need to come from the Provost. This will help to hold Full Professors accountable for project completion, etc.

Jacob:

* + We could benefit from some clarity on the supervisory role of the chair.
    - What role does the chair serve in regarding accountability and supervisory power?

Tedd:

* + They tie the roles to the guidelines to help with clarity.

**BOT Intent to Examine Metrics**

Jess;

* + Do they have an idea of the metrics they want to look at?

Matt:

* + No. They are relying on us to help them understand what we are doing, what we look at, and why.
  + They want to know how we got here and what we can do next to overcome challenges.
  + The key is to find out the magnitude of each faculty members’ role and effort.
  + One of the things we need to look at is the chairs authority.

Eric:

* + One key to supporting chairs and their authority rests on specific and thorough documentation of issues.

Jasmine:

* + I wonder what the landscape looks like in terms of the waves of retirement at our university and others.

Matt:

* + Part of the strategy is to inform faculty on the state of higher education and invite them in the conversation. Faculty would benefit from a clear understanding of the landscape as a whole and our, and their role in the scheme of things.

Jess:

* + We live in a time where people are living longer and are healthier as they age. This plays out in the top-heavy faculty community.

Lisa:

* + Might we do things like rewrite guidelines to clearly showcase the expectations for full professors?

Matt:

* + This is a multi-year project. It will take time to establish. But, things can happen immediately.
  + It will take quorum. It is about inviting full professors into the

Rolly:

* + C about the messaging and the purposes of an effort to bring people back to the table.
    - Aware of the magnitude of the issue.
    - The issue may be very different from department to department.

Matt:

* + We need to focus on a major element of this, the role and the authority of the chair.
  + We also need to look at the specific and shared needs of each department regarding full professors.

Greg:

* + We need to look at the option for supporting faculty and what motivates them.

Lisa:

* + This may have involve or be understood through merit for what is accomplished.

Jacob:

* + Example: Incentive at other Universities through alternative titles and roles for adjunct/affiliate faculty.

Lisa:

* + Hiring – Tendency to hire CAT IIs over TT
  + The faculty and departments need to know what the patterns of hiring are and why.
  + We need to look at the requirements for new hires.
  + We need to look at the differences in the departments and schools/colleges.

Matt:

* + The key for us is to make our meetings actionable and purposeful.
  + The lack of communication is part of the challenge.

**OSRP**

Matt:

* + Idea proposed by a past review - OSRP costs should be cost neutral (i.e., paid for by the grants, etc.)
  + We have looked at other institutions and talked to all of the deans about this idea.
    - I will keep you all updated on the conversation
    - Decisions have not been made. We are in conversation.

Jess:

* + Review of and support for the personnel supporting the grant process

**Insights/Actions**

|  |  |
| --- | --- |
| **Insights** | **Actions (ideas)** |
| Inspiring innovation and growth in veteran faculty | Rewrite Guidelines |
| Chair authority | Take inventory of the challenges that chairs face |
| CAT II faculty opportunity | Examine creative ways to support  - Title changes |
| Hiring – Tendency to hire CAT IIs over TT | Create clear and purposeful expectation for the role |
| Communication challenges | Continue to focus our work here  - map the overlaps  - keep the conversation going |
| Graduate programs | Identify the differences and issues that relate specifically to grad. programs |
| OSRP cost neutrality discussion | Discussion with deans  - normed with other institutions  - continued research and conversation |