June 3, 2024

**From:** Turan Kayaoglu, Associate Vice Chancellor for Faculty Affairs

**To:** Vivian Shyu (CLAS)

Robert Hobbins (BUS)

Jenny Steffel Johnson (CAP)

Rachel Stein (SEHD)

**CC:** Constancio Nakuma, Provost & Exec. Vice Chan. for Academic and Student Affairs   
Elizabeth Pugliano, UCDALI President  
Sasha Berger Bush, Faculty Assembly Chair  
Phillip DeLeon, Associate Vice Chancellor for Research

**RE:** IRC Research Summer Working Group Charge Letter

Teaching professor and clinical track IRC faculty at CU Denver have research and creative work requirements. However, the IRC task force report found that these requirements are often unclear in primary unit criteria (PUCs). Additionally, the report found that there are concerns about the misalignment of research criteria with workload allocations, the lack of clear recognition and understanding of the role of research in faculty workloads, and inconsistent and inadequate support for IRC faculty research and creative work.

The 2022 IRC task force report highlighted this issue as a major concern. The Provost's Roadmap included a plan to assemble a faculty team to explore these challenges and suggest strategies to address them. Addressing these issues will remove barriers to IRC faculty success and promotion, and help CU Denver achieve its strategic goals of being the best place to work and being known for research and creative work.

**Charge to the Working Group**

As authorized by the AVC for Faculty Affairs in collaboration with UCDALI, this letter formally charges the following faculty members with this project:

* Rachel Stein (SEHD) Chair
* Robert Hobbins (BUS)
* Jenny Steffel Johnson (CAP)
* Vivian Shyu (CLAS),

**Scope of Work/Questions**

The working group will investigate the current practices at CU Denver regarding research and creative work for IRC faculty at the primary unit level. They will also examine the support provided at the campus level for IRC research and creative work. Additionally, the group will generate a list of best practices both at CU Denver and in higher education to align research criteria with workload allocation and to support IRC faculty’s research and creative work. To help primary units, colleges, and campus leadership on these issues, the report will answer the following three sets of questions:

1. **Research/Creative Work in the Context of IRC Workload Distributions and Promotions**
   * What expectations are currently set within PUCs? How are these expectations agreed upon and justified?[[1]](#footnote-1)
   * What are best practices in CU Denver PUCs for expectations of research/creative work for TPT/CTT faculty with a 10% research allocation? For a 20% research allocation?
2. **Research in the Context of Teaching Excellence**
   * What are best practices in higher education and CU Denver PUCs for how staying current in one’s field is factored into workload distributions (teaching versus research/creative work)?
   * What are best practices in higher education and CU Denver PUCs for how SOTL (Scholarship of Teaching and Learning) and other pedagogy-focused research are evaluated (teaching versus research/creative work)?
3. **Support for IRC Faculty Research and Creative Work**

* What types of support are offered at the primary unit, college level, and campus level at CU Denver to support IRC faculty for research/creative work/teaching excellence? What other areas of support are needed?

The working group will investigate these issues outlined in the scope of work using CU Denver and the CU System resources and in higher educational resources such as AAUP, ACE, APLU, the Chronicle of Higher Education, and Inside Higher Ed as well as other higher education institutions.

**Deliverable**

By September 1, 2024, the working group will submit a written report of their findings and recommendations for next steps to the Office of Faculty Affairs. This report will be made available on the UCDALI website. The group will also present their findings to the UCDALI Executive Committee, the AVC for Faculty Affairs, the AVC for Research, Deans, and Faculty Assembly as appropriate.

**Support**

UCDALI will allocate $6,500 to support this work, using unspent funds in its FY24 budget as well as support received from Faculty Assembly FY24 budget. Faculty Assembly/UCDALI administrative coordinator, Leigh Ann Rutherford, will provide administrative support.

**Thirty-two Primary Units at CU Denver**

**College of Architecture and Planning** (Three Primary Units)

1. Architecture Department
2. Landscape Architecture Department
3. Urban and Regional Planning Department

**College of Arts & Media** (Three Primary Units)

1. Film & Television Department
2. Music & Entertainment Studies Department
3. Visual Arts Department

**College of Engineering, Design and Computing** (Five Primary Units)

1. Bioengineering Department
2. Civil Engineering Department
3. Computer Science and Engineering Department
4. Electrical Engineering Department
5. Mechanical Engineering Department

**College of Liberal Art and Sciences** (Seventeen Primary Units)

1. Anthropology Department
2. Chemistry Department
3. Communications Department
4. Economics Department
5. English Department
6. Ethnic Studies Department
7. Geography & Environmental Sciences Department
8. Health & Behavioral Sciences Department
9. History Department
10. Integrative Biology Department
11. Mathematical & Statistical Sciences Department
12. Modern Languages Department
13. Philosophy Department
14. Physics Department
15. Psychology Department
16. Political Science Department
17. Sociology Department

**School of Education and Human Development** (Entire School is One Primary Unit)

**School of Public Affairs** (Entire School is One Primary Unit)

**Business School** (Entire School is One Primary Unit)

**Auraria Library** (Entire Library is One Primary Unit)

1. CU Denver has 39 Pus (list in the appendix). The working group should review schools and the library PUCs and can decide to focus on 1 or 2 PUCs in colleges. [↑](#footnote-ref-1)