



UCCS CAMPUS POLICY

Policy Title: Faculty Assembly Governance

Policy Number: 200-015

Policy Functional Area: Academic

Effective:

July 30, 2024

Approved by:

Jennifer Sobanet, Chancellor

Responsible Vice Chancellor:

Executive Vice Chancellor of Academic Affairs (EVCAA)

Office of Primary Responsibility:

EVCAA

Policy Primary Contact:

EVCCA, 719-255-3121

Supersedes:

July 18, 2005

Last Reviewed/Updated:

July 30, 2024

Applies to:

Faculty

Reason for Policy: This policy is to codify the Faculty Assembly relationship with the University of Colorado Colorado Springs (UCCS) Administration.

I. INTRODUCTION

This policy is to codify the Faculty Assembly relationship with the University of Colorado Colorado Springs (UCCS) Administration. For the purposes of this policy, the term “Faculty Assembly” is the faculty governing body of the University of Colorado Colorado Springs. It includes faculty who have at least a 50% faculty appointment, the Faculty Assembly Officers, the Faculty Assembly Executive Committee, and the Faculty Assembly Representatives from each college and the library as defined by the University of Colorado Faculty Assembly Constitution and Bylaws. This policy will be reviewed every three years.

II. POLICY STATEMENT

- A. Authority for the creation of this policy is found in Regent Law Article 5.A.1 Principle of Shared Governance.

The faculty and the administration shall collaborate in major decisions affecting the academic welfare of the university. The nature of that collaboration, shared as appropriate with students and staff, varies according to the nature of the decisions in question. Tenured and tenure-track faculty with appropriate participation by instructional, research, and clinical faculty have the principal responsibility for decisions concerning pedagogy, curriculum, research, scholarly or creative work, academic ethics, and recommendations on the selection and evaluation of faculty. The development of general academic

policies shall be a collaborative effort between the faculty and administration.

The administration has the principal responsibility for the internal operations and external relations of the university. Issues concerning the academic calendar, course scheduling, and teaching/librarianship modalities shall be determined in collaboration with the faculty.

The faculty and the administration collaborate in the governance and operation of the university as provided by, and in accordance with, the laws and policies of the Board of Regents and the laws and regulations of the state of Colorado.

B. Purpose

This policy is to codify shared governance as an integral part of the relationship between the UCCS Faculty Assembly and its Administration. Additionally, this policy outlines the working relationships between the Chancellor, the Executive Vice Chancellor of Academic Affairs (EVCAA), and the Faculty Assembly Officers. Finally, this policy establishes the financial remuneration paid to colleges for Faculty Assembly officers serving in the positions of President and President-elect.

C. Procedures

1. To ensure that shared governance is operational between the UCCS Faculty Assembly and the Administration, it is imperative that the Faculty Assembly officers and the Administration of UCCS have a close working relationship. To facilitate this end, the UCCS Faculty Assembly President, Chancellor, and EVCAA will schedule regular meetings throughout the academic year between the Faculty Assembly Executive Committee, Chancellor, EVCAA, and the Cabinet. The Faculty Assembly Executive Committee will be consulted whenever any changes occur at UCCS that may influence academic life for students and faculty.
2. To ensure that the Faculty Assembly President and President-elect are able to participate in campus and system governance, faculty members who are serving in these roles will be off-loaded from their college teaching/librarianship responsibilities. The EVCAA will reimburse the President's and President-elect's college for the appropriate off-loading. In the President's role, there will be a three-course teaching/librarianship off-load (9 credit hours) for the academic year in which the president serves. In the President-elect's role, there will be a one-course off-load (3 credit hours) in the spring semester. This off-loading for the President is to allow them time to focus on their service role for the faculty, and for the President-elect, is to allow them time to serve as chair of the Elections Committee and recruit candidates for the spring election. Faculty may negotiate for additional off-loads during their year of service in the role of President. These credit hour offloads do not need to be made up in future semesters by these faculty. The provost and the dean of the affected college(s) will negotiate compensation to the college for additional offload(s).
3. The President will be compensated for serving in this position with a stipend of \$15,000 that will be paid out over the full year (summer included) from July 1 to June 30 of the academic year of service.
4. The faculty members serving as President and President-elect are entitled to differentiated workloads during their years of service as allowed by the campus differentiated workload policy and the

differentiated workload policy of the faculty member's college, the library, or primary unit. For the President, the recommended service workload for the fall and spring of their term should be between 40-50%. For the President-elect, the workload is recommended to include no less than 30% dedicated to service for all service evaluated during their fall and spring term. The faculty member serving in either role has the discretion to negotiate a different percentage of service with the college in which they are appointed.

5. To support the administrative duties, an administrative assistant will be assigned to the Faculty Assembly. The EVCAA will ensure there is adequate administrative support for the Faculty Assembly.

D. Responsibility

1. In the beginning of the academic year, the Faculty Assembly President will work with the appropriate administrative assistant to schedule regular monthly meetings with the Chancellor and EVCAA. Additionally, the President of the Faculty Assembly and the administrative assistant assigned to the Faculty Assembly will establish a monthly Faculty Assembly meeting schedule and publish the dates and room assignments on the UCCS Faculty Assembly website.
2. At the beginning of the academic year, the EVCAA's office will transfer funds to the Faculty Assembly President's college to appropriately compensate the college for courses off-loaded.
3. In the spring semester of the academic year, the EVCAA's office will transfer funds to the Faculty Assembly President-elect's college to appropriately compensate the college for one course off-load to fulfill the role of President-elect and conduct the Faculty Assembly election.

III. KEY WORDS

- A. Administrative Assistant to Faculty Assembly Duties
- B. [Bylaws | Faculty Assembly](#)
- C. President-elect Duties
- D. President of the Faculty Assembly Duties
- E. Regular Members of the Faculty Assembly

IV. RELATED POLICIES

- A. Administrative Policy Statements (APS) and Other Policies
 1. [Article 5: Faculty | University of Colorado](#)
 2. [Policy 5: Faculty | University of Colorado](#)

V. HISTORY

Shared governance has been an established principle at UCCS with delegated authority coming from *The Laws of the Regents*, 1990. In spring 2003, codifying these policies was discussed by the Chancellor and the Faculty Assembly Executive Committee. In the spring of 2004, two past Faculty Assembly Presidents initiated a policy

discussion with the EVCAA to fairly compensate Faculty Assembly Presidents for their service. Data from Institutional Research at UCCS indicated that faculty who served in faculty governance roles had slower promotion rates, which resulted in overall lower salaries. To recruit effective leaders in these roles, the EVCAA made an announcement in spring 2004 that a faculty member who serves as the Faculty Assembly President would be guaranteed a teaching/librarianship load of one course in the fall and spring semester, and would be compensated with a \$3,000 addition to his/her base salary. Following discussion in fall 2021, a policy development committee was convened to revise the 2005 policy, which resulted in the policy adopted in summer 2024.

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