



University of Colorado

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Faculty Council | Faculty Senate

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**Faculty Council Meeting
Thursday, December 8th, 2022
12:00–3:00 p.m.**

Zoom Video Conference (<https://cusystem.zoom.us/j/7519053752>)

Faculty Council

MINUTES

Attending: Cindy O’Bryant (Chair, UCCS), Cerian Gibbes (UCCS), Elizabeth Steed (UCD), Ethelyn Thomason (CU Anschutz), Vivian Shyu (UCD), Jay Dedrick, Joanne Addison (UCD), Mike Lightner (CU SYS, VP Academic Affairs), Jeffrey Schrader (UCB), Mike Harper (UCD), Farida Khan (UCCS), Alastair Norcross (CU Boulder), Ravinder Singh (UCB), Rhonda Glazier (UCCS), Edward Cannon (UCD), David Paradis (UCB), Troyann Gentile (UCD), Tad Pfeffer (CU Boulder), Vicki Jean Grove (UCB), Maria Lewis (CU SYS, Administrator), Jacqueline Nolly (SYS, Recording Secretary), Polly McLean (UCB), Lei Zhang, Anne Fleming, Mike Harper, Ethelyn Tomason, Burton St. John, Anna Kosloski (UCCS), Minette Church (UCCS), Celine Dauverd, Larry Eanes, Norah Mazel, Elizabeth Steed, Gordon Stringer, Adam Norcross,

12:00 p.m. October Meeting Minutes Approved

Chair Cindy O’Bryant Report

- Received revisions by FSGC
- Will send this update out to assemblies for review, would like to have a final version approved by April Faculty Senate Meeting
- APS update, 5060 and 1020 are out for review
- EPUS Chair, Ravinder Singh, thanks members for feedback
 - o Will change the date from January 13th to the 31st for 1020/5060 APS revisions
- FAML I program
 - o Related to developing a statewide pool for money for people on leave
 - o Initiative has been implemented, so percentages of staff/faculty funds will be taken to implement this initiative
 - o <https://www.cu.edu/employee-services/collaborative-hr-services/cu-campuses/colorado-famli-program>
 - o Potential for FC retreat
 - o (Dis)ability and access memo
 - Potential for committee hiatus still being discussed
 - More formal proposal to be discussed in January

12:15 Faculty Senate Grievance Committee

- Vice-Chair Vivian Shyu introduces FSGC member appointments
- Approved by Faculty Assembly
- IRC membership is very much appreciated, would like to see one from each campus going forward
- FSGC members approved
- Traditionally make these requests in January, there will be new member requests for three-year terms in July 2023
- Will be asking for an IRC member from Anschutz and Denver, look for as the semester starts for Assembly Chairs/President

Academic Affairs Update—VP Michael Lightner

- University Affairs meeting to take place on January 17th
 - o Don't know who the committee will consist of yet
 - o Three new members have been appointed, but no assignments have been specifically made yet
 - o Two additional new members will join the January 17th meeting
 - o Discussion around what will be on the agenda for the University Affairs meeting
 - Multi-credentials, the goal is to be able to form reports, generally for the Regents, but may go elsewhere to envelop the broad concerns to create a “bucket for like objects”
 - Plans to create a taxonomy
 - o Open Educational Resources (OER) state funding
 - **Will compare state vs. system vs. campus understanding and allocations**
 - o FCQ
 - There are no requirements in Regent law policy, or APS that FCQs be administered
 - Whatever is used is used by the campus and/or unit, the choice as to what is used is dependent on the campuses
 - No explicit mandate
 - FCQ data mining discussion
<https://docs.google.com/document/d/1VIm3Sqrpx2NwOO3RBBfur9qmtA-w7LaiipSqFfGtiwM/edit>
 - o Informational item: Regent Ganahl had a motion in relation to human fetal tissue use and passed at University Affairs to have a presentation from Anschutz to discuss the specific details about this process and the initiatives posed for use at the University

1:50pm: Campus Assembly Updates

- **Ethelyn Thomason (Anschutz)**
 - o Office of Student Outreach and Support (my SSSP)
 - o Mental health office with up to 6 free counseling sessions with resources in the area for continued support
 - o Food pantry is emptied as quickly as it is filled, sadly can't help all the students struggling with food insecurity
 - Have hired additional staff member to assist with this

- Representatives from Benson Hotel is going to house a faculty club (owner by the hotel)
- **Alastair Norcross (Boulder)**
 - Notice of motion from ex com to be voted on in February
 - Suggesting changes to the bylaws specifying eligibility of officer positions
 - If passed should be implemented by the elections in April
 - Officers must be faculty holding no administrative positions
 - Suggested motion to bylaws and FS Constitution
 - Article 3
 - Change to transfer credit practices
- **Karin Larkin (Colorado Springs)**
 - Provided feedback for EPUS APS 1020 and 5060
 - Chancellor is about to undergo review process under BOR Policy 3
 - Hired a new Associate Vice Chancellor (AVC) for HR
 - IRC promotion money in budget, then not in budget, and push to make sure is in next budget (FY 23)
 - System money pull-back
 - On the campus end, Post-Covid Revitalization Grants that were awarded primarily through FA DEI committees are being pulled back, and some have already spent money, and it is chaotic, and faculty are demoralized, Deans too. The provost is working on finding a way to honor those grants.
 - Lots of other campus impacts which may be caused directly by system funds pull-back or may be knock-on effects. For example, establishing a Faculty Affairs Office (including Vice Provost Faculty Affairs and Faculty Liaison to handle campus grievances - which we are currently out of compliance on since we have no campus process, graduate student funding over the next several years, among other things.
 - Instead of creating a new form for accelerating strategic priorities, they used the President's Initiative Form
 - Instead of President's initiative Fund, it should be referred to as ASP (accelerating strategic priorities) funds
 - Very confusing, needs further explanation but does discuss strategic goals
 - No differentiation for campuses, however
- **Joanne Addison (Denver)**
 - New faculty affairs person is great, strong advocate for assembly
 - Budget cuts
 - There was a discussion about budget models for the campuses and a question was raised about budget data and allocation authority; there was an update regarding how little the University is receiving in terms of state funding.
 - In a report from Chad Monatero, CU receives \$450 million less than AAU average state schools (49/50 in state funding)

1:45-2:30 p.m. Faculty Council Committee Updates

- Budget & Finance – Rhonda Glazier, Chair: The Governor has already submitted a budget recommendation of 6.1% budget increase with a tight cap on operations; a

cross-campus comparison of budgeting and costs; Boulder's budget model was inserted into the chat.

- a. Creation of a budget timeline requires time, so the committee has been exploring other questions.
 - b. Chad informed the group that there would be a 6.8% increase of state funding.
 - c. The committee requested questions from faculty to ask Chad at future meetings.
 - d. The committee would like someone from each campus that has knowledge of their specific budgeting process.
 - e. UCCS budget redesign task force.
- Communication – Chair was unavailable so FC administrator provided an update regarding the forthcoming newsletter.
 - CREE – Jorge Chavez / Cerian Gibbes, Co-Chairs - Chairs were unavailable but provided a written update.
 - (Dis)ability & Access – Heather Albanesi / Colleen Donnelly, Co-Chairs (not present)
 - EPUS – Ravinder Singh, Chair: APS 1020 - The committee is addressing issues concerning vagueness and transparency as well as the importance of exit interviews; APS 1014 - the chair discussed the revision process and the future directions to implement faculty voices and concerns regarding intellectual property rights. The VP of OAA recommended a new framework for future revisions of APS 1014 in order to incorporate more feedback.
 - LGBTQ+ – Ed Cannon / Troyann Gentile, Co-Chairs: Funding is almost complete for the Symposium and information about the Symposium will be sent out soon; concerns about the oversight and accountability for Regents and the possibility of diversity training.
 - Personnel & Benefits – Jeffrey Schrader, Chair: TIAA, HR, and system departments are responding to the climate change and divestment resolution (to be discussed in February); the revision of APS 5054 (policy concerning retiree hiring); notification about the change in benefits was just issued recently with significant changes to benefit premium payments; Diversity office announced that CWC survey data is an ongoing process; the committee has been discussing dental benefits and that will be a focus for 2023; the committee is still assessing the level of interest from the campus assemblies for publicly available salary benchmark data, especially since it is relevant to the Equal Pay Act.
 - a. <https://www.cu.edu/ope/aps/5054>
 - Women – Anna Kosloski / Esther Lamidi, Co-Chairs: The committee has invited SDO Judi Diaz Bonacquisti to the next committee meeting (Dec 16th); the committee is continuing to discuss priority areas, such as filling seats from all campuses on the committee, looking at issues that impact all colleges (e.g. workload), bringing together campuses women's committees to discuss work happening on the campuses, and discussing the impact of the funding being pulled which largely impacts women-identified and minoritized faculty.

2:30-3:00 p.m. New Business

- **[Annie Baccary](#), Associate Vice President, and Advancement Administration Officer will be joining next month**

- **New Regents:** [Wanda James](#), [Frank McNulty](#), and [Mark Vandriel](#); [Ken Montera](#) returning as regent; the new regents present an opportunity to renew efforts to strengthen communication with the Regents and underscore DEI initiatives.
- The chair expressed appreciation for all the committees and desire to distribute tokens of appreciation; committees were encouraged to reach out to the FC administrator to provide details on how they would like to receive their gift.

2:29 p.m.

Adjournment

Next Meeting: January 26th, 2023