University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Faculty Council
1800 Grant, Suite 745
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Faculty Council Meeting
August 25, 2016 12:00 pm – 3:00 pm
1st Floor Conference Room, 1800 Grant St, Denver

Meeting Minutes

Attending: Mike Lightner, Vicki Grove, Jacqueline Jones, Barbara Prinari, Monique French, Ravinder Singh, Joanne Addison, Mark Malone, Neil Box, David Thompson, Tamara Terzian, Monica Yoo, Rebecca Braverman, Mike Harper, Carmen Stavrositu, Elizabeth Steed, Troyann Gentile, Tina Moser, Sue Byerley, Deborah Keyek-Franssen, Gloria Maine, Heather Johnson, Jay Dedrick, , Isabella Muturi Sauve, Kathy Nesbitt, Gregory Komarow, Carrie Makarewicz

Teleconference: Bita Rivas

Approval of minutes

Minutes of the April 28, 2016 meeting were approved as presented.

Office of Digital Education and Engagement (ODEE) update, AVP Deborah Keyek-Franssen

AVP Keyek-Franssen discussed initiatives within the ODEE, including MOOCS being offered and their enrollment numbers. She added that CU Online has been launched and the goal for the first year is to operationalize it. CU will host the worldwide Coursera conference in March 2017.

Office of Policy Efficiency (OPE), Dan Montez

Dan Montez discussed the Regent charge to review the Regent Laws and policies. . The project could take up to two years to complete and communication will be developed to keep stakeholders updated. In the discussion that ensued, members reported broken links on the OPE website and asked whether they could be updated regularly. It was also noted that there is need for periodic/continuous review of the Laws and Policies so that they are not outdated in the future.

Current APS up for review include Parental Leave for Faculty and University Staff (APS 5019) and the Code of Conduct (APS 2027). The Office will launch an enhanced website (https://www.cu.edu/ope) and members were invited to give feedback.

HR Update, VP Kathy Nesbitt

VP Nesbitt introduced Gregory Komarrow, the new Chief Human Resource Officer (CHRO) and discussed his responsibilities. Her update included the following:

- Article 3 of the Regent Laws will be reviewed first and feedback is invited from faculty (https://www.cu.edu/regents/laws-and-policies/regent-laws/article-3-officers-and-exempt-professionals).
- Susan Szpyrka, UCCS SVC of Administration and Finance is leading the review process for the tuition benefit, including administering a faculty and staff survey. More information to follow.
- Review of the Parental Leave Policy is complete and it will be implemented in fall 2016.

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- Dan Jones, AVP and Chief Information Security Officer will work with all the campus technology information officers to provide software that is more accessible for all CU constituents. It is hoped that the software will be available in spring/summer 2017.
- SVC Kelly Fox from the Boulder campus is chairing the executive committee on Project Elevate. The software system will be in a much better position within the next year.
- OneCall. A separate phone line has been created to support confidential calls for ethics violations. OneCall will transfer calls to appropriate campus departments and is being advertised by each campus independently. Feedback from Council members is welcomed.
- Bob Boswell, CU Boulder's Vice Chancellor for Diversity, Equity and Community Engagement has been appointed to lead a governance committee on diversity. The goal of the committee is to engage the Board of Regents and the broader audience on a 3-year strategic plan on diversity.

  Council members suggested that the committee consider training opportunities for faculty and staff as are engaging global audiences more frequently and requested counseling opportunities for international students.

Introductions: Gregory Komarow, Chief Human Resource Officer

Greg introduced himself and discussed his past appointments and plans for CU.

Academic Affairs, VP Mike Lightner

VP Lightner discussed the agenda for the upcoming Board of Regents as well as the review process for the Regent Laws and Policies. He noted that initial drafts of the revised Laws and Policies will be available for public review in mid-September 2016.

Faculty Council Chair Update, Ravinder Singh

Ravinder welcomed members to the first Council meeting of the year and reported that the fall planning retreat will be held on September 14, 2016. He has met with several Regents, President Benson, vice presidents and Chancellor Phil DiStefano, and will attend the September Board of Regents meeting at the Colorado Springs campus.

CURFA, Gloria Maine

Gloria noted that discussions regarding diversity should consider retired faculty facing alienation as new technology and updates are implemented.

Faculty Assembly Updates

Colorado Springs, Barbara Prinari

Barbara discussed the Campus's accreditation visit in November and Provost search underway. The Assembly is reviewing the campus policy on misconduct and working on increasing representation by faculty. Formal monthly conversations with faculty will continue.

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Boulder, Vicki Grove

Vicki reported that the Assembly had held a retreat that was facilitated by the Boulder campus Office of Performance Improvement. Further, 17% of all Boulder students have a registered disability and the Assembly is working on increasing accessibility for these students.

Anschutz, Jacqueline Jones

Jacqueline reported that the campus had not yet met although shared governance and diversity are expected to be on the agenda for discussion during the current academic year. She added that she is expecting a report on the tuition benefit survey conducted on the campus.

Denver, Joanne Addison

The assembly is reviewing the code of conduct and campus course forgiveness policy. Joanne noted the funding and budget issues that the campus is facing and discussed the FCQ revision process. A pilot of the revised FCQ will be administered on the Denver campus this fall. 3,000 students across the four campuses will participate in the review process.

Committee Reports

Communication, Mark Malone

Mark noted that the committee still needs representatives from all campuses and asked assembly chairs for their help in filing the current vacancies. New members Neil Box and Carrie Makarewicz will join the committee from the Anschutz and Denver campus, respectively.

The committee will continue to look for effective ways of communicating with faculty based on the results of the survey it administered.

EMAC, Tina Moser

EMAC and the LGBTQ+ committee will host a joint symposium this fall. The symposium themed: *Intersections: Race, Gender, and Sexuality in Research and Teaching* will be held on the Boulder campus on November 11, 2016. Tina also requested help from the assembly chairs in filling vacancies on the committee.

EPUS, David Thompson

No report at this time.

LGBTQ+, Troyann Gentile

Troyann reported that the committee had voted to change its name from GLBTI (Gay, Lesbian, Bisexual, Transgender, Intersex) committee to LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Questioning) committee. A formal motion requesting approval for the name change will be presented at the next Faculty Council meeting.

Discussing the joint symposium with EMAC, she noted that it will address intersections and target faculty in research and best practices. Fundraising is underway.

Troyann also reported that CU sponsored the Denver PrideFest this summer and the committee hopes that the sponsorship will continue next year and in the coming years.

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Personnel Committee, Tamara Terzian

The committee has submitted a proposed policy on workplace bullying to VP Nesbitt.

Women's Committee, Heather Johnson

Heather reported on the committee's vacancies and noted it was considering opening up the 2017 CU Women Succeeding symposium to a limited number of non-CU participants.

Budget Committee, Bita Rivas

Chair Rivas submitted the following written report:

News from Budget, we met for the first time last week and came up with some goals for the year. One of those goals is to fill all the seats on Budget, 3 seats have remained unfilled by UCB- if you could promote our committee on the Boulder campus I would very much appreciate it. We have food! And laughs! We are in process of filling one more seat from AMC and UCD. We have two new members from UCCS, Mary Coussons-Read and Joe Wehrman that will join us next week.

We are still following the tuition benefit and will get more information about the survey and/or pilot that has been discussed.

We would like to continue to work with Personnel with APS 5019 (family leave) should there be any movement around the expansion of that benefit, the APS as written is going through the vetting process and is really intended to meet FMLA requirements. We have a TIAA subcommittee on reserve as we are still in discussions around the TIAA changes.

We are interested in the Elevate transition and are investigating any potential budgetary implications if any at all.

Finally, we will have by our September meeting more information around cost drivers, FY 17/18 updates, and budget parameters coming out of the Governor's office, and finally the alumni survey.

Adjournment

There being no other business, the meeting was adjourned at 3:00 pm. Members were invited to stay on following the adjournment to brainstorm topics for presentation to the Board of Regents at their September 2016 meeting. The following were suggested:

- Faculty development and mentoring
- Impact of APS revisions on faculty and staff time. More responsibility is being pushed to department units.
- Faculty rights to the curriculum.
- Recruitment and retention of diverse faculty.
- Merit for activities/products that are attending to the University's mission on diversity.
- Merit for professional development.

The next meeting will be held on September 22, 2016 in the 1st floor conference room, 1800 Grant Street.