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

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Faculty Council
March 6, 2014
12:00 p.m. – 3:00 p.m.
1800 Grant Street, Denver, CO, 1st Floor Conference Room
http://www.cu.edu/FacultyCouncil

**Meeting Minutes**

**Attending:** Jay Dedrick, Richard Blade, Ravinder Singh, Catherine Kunce, Mandi Elder, Christina Martinez, Mark Malone, Melinda Piket-May, Isabella Muturi Sauve, Peggy Jobe, Joanne Addison, John McDowell, Bruce Neumann, Darren Chavez, David Port

**On the phone:** Pam Laird, Scarlet Bowen

**www.cu.edu Website Presentation**, Ken McConnellogue & Cathy Beuten

Ken & Cathy discussed the new website and explored features of interest to faculty including 'Inside CU', search capability of the website and the Faculty Council's website.

**Approval of Minutes**

Minutes of the January 2014 meeting were approved as presented.

**Faculty Council Bylaws**, Laura Borgelt

Laura reviewed the proposed changes in detail and requested input from members of the Council. Additional changes were proposed and included in the revised copy of the bylaws.

**Academic Affairs,** Kathleen Bollard

Kathleen gave an update on the Thomas Jefferson, Diversity & Excellence and Chase Faculty awards and thanked Darren Chavez for his work on them. She went on to request feedback from the Council members on programs that are geared towards recruiting and retaining African American students in higher education.

Kathleen also reported that the program prioritization process was on-going on the campuses.

**Chair's Report,** Melinda Piket-May

Melinda's report included the following:

- Update on the Regent climate survey. She invited feedback and noted that she will forward the survey to interested council members.
- Regent student award. Melinda gave a brief introduction and invited Ravinder Singh to discuss the award in-depth. Following Ravinder's presentation, the following points were raised:
    - Campuses, especially Boulder, have significant awards in each of the categories proposed in the award. How will this award be unique?
    - The proposal does not indicate whether the awardees will be graduate or undergraduate students.
    - The selection criteria should be much more extensive if the award is to be the highest honor a student can receive.

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- Who will review the applications/nominations? VP Bollard noted that there will be a faculty committee on each campus that will review the awards and send nominations to the regents.
- The criteria should include the number of nominations per campus.
- To minimize faculty workload, the award could be a 'best of the best' award that selects the best awardee from all the awards given on each campus.

Melinda invited input from Council members and requested that it be received by March 14, 2014. Comments should be sent to Ravinder Singh.

**Vice Presidential Searches**

Melinda discussed the letter written by the executive committee of the Faculty Council to the Board of Regents regarding the search process for a new vice president. She went on to discuss the proposed changes to the procedures for selecting a university president when a standing president is no longer able to serve. She noted that the proposed procedure directs the Chair of the Board of Regents to appoint one of the vice presidents or chancellors as interim president, until an actual interim president is chosen.

In the ensuing discussion, the following points were raised:

- What are the reasons for changing the current procedure? Current practice dictates that the vice president of academic affairs is the executive president, who automatically assumes the presidency in the case of an emergency. Changing this procedure opens up the process to misinterpretation and mischief.
- It is important to resolve this issue before such an emergency happens and to assure that the automatic succession plan is well defined and that there is no confusion.

**Faculty Dependent Tuition Benefit**

Melinda reported that she had met with VP Cronin and discussed the possibility of starting an endowment fund to fund the dependent tuition benefit. She invited input from faculty on other ways that the dependent tuition benefit can be funded. Melinda added that VP Cronin will attend the April 3rd, 2014 Faculty Council meeting.

**System HR Update,** Jill Pollock

Jill noted that ideally, the tuition benefit will be one plan across all the campuses and reported that the Boulder campus will give a 10% dependent tuition discount. She added that her office was reviewing the University of Kentucky system to see how the tuition benefit is applied and will give an update at the next meeting of the Faculty Council.

Jill also reported that her office is undertaking an analysis of optional retirement plans and their performance, to determine whether the right number of options is being offered to faculty and staff. She added that 6 changes are coming up in the health plans:

- Emergency department charges will change from a deductible to a co-pay.
- Mail-order and co-pay options for prescriptions will be eliminated.
- Flexible spending funds will now be available via a debit card.
- Changes in transgender services will allow individuals in the gender transition process to be identified by their birth gender until surgery is performed. Surgery is not covered.
- A new children's wellness program for children ages 5-11 will start on or after July 1, 2014.
- More communication on the prevention and effects of chronic illnesses can be expected.

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In the follow up discussion, members asked whether there will be changes in network providers and requested that more providers be added within the city and county of Denver. Jill noted the request and indicated that there is no change in providers this year and that she is working on plans that will cover CU employees that live out of state.

**CU Retired Faculty Association,** Richard Blade

Richard reported that a new edition of the retirement guide will be out soon and thanked VP Pollock for her help in developing it. He added that a directory for all retired faculty from 1988 has been established and will be sent out to CURFA's members and that the association had created a digital archive.

**Boulder,** Peggy Jobe

Peggy reported that the Boulder Faculty Assembly is reviewing how the Office of Discrimination & Harassment works, in order to provide a guide to faculty. She added that a second committee has been created to review the Patti Adler case. Both committees are expected to report to the BFA in May 2014.

**AMC,** David Port

No report at this time.

**Denver,** Joan Addison

Joann reported that the faculty assembly was deeply involved in the program prioritization process. She added that the campus has several new initiatives, including the south metro campus and the nSchool, a new online education initiative.

Joann went on to note that the faculty recognition program is successful and that the assembly is focusing on student retention and how faculty can be involved in this process.

**Colorado Springs,** Mandi Elder

Mandi reported that the Lane Center is open and that the program prioritization process is complete. 159 programs were reviewed and the office of Institutional Research is now reviewing and compiling the data. The final report will be presented to the Board of Regents in April 2014. She added that the assembly was reviewing salary data on the campus.

**Committee Updates**

**EPUS,** Ravinder Singh

Ravinder reported that the committee had discussed the policy on program discontinuance during the committee's meeting in January. The APS will be sent to the Personnel committee after review by the Chancellors.

Council members requested an update on the policy on uniform grading. Ravinder responded that the policy needed additional review and will be sent to the assemblies for their review & input.

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**Women's Committee,** Catherine Kunce

Catherine reported that the CU Women Succeeding Symposium had been a huge success and went on to discuss different aspects of the symposium.

**GLBTI,** Scarlet Bowen

Scarlet reported that next GLBTI symposium will be held on November 7, 2014 in the Anschutz Medical Campus. She went on to thank VP Pollock for including transgender identities in this year's health benefits.

**Old Business**

The following were noted:

- Request for an update on the Personnel committee's sub-committee.
- The health trust has continually overcharged CU members by not accurately estimating their utilization.

John McDowell, chair of the Personnel committee indicated that the committee will discuss the formation of the sub-committee at its March 7, 2014 meeting.

**Adjournment**

There being no other business, the meeting was adjourned at 3:00 pm. The next meeting will be held on April 3rd, 2014 in the 1st floor conference room, 1800 Grant St, Denver.