



**Faculty Council Meeting  
Thursday, January 23, 2020  
Noon–3:00 p.m.**

**CU System (First Floor Conference Room, 1800 Grant Street, Denver, CO 80203)**

<https://www.cu.edu/faculty-council>

**MINUTES**

**Attending:** Joanne Addison (Chair), Maja Krakowiak (Vice Chair), Tamara Terzian (Secretary), Eric Baker, Anne Fleming, Jay Detric, Michael Harper, Jacqueline Jones, Mary Coussons-Read, Polly McLean, Carmen Stavrositu, Ethelyn Thomason, Ed Cannon, David Thompson, Diana White, Tabatha Farney, Michael Lightner, Jorge Chavez, Ravinder Singh, Michael Zinser, Jonelle Henning

1. **Approval of Last Meeting Minutes:** December 5, 2019 (APPROVED)
2. **CDO Search and Pay Equity, Chief HR Officer Felicity O'Herron**
  - a. The search committee has been meeting with the Chief Diversity Officer candidates in person. Mark Kennedy will be reviewing the finalists and making recommendations. They are hoping to make a decision in February.
  - b. The topic of equal pay has been under review for a while. Felicity mentioned that there are a lot of complexities and gray areas with this new law, like defining education and experience.
  - c. Currently, the emphasis is on addressing these gray areas and establishing processes. They are also reviewing differences on each campus and their schools/colleges.
  - d. Joanne asked Faculty Council to contact the Personnel and Benefits committee if there are additional questions regarding this.
3. **Spring Retreat with Dr. Allen**
  - a. Faculty Council Executive committee and committee chairs will be attending a spring retreat with Brenda J Allen on March 4. If they are not able to attend, Joanne requested that members designate someone to take their place and send the information to Jonelle.
4. **Continued discussion with online consultants, EY-Parthenon**
  - a. Ernst and Young presented market demand assessment data and high-level overview of findings. The presentation was forwarded to the Faculty Council listserv.
  - b. The data showed high interest in hybrid courses, FC held further discussion on the definition of hybrid.
  - c. They also found that the overall CU brand is strong among online learning populations.
5. **Strategic Planning Process Update with President Mark Kennedy, VP Todd Saliman & AVP Angelique Foster**
  - a. Todd stated that the second deliverable is due Jan 25, working groups will begin proposing 2-3 action steps by focus area. The deadline for their action steps is March 13, the timeline process can be found on the [Strategic Planning](#) website.
  - b. Michael Lightner reported on his working group, [Innovation in Learning & Teaching](#).

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**6. Academic Affairs Update with VP Michael Lightner**

- a. Michael updated Faculty Council on the new civics resolution and its timeline of being finalized by the Board of Regents.

**7. APS 1009 with VP Michael Lightner**

- a. Open discussion held after Michael reviewed APS 1009's definition of Faculty Course Questionnaires (FCQs) and publicly available results.
- b. EPUS committee is currently working on this APS, the Personnel & Benefits committee will also be reviewing it.

**8. Faculty Council Chair's Report, Joanne Addison**

- a. The Diversity Engagement Surveys reports have come in and been sent to various campus groups. The results are not yet public, but there will be an executive summary.

**9. Campus Faculty Assembly Updates**

- a. Denver - Michael Zinser, Chair
  - i. The Chancellor search is underway and there is good representation from faculty on the committee. There is another noncompeting, paired proposal from the library about civics policy. Denver FA is meeting with Office of Digital Education in early December to assess their initiatives and work at CU Denver South. Denver campus is continuing to work on the regent proposal of 15K degree. EY-Parthenon will be attending an upcoming FA meeting.
- b. Anschutz - Jacqueline Jones, Chair
  - i. Jacqueline discussed Title IX elections and mental health policy work at FA Anschutz.
- c. Boulder - Robert Ferry, Chair
  - i. Boulder campus has created a new communications school. Robert discussed the future of Boulder FA and spreading faculty governance. They are also considering a constitutional convention. There have been many discussions regarding multiple measures of teaching. Elections are coming up for Boulder FA.
- d. Colorado Springs - Mary Coussons Read, President
  - i. Springs FA has a committee reviewing multiple means of teaching. CU Springs is now engaged in a Responsibility Center Management budget model; Springs FA has been very involved with it considering the model's focus on enrollment. Elections are coming up for their FA.

**10. Faculty Council Committee Updates**

- a. Budget - Diana White, Chair
  - i. Diana is working with Treasurer Dan Wilson to attend a meeting and address divestment. She reported on the committee's work with Dr. Allen and how they are enthusiastic and eager to learn more from her in the upcoming year. The committee is also looking into reshaping their charge.
- b. Communication - Carmen Stavrositu, Chair (TABLED)
- c. CREE - Jorge Chavez, Co-Chair
  - i. CREE committee is revisiting their charge with Dr. Allen. They are also working with Brenda on examining recruitment and inclusion. A student representative has been selected and will join the committee at the February meeting. Jorge stated that

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Communications has been collaborating with CREE on developing shared language for a response to incidents of racism and hate crimes.

- d. EPUS - David Thompson, Chair
  - i. Post tenure review and promotion is complete. David has requested feedback from campus Faculty Assemblies for APS 1026.
- e. LGBTQ+ - Ed Cannon, Co-Chair
  - i. Ed discussed the January 10 CU at Pride meeting with VPs Kathy Nesbitt and Ken McConnellogue. The committee would like more representation from alumni and admissions groups at Pride. Ed asked that Faculty Council send him contact info if they have these connections. They are also looking for volunteers during the VIP Cultural Events part of Pride. If anyone with Faculty Council is interested, they can contact Ed or Troyann.
- f. Personnel & Benefits - Tamara Terzian, Chair
  - i. The committee met with LinkedIn Learning in December, they also discussed pay equity and draft of policy 11B. LinkedIn Learning plans to attend an upcoming meeting, Shea Swauger was also invited to attend due to his background with privacy, data, and ethics.
- g. Women – Jonelle Henning on behalf of co-Chairs, Heather Johnson / Polly McLean
  - i. The 18<sup>th</sup> Annual Women’s Symposium will be held on March 6 at the Denver campus from 10am-1:30pm. Registration will open soon and this year the focus is faculty centric.

#### **11. CU Board of Regent Candidate, Callie Rennison**

- a. Callie shared her background in higher ed, leadership roles, mission and vision while running for CU Board of Regents. The candidate also answered a wide range of questions from Faculty Council.

**12. 3:03 p.m.          Adjournment**

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