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

Faculty Council
1800 Grant, Suite 745
035 UCA
Denver, CO 80203-0000

T 303 860 5607
e facultycouncil@cu.edu

Faculty Council Meeting
September 24th, 2015
12:00 pm – 3:00 pm
1st Floor Conference Room, 1800 Grant St, Denver

Meeting Minutes

Attending: Ravinder Singh, David Port, Melinda Piket-May, Scott Tamares, Tamara Terzian, Gloria Main, Kathy Nesbitt, Vicki Grove, Teresa Connolly, Carrie Makarewicz, Michael Harper, Jeremy Heuth, Jay Dedrick, Leann Morgan, Bita Rivas, Lindsay O'Connell, Troyann Gentile, Mark Malone, Tina Moser, Monique French, Sue Byerly, Peggy Jobe, Isabella Muturi Sauve, John McDowell, Ravinder Singh, Katie Sauer, Jeremy Heuth, Pat O'Rourke

Approval of Minutes

The minutes of the August 27, 2015 minutes were approved as presented.

HR Update, VP Kathy Nesbitt
VP Nesbitt reported that the final candidate for the Denver campus Chancellor is meeting with constituents and getting feedback from the Regents and President.

Project Elevate, Scott Tamares
Project Elevate has been going for one and a half years and is in its final stages. New modules and enhancements have been introduced including system wide application, consistency across all the charters/campuses, improvement in workflow, security, access, and recording. The MyLeave application will be replaced when the Project Elevate system goes live November 10th (November 3rd for HR and CU Careers). This update should decrease hiring difficulty and improve the tracking of the application.

Supplemental Annuity, Jeremy Heuth
Jeremy Heuth explained the issues with Supplemental Annuity and asked the Faculty Council as well as two of the committees (Personnel and EPUS) for feedback. His goal is to develop a Regent Resolution and then contact the 840 faculty members who may be affected by the change. The resolution will be circulated to the Faculty Council members for review and comment.

Employee Financial Wellness – Katie Sauer
Katie Sauer discussed the background of the transition process. There was a year-long review by a committee comprised of faculty, staff, and retirees. An independent contractor was hired to guide the process. It was decided to move to a record keeper model which required that they consolidate all of the

Faculty Council
1800 Grant, Suite 745
035 UCA
Denver, CO 80203-0000

T 303 860 5607
e facultycouncil@cu.edu

vendors. Some of the 35,809 accounts were transferred and some were not depending on the company invested in. The University has requested an overall planned outcome assessment using participant data to check retirement readiness which will be concluded in two or three months.

Members can view the University plans on the TIAA CREFF website (TIAA-CREFF.org/CU). TIAA CREFF has dedicated a specialized unit of their call center to address faculty and staff concerns; in addition, five field coordinators are available on each campus.

The deadline to change investment options, specifically purchasing mutual funds, without paying the normal transaction fee is October 15th, 2015. Tier I and Tier II funds can always be moved without transaction charges. The self-brokered funds are not vetted or monitored by TIAA CREFF or the University.

It was suggested that the field coordinators be invited to the Women's Symposium for one-on-one sessions to discuss financial issues.

Katie Sauer also requested feedback or ideas on enhancing faculty financial wellness, and thoughts regarding the financial transition for new faculty.

Legal Update, VP Patrick O'Rourke

- A general overview of Title IX was given particularly with regards to sexual assault on college campuses and what steps CU is taking to address the issue.
- VP O'Rourke is working on developing an effective structure to address compliance issues and for reporting to the Board of Regents.
- Overall litigation is down. A brief overview was given of recent cases and the potential for future cases.
- Questions were raised and discussed concerning affirmative consent and APS 5414, the status of pending cases at the Boulder campus, search waivers on senior administrative positions, and the possibility of an APS addressing general bullying.
- VP O'Rourke is working on revisions of the bylaws of the Privilege and Tenure committee and will be providing training on the procedures.
- He is also working on a review of Regent Laws and Policies in order to eliminate anachronistic policies or language. He requested faculty feedback regarding gaps or needs in Regent policy and law.
- Leann Morgan, chair of the Women's committee, invited Patrick to give a presentation at the Women's symposium.

Faculty Council
1800 Grant, Suite 745
035 UCA
Denver, CO 80203-0000

T 303 860 5607
e facultycouncil@cu.edu

Faculty Council Update, John McDowell

John reported that he had attended the Board of Regents meeting on September 11th, 2015 where it was decided that pregnancy will be recognized as a protected status.

The Faculty Council retreat is on October 14th, 2015 at the Warwick Hotel. It was suggested that the retreat include open time for brainstorming ideas and a leadership activity.

Retired Faculty, Gloria Main

The retired faculty are creating a "living history" unit wherein they will interview the faculty to record their life-stories for posterity.

Assembly Updates

Boulder, Melinda Piket-May

- HR Director would like to work with faculty and faculty affairs.
- Enrollment on campus is up.
- There is a new campus initiative on "inclusive excellence."
- Preparation for the three-year review of policies is underway.
- The issues regarding the tuition benefit were discussed and it was suggested that a committee of parents who work on campus and also have children on campus could be created.
- The BFA will take over the campus town hall meetings including a discussion on what "inclusive excellence" means. Suggestions for topics were requested.
- The creation of a Boulder campus specific retired faculty committee was discussed.

Colorado Springs, Monique French

- The campus will house a teaching ambassador who is charged with visiting each campus to talk about professional development issues.
- The campus is reviewing its merit and evaluation processes, focusing on transparency and having practices documented in policy in order to protect faculty.

Anschutz Medical Campus, David Port

- The new dean of the graduate school will start October 1st, 2015.
- The semi-finalists for the CFO position are under review.

Faculty Council
1800 Grant, Suite 745
035 UCA
Denver, CO 80203-0000

T 303 860 5607
e facultycouncil@cu.edu

- The new student health center opened on September 15th, 2015 and is open six days a week. Eventually, after capital increases, it will be opened to faculty and staff as well.
- The School of Medicine's Dean Riley asked for an RFP to fund four proposals for a maximum of $20 million (a total of $80 million) over five years on translational research initiatives. The proposals are due by December 7th, 2015 and will be reviewed externally. The winners will be announced during the January 2016 State of the School address.
- Steps are being taken to implement links on the Denver campus website to direct people to the Anschutz website.

Denver

No report at this time.

Faculty Council Committee Updates

Women's Committee, Leann Morgan

Leann Morgan briefly discussed the Elizabeth Gee Award before moving on to the upcoming Women's Symposium and the related Restorative Retreat. The expected attendance for the symposium is around 350; the expected attendance for the retreat is around 70. The Women's Committee is considering moving the symposium to every other year starting in 2017 because of fundraising fatigue. They are also considering sponsoring a charitable organization this year called the Art of War which is an organization created by a CU Denver student which uses art to combat the effects of war and focus on suicide prevention. A question regarding legality of financially sponsoring an organization was brought up and will be looked into further.

Budget Committee, Bita Rivas

Bita Rivas discussed the committee's review of the parental leave policy. The committee will be looking at the administrative versus educational costs, compression in salary, and uncompensated merit. They have invited Jack Finlaw to attend the November meeting and V.P. Todd Saliman to attend the December meeting. It was suggest that they also invite the campus CFOs to discuss the tuition benefit policy on each campus. The Anschutz vacancy has been filled, but they still require members from the Boulder campus.

Faculty Council
1800 Grant, Suite 745
035 UCA
Denver, CO 80203-0000

T 303 860 5607
e facultycouncil@cu.edu

EMAC, Tina Moser

Tina Moser put out a request for new EMAC members and discussed the EMAC Speaker Series which consists of three speakers on three of the campuses. The Anschutz event was held on September 18th, 2015 and was attended by twenty-nine people. The next two events will be held in January at Boulder and in early April at Colorado Springs.

EPUS Committee, Ravinder Singh

EPUS will be meeting the following day to discuss freedom of expression on the campuses, educational technology and information, and several administrative policy statements.

Personnel Committee, Tamara Terzian

The committee will continue working on the topic of bullying, FCQs, and the review of APS's regarding parental leave and sexual harassment to incorporate the new policy that recognizes pregnancy as a protected class. In addition, the committee would like to add information regarding the Faculty Housing Assistance program to the Faculty Council website because it is not easily accessible currently.

Communications Committee, Mark Malone

A request for members from the Denver and Boulder campuses was submitted. He also discussed the recent preliminary survey that was sent out to evaluate faculty communications. The finalized survey will go out shortly and include incentives for completion.

GLBTI Committee, Troyann Gentile

Troyann Gentile sent the following report: "We are still preparing for our 4th CU FC GLBTI symposium slated to take place on UCCS campus on Nov 13th from 9-4:00. We are really hoping for support from UCCS campus FC members to spread the word. An email was sent out last week to announce registration etc. Please REGISTER ".

Adjournment

There being no other business, the meeting was adjourned at 3:00 pm. The next meeting date will be October 22nd, 2015 in the 1st Floor Conference Room.