Faculty Council Meeting  
Thursday, August 31, 2017  
12:00 – 3:00 p.m.  
First Floor Conference Room, 1800 Grant Street, Denver  

Minutes  

Attending: Peter Anthamatten, Sue Byerley, Rian Cheley, Jay Dedrick, Tabatha Farney, Robert Ferry, Lauren Fontana, Monique French, Vicki Grove, Jacqueline Jones, Maja Krakowiak, Michael Lightner, Carrie Makarewicz, John McDowell, Leann Morgan, Tina Moser, Melinda Piket May, Bita Rivas, Ravinder Singh, Tamara Terzian, David Thompson, John Welton, Monica Yoo  

Others Attending: Bruce Benson, Patrick O’Rourke, Kathy Nesbitt, Carolyn Proctor, Michelle Martinez  

Approval of Minutes: Meeting minutes for May 11, 2017, were approved as presented.  

Discussion with VP Patrick O’Rourke  
Patrick O’Rourke provided a summary and answered questions pertaining to the public report by Wilmer Hale, which concerns the university’s response to the report of domestic/dating violence. The topics that were covered include background on failure to reports, rationale for sanctions, and views on shared governance.  

Discussion with President Benson  
During President Benson’s discussion he stressed his values for CU that include doing the right thing, collaboration, cooperation, and adhering to codes of conduct.  

Discussion on the Regent Carson Article  
LGBTQ+ Committee Co-Chair Lauren Fontana shared the committee’s viewpoints on the article and how they are concerned by the implications that a regent potentially does not support diversity efforts.  

VP Patrick O’Rourke distributed paper copies of a statement by Regent John Carson. According to the letter, Carson represents Cherry Creek Mortgage, his private employer, as an attorney. He has made no such expression or statement discriminating against same-sex couples. Within his capacity as regent, Carson supports Regent Law and Policy, which prohibits discrimination.  

VP Kathy Nesbitt reinforced that CU promotes providing benefits to all employees and is committed to providing benefits as they evolve.  

With regards to the University’s statement in the Daily Camera article, VP O’Rourke apologized for the less-than favorable choice of words. The intent was to clarify that the University does not wish to weigh-in on someone else’s lawsuit.
There is no present conflict of interest because Regent Carson has not taken part in a prohibited financial transaction or had an appearance of impropriety.

Motion to draft a formal Faculty Council response on the matter was passed unanimously. The statement is to be delivered at the Board of Regents meeting on September 7, 2017. Faculty Council affirms to the values of non-discrimination and believes that everyone at CU has a right to benefits. A meeting is set for September 1, 2017, to further discuss the matter with VP O'Rourke, and also to begin the statement draft.

**Campus Assembly Updates**

**Boulder, Bob Ferry**
- Faculty in the College of Arts and Sciences are upset over the manner in which the College’s new dean was appointed. Faculty members were not consulted in the decision and that is a violation of policy.

**Colorado Spring, Maja Krakowiak**
- UCCS faculty appreciate Chancellor Venkat Reddy’s prompt statement in support of veterans and free speech, which is in response to an inaccurate flyer that was circulated on campus by a non-UCCS group.

**Anschutz, Jacqueline Jones**
- Campus leadership
  - The new dean for the School of Public Health starts early October
  - The Dean of the College of Nursing has stepped down. Mary Krugman is serving as interim dean and a search committee is actively underway.
- Campus initiatives
  - Classroom safety project is underway
  - Plans for potential new housing on our shared footprint for homeless veterans
  - The homeless shelter on campus footprint is seeing results of ‘meeting needs of homeless individuals’ so less they are visible around campus
- Other news
  - RTD new R line has increased usage
  - Article 5 review is ongoing
  - Dawn Comstock, Professor in Public Health, is nominated for the FC Inclusive Excellence Taskforce
  - The Board of Regents meeting is at AMC this month.

**Denver, Peter Anthamatten**
- First meeting is the week of September 11, 2017.
- Priority is the new incentive budget model, which is a shift from the previous incremental model used by the campus.

**Committee Updates**

**Communication, Carrie Makarewicz**
- The first committee meeting is September 14, 2017.
Budget, Bita Rivas/John Welton
- The committee wants to improve communicating effectively with other campuses.
- Faculty Council Vice Chair Melinda Piket May (Boulder) is the newest representative.
- The Retirement Subcommittee will reconvene to resume work with TIAA.
- VP and CFO Todd Saliman will attend the committee’s meeting in October to discuss the budget forecast.

EMAC, Tina Moser
- The first committee meeting is September 1, 2017
- Dr. Kevin Nadal will be the keynote speaker at the LGBTQ+/EMAC joint symposium on November 3, 2017.
- The committee chair and vice chair and the LGBTQ+ committee worked over the summer on symposium planning.
- There is one seat from AMC that the committee is looking to fill.

EPUS, David Thompson
- The first committee meeting is September 8, 2017.

LGBTQ+, Lauren Fontana/Scarlet Bowen
- Refer to Discussion on the Regent Carson Article on page one.

Personnel and Benefits, Tamara Terzian
- The first committee meeting is September 1, 2017.
- Carry-over priorities from 2016-17
  - Reconfirm the Retirement subcommittee members and priorities
  - Long Term Care benefits for retirees
  - Anti-bullying policy draft

Women, Leann Morgan/Sarah Anderson
- The first committee meeting was August 18, 2017.
- The 2018 Women’s Professional Development Symposium will be held February 22-23 at CU Boulder
  - The theme is “Empowered Women, Empowering CU”
  - Hoping to have Jean Dubofsky, former Colorado Supreme Court Justice and Deputy Attorney General for Colorado, as the keynote speaker.
  - Registration this year will require a credit card to charge for event no-shows.
- Highlighted priorities for 2017-18
  - Lactation pod spaces
  - Dependent tuition pilot program
  - Paid FMLA
  - Non-Tenure Track faculty benefits and appointment bridge policy
  - Campus day-care expansion

HR Update, Interim CHRO Carolyn Kidd Proctor and Benefits Director Michelle Martinez
- Felicity O’Herron named Chief Human Resources Officer for CU System. Felicity will begin the role as of September 19, 2017.
- Elevate CU HCM/FIN project continues to implement fixes and enhancements to system-wide human capital management and finance system.
- A multi-state taxation process for CU employees that work from out of state rolls out on January 1, 2018.
- A benefits eligibility matrix project will be underway.
  o Short term disability and vacation days will be looked at as part of the project.
- Tuition Benefit Program is very busy with the start of fall semester.
  o Estimate is approximately 1,200 applicants for the entire program
  o Metrics will soon be available that are broken down between dependent type.

**Academic Affairs Update, VP Michael Lightner**
- Reorganization of Regents Committees
  o Finance – Budget and Finance, Capital Construction
  o Governance – Law & Policies, Strategic Planning
  o Audit
  o University Affairs – Academic Affairs, Awards, Athletics
    ▪ Charges of the committee - intercollegiate athletics, regents awards, diversity, academic affairs
    ▪ Members: John Carson (committee chair), Stephen Ludwig (committee vice chair), Heidi Ganahl, Jack Kroll, Sue Sharkey
    ▪ Priorities – launch of cross-campus online courses, civic literacy, diversity
    ▪ Current action item is a re-evaluation of Colorado Law’s LLM program.
- Nine Administrative Policy Statements (APS) need be reviewed by end of fall semester, which will then allow for changes to Article 4 of Regent Law and Policy to go in effect.
- Review of Article 5
  o Right now it is open for public comment, not wordsmithing
  o Issues to address
    ▪ Free speech and academic freedom – pull freedom of speech out of Article 5 and put somewhere else to be determined. Then, the academic freedom statement will be revised as such in Article 5.
    ▪ Faculty expectations
    ▪ Tenure home – revise so that tenure is granted only once and by the University. If a faculty changes units, it will be determined by whether there is budgetary line available and by the unit.
    ▪ P&T Processes - set timeline based on the Faculty Constitution, which allows Faculty Senate to make changes without regent approval. The framework should be captured in Regent Law and Policy and the process captured in the Faculty Constitution.
    ▪ Recognize the valuable contributions of career non-tenure track faculty
  o Timeline - finish this conversation by the end of the 2017 fall semester so that the wording can be drafted and ready to present to regents in fall 2018.

**Faculty Council Chair Report, Ravinder Singh**
- The Faculty Council Taskforce on Inclusive Excellence is in place. John McDowell (Anschutz) is chairing the taskforce for 2017-18.
- Faculty Council will present Colorado Governor John Hickenlooper the Leadership in Public Higher Education award on December 11, 2017.

**Adjournment**
There being no other business, the meeting was adjourned at 3:00 p.m. The next meeting will be held on September 28, 2017, in the first floor conference room at 1800 Grant Street.