Faculty Council Meeting
Thursday, February 15, 2018
11:00 a.m. – 1:00 p.m.
First Floor Conference Room, 1800 Grant Street, Denver, CO 80203

MINUTES

Attending: Sarah Anderson, Peter Anthamatten, Neil Box, Sue Byerley, Greg Carey, Rian Cheley, Larry Cunningham, Jay Dedrick, Bob Ferry, Anne Fleming, Monique French, Vicki Grove, Mike Harper, Anna Hasenfratz, Jacqueline Jones, Maja Krakowiak, Michael Lightner, Leann Morgan, Tina Moser, Cindy O’ Bryant, Ravinder Singh, Tamara Terzian, David Thompson, John Welton, Ahmed White, Diana White, Monica Yoo

Approval of Minutes: Meeting minutes for January 25, 2018, were approved as presented.

Motion for Approval: Privilege and Tenure Committee Appointment
Motion to approve the appointment to the committee was passed without objection.

Discussion on Article 5, First Draft

- The comment period for the first draft is closed.
- Course modality should be faculty responsibility.
- “Insubordination” as grounds for dismissal—it was previously listed elsewhere in regent policy—should be replaced with “gross and repeated.”
- Faculty governance section is rephrased to include a broader group and to emphasize the Faculty Constitution.
- Faculty appointments and faculty titles will most likely be listed under an APS.
- Justification for external evidence for excellence in teaching was mistakenly not included in the first draft; however, it was listed in the original justification memo.
- No comment on tenure revocation has been received.
- Grievance rights for non-tenure track faculty fall under their employment contracts; however, all faculty members have protection for violations of academic freedom.
- Freedom of expression will be a separate policy by the Regents.
- The one-sixth rule needs clarification for type of appointment—there is too much interpretation. David Thompson is going to follow up with legal counsel.
- Faculty-driven annual review evaluations—concern that administration may be changing it without input.
- Tenure revocation for discrimination and sexual misconduct—as is currently drafted in both article and underlying APS—is too broad. The BFA will consider language to recommend.
- Use of “minimum standard of professional integrity” is ambiguous.
- The different use of “administration,” which may include officers of the university (president, legal counsel, treasurer, internal audit) or officers of the administration (vice presidents, chancellors provosts, deans), is unclear.
- Article 7 is released for comment. There is a 45-day review period and the faculty governance leaders have already received copy.
Campus Faculty Assembly Updates
Anschutz, Jacqueline Jones—nothing to report.

Boulder, Bob Ferry
The BFA would like to see an officer of the Faculty Council attend the next Pac12 conference this fall.

Colorado Spring, Maja Krakowiak
The campus FCQ taskforce continues to work on question redesign. The assembly is not in favor of the proposed diversity question, “The instructor demonstrated respect for and professional treatment of all students, regardless of race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation, or political philosophy.” The assemblies will consult their working groups on the question.

Denver, Peter Anthamatten
Discussions on the new incentive-driven budget model continue to make progress. The campus FCQ group continues to move forward.

Faculty Council Committee Updates
Communication, Carrie Makarewicz—nothing to report.

Budget, John Welton—nothing to report.

EMAC, Tina Moser
Tina Moser and Naomi Nishi continue to represent EMAC on the Faculty Council Taskforce for Inclusive Excellence. Naomi Nishi (Denver) is now chair of the taskforce.

Kathy Nesbitt was a guest at the February meeting, Regent Irene Griego is set for March, and Felicity O’Herron is set for May.

The committee will not partner with LGBTQ+ on a symposium so they can focus on EMAC issues.

LGBTQ+, Lauren Fontana/Scarlet Bowen—nothing to report.

EPUS, David Thompson
Discussion on Article 5 continues to be the priority.

Personnel and Benefits, Tamara Terzian
Discussions on parental leave certification continue to make progress with legal counsel.

The Parental Leave Taskforce continues to meet.
The Personnel and Women’s committees are advocating for infertility treatment coverage under the CU health benefit plans. Comments can be sent to Tamara Terzian or Leann Morgan/Sarah Anderson before the next Faculty Council meeting on March 15.

**Women, Leann Morgan/Sarah Anderson**
The 16th annual CU Women Succeeding Symposium, “Empowered Women, Empower CU” will be held on the Boulder campus in Williams Village on February 22-23, 2018.

After the symposium is over, the committee will resume meeting in March.

**Faculty Council Chair Update, Ravinder Singh**
The presentation for the Leadership in Public Higher Education Award to Governor Hickenlooper will be from 2-2:30 p.m. at the State Capital (February 15).

Nominations for the 2018 Faculty Council Awards are due March 2 and will be presented at the Faculty Senate meeting on April 26.

The Executive Committee met with a group of faculty representatives to discuss issues of retaliation and hostile work environments. They will discuss forming a taskforce to define actionable steps. Also during the Executive Committee meeting, the Faculty Council Inclusive Excellence Taskforce provided an update. The taskforce chair Naomi Nishi and vice chair Dawn Comstock will meet with Ravinder Singh and VP Patrick O’Rourke to review priorities and timelines before the next meeting in March.

**Adjournment**
As there was no other business, the meeting was adjourned at 1:06 p.m. The next meeting will be held on March 15, 2018, from 12–3 p.m. in the first floor conference room at 1800 Grant Street.