Faculty Council Meeting  
Thursday, February 28, 2019, Noon - 3:00 PM  
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), Peter Anthamatten, Melissa Benton, Jay Dedrick, Rian Cheley, Tabatha Farney, Robert Ferry, Anne Fleming, Lauren Fontana, Vicki Grove, Michael Harper, Michael Lightner, Carrie Makarewicz, Sandy Martin, Tina Moser, Melinda Piket-May, Lindsay Roberts, David Thompson, Ron Tzur, Monica Yoo

1. Approval of Last Meeting Minutes: Jan. 24, 2019 (APPROVED - TWO ABSTENTIONS)

2. Faculty Council Chair’s Report - Joanne Addison

   a. Update on Civics: Joanne shared and discussed the latest memo from the Regents regarding next steps and timeline for enhancing civics education at the University of Colorado.

   b. EIE Taskforce Report update: The taskforce is working on revisions to their report, which they should be ready to share with FC before the end of the academic year.

   c. The Regent’s Diversity Taskforce: The two areas of focus are diversity of faculty and diversity of thought. More information will come regarding composition of the taskforce as it becomes available. The original intent of the taskforce is to provide a detailed background to support the Board discussion of these areas at the Summer Retreat.

   d. Nominations for FC Awards are due March 11: Information on awards and nomination guidelines went to members via email.

3. Discussion with Regents Lesley Smith and Glen Gallegos Re: Diversity Resolution and Other Priorities (telepresence): For the first part of the conversation, Regent Smith shared views on diversity in education and where she sees higher education in Colorado may be going under the new Governor Jared Polis. For the second part of the conversation, Regent Gallegos shared views on intellectual diversity as well as his belief that CU’s faculty and student demographics should mirror the State’s demographics. At the conclusion of the discussion, Joanne asked the regents to consider including Faculty Council in the review of Regent Article 10, Nondiscrimination.
4. Academic Affairs Update - VP Michael Lightner

a. Recent Regent’s degree and program approvals:
   1. Consolidation of Five School of Education PhD Degrees into One PhD-EDUC Degree, CU Boulder
   2. New M.A. degree in School Psychology, CU Denver
   3. New M.S. degree in Clinical Pharmacy, CU Anschutz
   4. New B.A. in Human Services, UCCS
   5. Split of Ph.D. in Pharmaceutical Sciences into two degrees: Ph.D. in Pharmaceutical Sciences and Ph.D. in Pharmaceutical Outcomes Research, CU Anschutz

b. Potential memo is being prepared on academic freedom for incoming students: Mike should have more information to share at the next FC meeting.

c. State Legislation and Other Updates: CDHE is hosting an all-day meeting on the state funding formula, which determines the university’s amount of State funding. Mike also shared the draft bill on College Credit for Work Experience.

5. Campus Faculty Assembly Updates

a. Anschutz - Tamara Terzian on behalf of Jacqueline Jones, Chair: The AMC Faculty Assembly continues their focus on understanding and facilitating student issues, particularly mental health. They had presentations from the Office of Student Affairs Carl Johnson last month and Nicky Lowry this month. The latter presented on the college student health assessment survey which is being administered now, the chancellors mental health strategy including the role of peer navigators for students, training staff and faculty in mental health first aid and the fact that the last survey in 2017 found 72% of students at AMC were stressed. This was enlightening for established faculty. The AMC FA will focus on improving ability to see, hear and support student issues on the graduate dominant campus.

b. Boulder - Robert Ferry, Chair: Bob missed last month's meeting due to his attendance at the Pac 12 Academic Alliance meeting. The BFA has been engaged in hearing issues regarding graduate student fees in the area of taxation on salaries for teaching assistants. The BFA is still waiting for the appearance of the digital Faculty Forum publication. Work around FCQs continues. The BFA is calling attention to it in Regent Law and Policy and they are looking to resolve current issues with question type. Boulder Academic Futures has created a new center for teaching and learning - FCQs may fall into this new center. The BFA is working to create a faculty governance body in several schools and colleges that do not have one right now. Junior tenure-track faculty make-up a small number of representatives on the BFA. They are proposing junior tenure-track faculty receive one course release for service on the BFA to incentivize participation.
c. **Colorado Springs - Melissa Benton, President:** The UCCS FA hosted Regent Hill at their meeting earlier this month. In other news, Maja has presented a preliminary report that she will present at the next UCCS FA meeting. UCCS is one of three campuses statewide that is implementing a higher education certificate - 54 credits, 4-year completion - for cognitive disabilities. It will promote integration into the college community and is intended for those with cognitive disabilities to gain certificate to prove to community employers.

d. **Denver - Peter Anthamatten, Chair:** The Denver FA is working on revising their bylaws and a succession plan for their elections. Administration is thinking about implementing a faculty database vendor to house information on teaching, service and research. Denver has a large number of campus policies to review. The campus still plans on an accessibility external review and is working to sort out details. In other news, the campus email domain (ucdenver.edu) will split to two domains to serve Denver and Anschutz separately. The campus is still looking to fill a position for faculty advisor. Finally, the Denver FA Women’s Committee is putting together a letter to direct administrative attention to issues with timely processing of Title IX grievances.

6. **Faculty Council Committee Updates**

a. **Communication - Carrie Makarewicz, Chair:** The first CU Faculty Voices feature in CU Connections went out last week - [https://connections.cu.edu/stories/cu-faculty-voices-deliberately-focusing-authenticity](https://connections.cu.edu/stories/cu-faculty-voices-deliberately-focusing-authenticity). The committee greatly appreciates if you would consider sharing this opportunity with your assemblies and encouraging your faculty members to consider writing something. Carrie also reported the results and participation of the Faculty Communication Survey. Overall, participants would like a guide for where to find resources and information. Director of the Office of Policy and Efficiency, Dan Montez, attended the last meeting to share information on university policy and offer advice on the Communication Guide.

b. **Budget - Vicki Grove, Representative, on behalf of Diana White, Chair:** Ryan Allred presented the Estimated Cost of Education Simulator (only preview available in Tableau - not currently accessible on online) at the last meeting. The committee also started a conversation on reviewing the committee’s charges at the last meeting. They will continue this at their March meeting.

c. **EMAC - Tina Moser/Lindsay Roberts, Co-Chairs:** EMAC members are voting on a preferred new name for the committee. If the proposed name is accepted by EMAC members, they will draft a name change proposal to bring to Faculty Council this spring. Committee members from Anschutz are continuing to explore options for a Faculty of Color community-building event. EMAC is continuing with its goal of building closer ties with leaders and diversity groups across the campuses. Vice Chancellor for Diversity Dr. Brenda J. Allen visited during the February meeting and
shared wise suggestions for EMAC’s work moving forward and Carlos Duarte, Co-Chair of the UCCS Faculty Minority Affairs Committee will join EMAC at their March meeting.

d. **EPUS - David Thompson, Chair:** Since the last FC meeting, EPUS reviewed and approved the following APSs: 1007, 1017, 1021, 1024, 1025, 5008, and 5012. There is a great number of APSs for the committee to review. David highlighted the importance of reviewing APS 1043: Independent Teaching and Scholarly-Creative Work as it dictates who gets academic freedom. In other news, Article 5 changes and subsequent APSs will go into effect after July 1, 2019 and everything else – campus, primary unit, etc. – will go into effect July 1e, 2020.

e. **LGBTQ+ - Lauren Fontana, Co-Chair:** Planning for Denver PrideFest 2019 continues to make progress. A meet and greet lunch was held at UCCS on Feb. 6 in collaboration with the UCCS FA Pride Committee. The committee is pleased with the Faculty Council approval of employee optional demographic proposal.

f. **Personnel & Benefits - Tamara Terzian, Chair:** Sharon Bishop, Assistant VP of Benefits and Payroll, attended the last meeting to report on emeriti reimbursement and honorarium pay processes. The last meeting also included a presentation on the Faculty Housing Assistance Project from Dan Wilson, Treasurer and CFO. The committee supports the university and the FHAP in their decision to offer a third mortgage product available to tenure and tenure-track faculty members. In other news, the committee would like to see more faculty participation and transparency in the operation and subsequent evaluation of the trust. It could be beneficial to have a similar model to the retirement subcommittee. Tamara will work Michelle Martinez, Director of Strategic Initiatives for Employee Services, to see what may be done.

g. **Women - Melinda Piket-May, Co-Chair:** The 17th Annual CU Women Succeeding Symposium took place on Feb. 22 at Boulder. The event was a success. There were over 254 attendees from across the system. The committee received $18,500 in support from CU sponsors: CU President’s Office, CU Denver | Anschutz Provost, CU Boulder Engineering, CU Denver Liberal Arts and Sciences, CU Boulder Chancellor, Law School, CU Boulder Music, CU Anschutz Chancellor, CU Anschutz Dental, UCCS Chancellor, Colorado School of Public Health, Boulder Faculty Assembly and Boulder Staff Council. Next year’s event will be on the Denver campus.

7. **Action Item: Nomination for appointment to P&T Committee**
   a. **UCCS, Reappointment, 2018-2021:** Professor Emeritus Tom Huber (APPROVED - ONE ABSTENTION)

8. **Action Item: APS 1025: (Uniform) Grading Policy - David Thompson, Chair, EPUS**
   (TABLED FOR MARCH 14 FC MEETING)
9. Action Item: Employee Self-Identification Proposal - Lauren Fontana, Co-Chair, LGBTQ+ (APPROVED)

10. New Business

   a. Enhancements to FC elections - Tamara Terzian: Candidates will be asked to provide a short and brief (200 word) bio to be included in the announcement on nominations. FC will use a digital voting platform for the AY 2019-2020 FC officer elections this April.

   b. Shared governance within each school/college - Joanne Addison: The question is whether FC wants to help facilitate this issue or if the Faculty Assemblies want to take it on? The Chairs/President of the Faculty Assemblies will take this back their campuses to discuss and bring back to Faculty Council in March.

11. Adjournment and Next Meeting Reminder: The meeting adjourned at 3:00 PM.
The next meeting (Faculty Council) is on March 14, 2019, from Noon to 3 p.m. at CU System (Fifth Floor Conference Room, 1800 Grant Street, Denver, CO 80203).