Faculty Council Meeting  
Thursday, March 15, 2018, 12:00 – 3:00 p.m.  
First Floor Conference Room, 1800 Grant Street, Denver, CO 80203

MINUTES

Attending: Peter Anthamatten, Neil Box, Sue Byerley, Greg Carey, Rian Cheley, Jay Dedrick, Anne Fleming, Lauren Fontana, Monique French, Vicki Grove, Mike Harper, Jacqueline Jones, Maja Krakowiak, Michael Lightner, Carrie Makarewicz, Leann Morgan, Tina Moser, Felicity O’Herron, Ravinder Singh, Tamara Terzian, David Thompson, John Welton, Diana White, Monica Yoo. Others Attending: Heidi Ganahl (CU Regent), Deborah Lowe (Benefits Outreach Coordinator), Michelle Martinez (Director of Benefits), Nancy Moore (Staff Council Chair), Erica Weston (Associate University Counsel)

Approval of Minutes: The meeting minutes for February 15, 2018, were approved as presented.

Discussion with CU Regent Heidi Ganahl  
Regent Ganahl discussed her priorities for CU: engagement with rural Colorado, equity for faculty women, diversity of thought, and tuition affordability.

Academic Affairs Update, Vice President Michael Lightner  
Upcoming approvals for the Board of Regents include sabbaticals and one new hire with tenure.

The Office of Academic Affairs has completed a report for the Regent’s University Affairs Committee on civics requirements among the university’s peer institutions. Institutions that have requirements are in response to state mandates. Right now, the topic is merely investigatory and exploratory.

Updates on the review of Regents laws and policies:

- 11B–Faculty Compensation: HR is leading this review. The language is getting cleaned up and then it will go out for comment.
- Article 1–the new statement for Freedom of Expression: Current language conflates academic freedom and expression. Academic freedom for faculty will be in Article 5, and then academic freedom pertaining to students will be in Article 7. The new statement on freedom of expression applies to everyone and will be located under Article 7. Commenting is now open online and is are encouraged.
- Article 7: EPUS review is completed and now student forums are reviewing until the end of the March. Something is forthcoming from UCCS, Denver, and Anschutz.
- Article 5: The second draft is out for comment. Campus assemblies should contact Mike if they would like to meet. The deadline for comment is April 9.

Mike represents the CU system at the State’s Academic Council Meeting. New programs and modifications that will be happening across the state were reviewed. View here:  

Benefits Presentation, Michelle Martinez and Deborah Lowe  
View Attachment: Working Past Age 60_FC 03.15.2018.pdf

HR Update, CHRO Felicity O’Herron  
Information is being gathered on the feasibility of adding infertility coverage to the CU Health Plan, including costs, design and peer institution models.
Retirement Plan Survey Update, Erica Weston
The goal of the survey is to check-in with plan participants to learn what their education needs are, how they viewed the transition, and what their opinions are of current plan offerings. Currently, feedback from the retirement subcommittee is being incorporated into the current survey draft, and TIAA and Innover are also providing feedback from their survey experts. Items to address include length, capacity for write-in responses, beta testing, and sender.

Faculty Council Chair Update, Ravinder Singh
The Faculty Council Executive Committee will hold a special meeting on April 5 at 10:30 a.m. to discuss Article 5, Draft 2. Members of Faculty Council are welcome to attend.

Discussions continue to surround workplace environments at CU. The Executive Committee will be gathering three priorities to focus on that will be shared with Faculty Council and then Patrick O’Rourke.

Infertility and paid parental leave benefits are being discussed with HR and the Women’s and Personnel committees.

The CU Women Succeeding Symposium was held February 23 on the Boulder campus. The Women’s Committee did a wonderful job hosting the event. Thanks to co-chairs Leann and Sarah for their work.

2018 Faculty Council Awards
Recipients of the Administrator of the Year award are Michelle Martinez, director of benefits for at CU System, and William Kaempfer, senior vice provost and associate vice chancellor at CU Boulder; and recipient of the Distinguished Service award is David Thompson, associate professor at CU Anschutz.

Staff Council Update, Chair Nancy Moore
Staff and faculty share many issues, such as the tuition benefit and paid parental leave, and Staff Council is supportive of Faculty Council’s priorities and would like to collaborate on shared issues. They are supportive of the workplace bullying efforts and policy, as well. Staff Council is an open meeting and Nancy welcomes Faculty Council members to attend.

Faculty Assembly Updates
Anschutz, Chair Jacqueline Jones
Faculty would like the administration to consider supporting cannabis research.

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

Boulder, Vicki Grove
The pay schedule for 9-month faculty is being modified to allow for partial pay in May and August.

The BFA has approved a resolution to encourage administration to raise graduate student pay.

BFA standing rules are now amended to move committee elections into the fall.

A committee has been established to create an electronic version of the inoperable publication, Silver and Gold.

The BFA Executive Committee continues to discuss FCQs.

Colorado Springs, Maja Krakowiak
The campus continues to review and discuss FCQs.

Faculty are calling on administration to reexamine compensation structure.


**Denver, Peter Anthamatten**
The FCQ working group wants to move forward with the redesign and keep the original questions.

Regent Jack Kroll will meet with the Assembly at their April meeting.

The new budget model continues to be a big focus.

The campus-wide curriculum committee is now meeting.

The taskforce to review on Article 5 and other Regents law and policies is in progress.

Annual faculty performance processes are under review by the assembly.

**Faculty Council Committee Updates**

**Communications, Carrie Makarewicz**
The Faculty Council Committee Corner in CU Connections is going well. EPUS, Budget, and Personnel committees are the remaining committees to be featured. Next year, the feature will continue and incorporate poll and feature suggestions.

Obituaries are reported in CU Connections as the editorial staff investigates or receives notification. There is a high number, which is challenging; but there is an option to open up a web form that people can use to submit an obituary.

The Faculty Voices proposal was reviewed and discussed. View attachment: *Faculty Voices Proposal CU Connections.pdf*.

**Budget, John Welton**
Vice President Todd Saliman will attend the April meeting.

Compensation increases are still expected to be 3%, but that is subject to the State’s approval.

Faculty Compensation is something that will be added to the committee’s agenda.

**EMAC, Tina Moser**
Regent Irene Griego attended the March meeting.

Committee elections will be held at the April meeting.

**EPUS, David Thompson**
Committee will meet on April 6 to continue Article 5 discussions. David argues we need a preamble statement to the 1/6 rule that defines it more clearly. He would also like to see that each school or college have its own faculty governance structure and would like to advocate for a faculty governance review cycle.

**LGBTQ+, Lauren Fontana**
Their March meeting is canceled due to the Transforming Gender Conference at CU Boulder.

CU will sponsor Denver PrideFest this year, June 16-17.

The proposal for optional collection of employee information with relation to gender and sexual orientation is being revisited and will likely be presented at the next Faculty Council meeting.
Personnel and Benefits, Tamara Terzian
The workplace bullying policy continues to move forward. The policy will be ready for the President’s review after discussions conclude with the administration on the Boulder campus.

Infertility data gathering continues to make progress.

Michelle Martinez and Deborah Lowe delivered a more detailed presentation on benefits at the committee’s March meeting.

The committee is concerned about the Anschutz exemptions that are being proposed for Article 5.

Women’s, Leann Morgan
The committee is working with the Personnel committee and HR on infertility data from comparable institutions and different health plans.

The CU Women Succeeding Symposium was held on February 23 and there were 174 in attendance at the Boulder campus’ Williams Village. The symposium will be at the Boulder campus again next year.

Adjournment
As there was no other business, the meeting adjourned at 2:55 p.m. The next meeting will be held on April 26, 2018, from Noon – 3 p.m. in the first floor conference room at 1800 Grant Street, Denver, CO 80203.
Working Past Age 60:
CU Active Employees

Employee Services
Benefits Administration
1800 Grant Street, Suite 400
Denver, CO 80203
303-860-4200, Option 3

Deborah Lowe
Identified Need

• Currently: Educational resources for employees planning for retirement

• Need: Educational resources for Active Employees age 59+
Target Population

• CU Active Employees: Ages 59+
• Benefits Eligible Position
• Approaching Medicare Eligibility
Target Information

- Medicare Participation
- HSA Contributions
- Social Security
- Health Care Plans
- Dependent Coverage
Examples of Important Information

• As an Active CU Employee, you and your dependent(s), do not need to enroll in Medicare if you and your dependent(s) are enrolled in a CU Health Plan.

• If you enroll in Social Security, you will automatically be enrolled in Medicare when you become eligible.

• You cannot continue to contribute to your HSA once you are enrolled in Medicare.
Educational Resources

• Web Page
• Printable Publications
• Workshops & Seminars
• Direct Communications
Proposal for new CU Connections Section: *Faculty Voices*

Description

The Communications Committee of the CU Faculty Council (FC3) is proposing a new regular section in CU Connections, *Faculty Voices*. This section will feature **editorials written by faculty** on topics of potential interest to the CU Connections’ audience. The articles will be **approximately 750 words**. These are not letters to the editor or other types of short comment pieces; CU Connections already solicits and accepts these types of submissions. The articles can address a wide range of topics, but authors should show the relationship to faculty, staff, students, higher education, etc. Some of the potential topics include academic career timelines for new parents; personnel policies that support work/life balance; methods for attracting and retaining diverse faculty; how community issues, e.g. the opioid crisis, are affecting universities; four-year nursing degrees at community colleges; the CU Regents’ proposal for a 3-year online degree; creating more sustainable campuses, etc.

Pending feedback on this proposal from CU system and campuses, **we may offer a small stipend** to recognize the faculty member’s time and effort above their typical service requirement, especially if the article required additional research and is outside their discipline.

Purpose:

The purpose of this new section is to generate interesting and informative dialog across campuses about topics of interest to faculty. A goal of the FC3 is to make CU Connections a primary communications vehicle in which faculty have a voice, participate in shared governance discussions, and feel a sense of ownership. *Faculty Voices* can also offer faculty an opportunity to break out of their disciplinary professional constraints and reach a wider audience.

Implementation Process:

FC3 members are seeking feedback from faculty, communications staff, and leadership on each campus, and from the system executives. FC3 members with CU Communications staff are presenting to each campus assembly at their April meetings. CU Communications staff are contacting their campus counterparts. FC3 will revise the guidelines based on this feedback. **The goal launch date is Fall 2018.**

Pending feedback, we may solicit specific articles from faculty members the committee identifies with expertise in the specified topic. Once *Faculty Voices* becomes a regular feature, the call and list of topics will be open to all faculty interested in submitting an article for consideration.
Guidelines

Article Format

- 750-1000 words
- Submission should be original work not previously submitted to, accepted by, or published by another publication, print or online.
- Clear, informal writing, free of jargon and accessible to nonspecialists. Think along the lines of newspaper op-eds, not essays for scholarly journals.
- When appropriate, content should make use of web technologies, e.g. hyperlinks to relevant material (facts, figures, news, etc.), embedded polls; and request comments.

Submission and editing process

Authors should submit a short paragraph to the Connections editor that states their name, position, department, and campus; the proposed topic and its relevance; and their perspective or argument. CU Connections staff will review the proposals to determine their fit for Connections.

Once accepted, authors will have 2 weeks to submit their article. If the author needs more time or the topic content is not tied to a current topic in the news, etc., the deadline may be extended.

Articles will go through editorial review per the CU Connections guidelines for content, length, grammar, audience, etc. Connections staff will work with authors to revise the article as necessary.

Content

Topics should be timely and relevant, yet have a shelf-life. Ideally they will attract a counterpoint. General topic areas include, but are not limited to:

- local people and issues rooted at CU – or broader: pertaining to higher education in Colorado, the United States or the world.
- Legislative or policy issues (but not overtly partisan, political or personal attacks)
- Academic or campus culture
- Tenure and promotion
- Campus-specific issues that may be relevant in the future to other campuses
- Topics being addressed by system task forces
- Health and wellbeing
- Professional challenges in research, publishing, teaching and service work
- Faculty research that may be of interest to CU Connections readers (and doesn’t reproduce their research publicized in other CU communication vehicles
FACULTY SURVEY

1. I work on the following campus
   Anschutz       Boulder       Colorado Springs       Denver

2. I think *Faculty Voices* will help FC3 to achieve its goals and will be a valuable contribution to Connections
   Strongly Disagree  Disagree  Neutral  Agree  Strongly Agree

3. I might be interested in submitting an article to *Faculty Voices*
   Strongly Disagree  Disagree  Neutral  Agree  Strongly Agree

4. Please give your feedback on whether or not to offer a stipend, and if so, how much.
   A. _____ I do not think it is necessary
   B. _____ I do not have an opinion on the stipend
   C. _____ I like the idea of the stipend and suggest the following amount:
      a. ___ $50
      b. ___ $100
      c. ___ $150
      d. ___ $200
      e. ___ $250
      f. ___ Other amount: $__________