Faculty Council Meeting  
Thursday, October 25, 2018  
1:30 - 3:30 p.m.  
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, Neil Box, Rian Cheley, Jay Dedrick, Tabatha Farney, Robert Ferry, Lauren Fontana, Tom Greany, Vicki Grove, Jacqueline Jones, Alexis Kelly, Michael Lightner, Roger Martinez-Davila, Tina Moser, Cindy O’Bryant, Patrick O’Rourke, Melinda Piket-May, Lindsay Roberts, Ravinder Singh, David Thompson, Diana White, Dan Wilson, Monica Yoo

1. **Approval of Minutes:** September 27, 2018, were approved as presented.

2. **Social Climate Survey Updates – VP Patrick O’Rourke (Called-In)**
   A recent climate survey memo addressed to the president and the Regents, which was shared electronically with FC members during the FC meeting, was presented and discussed. The memo summarizes the climate survey from 2014 and provides a recommendation for how the Regents could conduct a follow up survey this academic year. The goal release date for the follow up survey is the first quarter of 2019. Some FC members expressed concerns about survey length and how survey response rate is imperative. A discussion then proceeded on the potential for FC participation in planning the survey and assessing the survey results. Patrick reported that there will be faculty participation in a climate survey working group, which hopefully will be formed in the coming weeks. Final composition of the working group has not been determined yet. Patrick will share information with Joanne as it becomes available.

3. **Faculty Housing Assistance Program (FHAP) Updates – Treasurer Dan Wilson and Assistant Treasurer Alexis Kelly**
   There are two program changes currently under consideration:
   1. Increase in loanable amount from $80k (current) to $100-135 (proposed)
   2. Third mortgage (new)

   Extending FHAP to IRC (Instructor, Research, Clinical) faculty continues to be something that faculty want and the campus administrations are not in favor. Joanne has asked if there are specific groups of IRC faculty that the university can target for recruitment. Many FC members expressed the need for FHAP to improve customer education and counseling.

4. **Academic Affairs Update – VP Michael Lightner**
   A number of program and degrees updates were reported from the last Regent’s University Affairs Committee meeting and can be found on BoardDocs.

   It was also reported that funding for the CU Online Initiative has been increased to $30 million from the original $20 million as outlined in the CU Online Resolution. Money is to be spent over five years in support of each campus’ deliverables and UIS support. Funding allocations:
   - **UCB:** $6.75 million
   - **UCCS:** $6 million
   - **UCD/AMC:** $9.25 million
   - **UIS:** $8 million
5. Faculty Council Chair’s Report – Joanne Addison
A chief diversity officer was not selected to be on the presidential search committee, however, the EMAC letter was still a powerful message to the Regents and Joanne believes there will be things implemented in the search process to look for diversity issues.

FC Exec and FC Committee Chairs convened earlier in the day for the FC Fall Retreat. Carol Cartwright, who is a consultant with the Association of Governing Boards and president emerita at Kent State and Bowling Green, facilitated a very productive discussion on the current state of shared governance at CU. FC Exec will prioritize the working list of discussion outcomes at their November meeting and then present those to FC at a later meeting date.

Faculty Assemblies were reminded to provide their campus response to the Regent’s Civics Memo to Joanne by early November.

6. Faculty Assembly Updates

a. Anschutz – Jacqueline Jones, Chair
John Welton has stepped down as chair of the FC Budget Committee. The AMC Faculty Assembly will look to find a replacement for his seat.

b. Boulder – Robert Ferry, Chair
The BFA has received grievances on the composition of the presidential search committee. It was also reported that they have drafted a resolution speaking against the Federal proposal for binary definitions for gender, and that questions and formatting for multiple measures for evaluation are under redesign, and that there will be an assessment of faculty grievance policies.

c. Colorado Springs – Melissa Benton, President
The UCCS Faculty Assembly response to the Regent’s civics memo is in process.

   i. Motion for Approval: Appointments to Privilege & Tenure Committee (TABLED)
      1. A. Hutchins
      2. S. Cook

d. Denver – Peter Anthamatten, Chair
The Denver Faculty Assembly is working on their response to the Regent’s civics memo. They also are currently involved in the search for the new campus vice president for academic affairs, and are reviewing the Uniform Grading Policy and Title IX grievance policies.

7. Faculty Council Committee Updates

a. Communication – Carrie Makarewicz, Chair (No Report)

b. Budget – Diana White, Vice Chair
The committee is discussing how to define metrics from the faculty perspective and looking to gather information on the budget model for CU Online. It was also reported that the State is requesting a 3% merit increase for the year.

c. EMAC – Tina Moser/Lindsay Roberts, Co-chairs
The committee continues to meet with each of the chief diversity officers. Robert Boswell from Boulder attended the last meeting.
d. **EPUS – David Thompson, Chair**  
The Uniform Grading Policy is looking to have significant changes. Request has been sent to FC Exec to collect feedback from schools/colleges.

e. **LGBTQ+ – Lauren Fontana, Co-chair**  
The committee is working on a resolution for voluntary demographic collection for employees. They are also starting a new initiative to gather name change information and resources at CU. They will discuss a response to the Federal proposal to redefine gender at their next meeting.

f. **Personnel & Benefits – Tamara Terzian, Chair**  
There was no meeting in October. The November meeting will have a status update on the proposed workplace bullying policy and other updates on emeriti travel reimbursement, paid parental leave, and the retirement plans survey.

g. **Women – Cindy O’Bryant on behalf of Melinda Piket-May, Co-Chair**  
Planning continues for the CU Women Succeeding Symposium, which will be held on Feb. 22, 2019. After the symposium, the committee will work on infertility benefit issues and childcare issues across the four campuses.

8. **New Business, Old Business**

   a. **FC Commitment to using inclusive language - Joanne Addison**  
   If anyone has examples of inclusive language standards or best practices, please feel free to share with Joanne. It would be great if we can commit to using inclusive language in all FC documents.

   b. **Enhancements to FC Elections – Tamara Terzian (TABLED)**

9. **Adjournment:** The meeting was adjourned at 3:30 p.m. The next meeting (Faculty Senate) will be held November 29, 2018, from Noon–3 p.m. in the first floor conference room at 1800 Grant Street, Denver, CO 80203.