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, Neil Box, Sue Byerley, Greg Carey, Dawn Comstock, Rian Cheley, Jay Dedrick, Robert Ferry, Anne Fleming, Lauren Fontana, Monique French, Vicki Grove, Mike Harper, Jacqueline Jones, Maja Krakowiak, Michael Lightner, Carrie Makarewicz, John McDowell, Tina Moser, Melinda Piket May, Felicity O’Herron Bita Rivas, Ravinder Singh, Tamara Terzian, David Thompson, John Welton, Monica Yoo

Others Attending: Stephen Ludwig, Patrick O’Rourke, Dan Montez

Approval of Minutes: Meeting minutes for August 31, 2017, were approved as presented.

Discussion with Regent Stephen Ludwig
- Regent Ludwig’s viewpoint is that the University is currently in positive place, and that looking ahead, we have to be ready for the next economic recession. Our financial officers and the Regents are working to ensure we are prepared financially.
- He wants to ensure the three-year online degree program moves forward with launch in fall 2018. The program is important for the future because it can help us reach stakeholder groups that we are currently not reaching across the state.
- The next CU presidential search committee needs to have the right people at the table, and that includes faculty. There was a lot of work done after the last presidential search to improve the structure and organization of the search committee.
- In regards to CU athletes choosing to kneel during the national anthem at events, the Regents will not infringe on an individual’s right of expression.
- To evaluate concerns regarding Boulder campus pre-programs in the Arts & Sciences, Regent Ludwig requested data from the Office of Academic Affairs on the Boulder campus retention rates of pre-engineering and pre-business.
- While discussing the disproportionate number of women in non-tenure track roles, Regent Ludwig suggested speaking with university lawyers about how they can help. Also, CHRO Felicity O’Herron offered to explore strategies to improve the issue.
- In regards to online education, Regent Ludwig believes the platform can be, and should be, quality. We just do not have the imagination right now to make it work. It needs a different support and infrastructure that is still being sorted out.
- Goals that remain before Regent Ludwig’s second six-year term ends in January 2019:
  - Cohort testing
  - Increase budget transparency
  - Three-year online degree program

Office of Policy and Efficiency (OPE) Update, Director Dan Montez
- Two areas under review:
  - Article and Policy 12–Senior Associate VP and Chief Business Officer Geoff Barsch will be meeting with the Budget committee for review and feedback.
  - Article and Policy 5—in progress.
- Moving forward after the Regent Law and Policy review is completed, the Regents want to pursue a standardized template, framework and hierarchy for all policies, as well as establish a three year policy review cycle.
- Administrative Policy Statements under review relate to most of the changes to Article 4. The APS roll out schedule is modified to meet the workflow of the Regent Law and Policy review.
- Each campus has a policy liaison that the chancellors have designated as a point person to work with OPE on policy issues at the campus level.
- Discussion on APS adherence and issues with accountability at college/school levels.
  - Perhaps onboard training can be created to promote education.
  - Deans and chairs are fundamental to ensuring information is disseminated.
  - Faculty assemblies should collect more feedback from their constituents to better understand the issues across the campuses.
- OPE Reference
  - OPE Latest News and Updates (packet distributed during the meeting): appended
  - OPE policy blog: [http://www.cu.edu/blog/ope](http://www.cu.edu/blog/ope)
  - OPE website (link to all policies and resources, including procurement, handbooks, etc.): [http://www.cu.edu/ope](http://www.cu.edu/ope)

**Academic Affairs Update, VP Michael Lightner**
- Felicity O'Herron was introduced as the new CHRO for CU system.
- The 60-day idea phase for Article 5 is underway and multiple channels are engaged. The deadline for feedback is mid-November. A draft document should be ready by early December.
- APS reviews should be completed by the end of the year to allow Article 4 to roll out in Fall 2018.
- October agenda items for University Affairs Committee
  - Three-year online degree program
  - Potentially civic literacy – Regent Carson has made it clear that he would go through faculty for advisement.
  - Three new degrees proposals by CU Denver:
    - Separate Chemistry and Bio-Chemistry into two separate B.S. programs
    - M.S. and Ph.D. in Health Economics
      - The Colorado Commission of Higher Education (CCHE) now only needs to review new programs; they used to have to vote on them for approval. This improvement allows us to plan, approve and launch new degrees appropriately. The Colorado Department of Higher Education (CDHE) still verifies that the program meets the requirements of institution.
  - Three program discontinuance proposals by CU Denver:
    - M.S. in Physical Therapy
    - Ed.S. in Psychology
    - Ph.D. in Cognitive Science
  - CDHE is looking at transfer credit for military experience that would fall into guaranteed transfer pathways.

**Motion for Approval: P&T Committee Appointment, Dr. Jaelyn Eberle (Boulder)**
Motion to approve the committee appointment was passed without objection.
Faculty Council Chair Report, Ravinder Singh
- The Faculty Council statement regarding the matter involving Regent John Carson was delivered during Faculty Council Chair’s report at the Board of Regents meeting on September 7, 2017.
- Faculty Council officers and committee chairs/co-chairs gathered for the fall retreat on September 14, 2017 to discuss strategic priorities for the academic year, 2017-18.
- Discussion is underway to evaluate the need to expand the Faculty Housing Assistance Program.
- The Faculty Council Retirement subcommittee will reconvene with representatives from the Personnel and Budget committees.
- The Executive committee met with VP Patrick O’Rourke to discuss the next presidential search committee.

Campus Faculty Assembly Updates
Anschutz, Jacqueline Jones
- Topics under discussion
  o Student health insurance
  o Article 5
  o Classroom safety
  o Providing bikes for campus usage

Boulder, Bob Ferry
- The student managed CU Boulder Honor Code Council will receive support from BFA to deal with a backlog of academic cases.
- Faculty Course Questionnaire (FCQ) questions are suspended. Anschutz suggested for school/units to have their own question set up as there is no policy expressing that there has to be a system-wide procedure. Assembly chairs will reach out to their constituents for follow up.
- Discussions have begun regarding a new campus initiative, Academic Futures: Rethinking the University, put forth by the Provost and Senior Vice Chancellor/Chief Financial Officer.

Colorado Spring, Maja Krakowiak
- The assembly voted down the FCQ redesign and a taskforce is gathering to repropose questions.
- A campus-wide initiative is underway for classroom locks.
- Mike Lightner is attending the next assembly meeting to discuss Article 5.

Denver, Peter Anthamatten
- The assembly is working with department chairs to revise FCQ questions.
- Mike Lightner attended the last assembly meeting to discuss Article 5. A mini-retreat is planned to further gather consensus and make a recommendation.
- Discussions on the new incentive-driven budget model continue across campus.
- A new position for associate vice chancellor for digital education was announced this month.

Committee Updates
Communication, Carrie Makarewicz
- Motion to create a monthly feature in CU Connections for Faculty Council committees was passed without objection. The first feature with will by the EMAC/LGBTQ+ committees for the upcoming joint symposium.
- The committee is examining two tools to help facilitate communications:
  o Qualitative analysis of communication survey
Inventory of communication channels
- The committee offers support to Faculty Council and its committees to help with internal and external communications.

Budget, Bita Rivas/John Welton
- Members are putting together feedback on Article 5.
- OPE Director Dan Montez attended the September meeting.
- VP and CFO Todd Saliman will attend the October meeting to discuss the budget forecast.
- One seat from AMC is available to fill.

EMAC, Tina Moser
- Dr. Kevin Nadal will be the keynote speaker at the joint symposium on November 3, 2017.
- The committee continues to work with the LGBTQ+ committee to plan the symposium.
- Faculty and staff are encouraged to submit a presentation proposal for the event. The deadline is October 16. Link: https://www.cu.edu/faculty-council/forms/call-proposals-2017-lgbtq-emac-symposium
- 2017-18 committee members are nearly all new to the committee. One seat from AMC is available to fill.

EPUS, David Thompson
- The committee is busy with Article 5 discussions and a high volume of APS reviews.

LGBTQ+, Lauren Fontana/Scarlet Bowen
- Refer to EMAC Committee Update on page 4.

Personnel and Benefits, Tamara Terzian
- The committee continues to discuss Article 5.
- There was brief discussion on paid parental leave with HR representatives at the September meeting. The discussion will resume in November.
- HR is also looking into information on the Equifax breach and credit monitoring, as well as gathering information on Long Term Care benefits for retirees.
- The policy draft on anti-bullying will be reviewed at the October meeting.

Women, Leann Morgan/Sarah Anderson
- 16th Annual Women Succeeding Symposium, “Empowered Women, Empower CU” is to be held on the Boulder campus, Williams Village on February 23, 2018.
  - Keynote speaker is Jean Dubofsky. In 1979, she became the first woman and the youngest person to become a Colorado Supreme Court Justice. She is the president of the Colorado Center for Law and Policy, and a founding member of the Bell Policy Center. Dubofsky is probably best known for being the lead attorney in the fight to the U.S. Supreme Court to overturn Colorado’s Amendment 2, which prevented gays and lesbians from obtaining redress for discrimination on the basis of sexual orientation.
  - Symposium registration will open in mid-November and email reminders will be sent with more information as the date approaches.
- Gee Nominations
  - Please consider nominating a colleague for the Elizabeth Gee Memorial Lectureship Award, which recognizes and honors an outstanding CU faculty member for efforts to advance women in academic, interdisciplinary scholarly contributions and distinguished teaching. It
carries with it a $1,000 prize, and the recipient is invited to present his/her scholarly work at the Gee Memorial Lecture during the women’s symposium.

- Nomination form: https://www.cu.edu/faculty-council/about-elizabeth-d-gee-memorial-lectureship-award

- The next meeting is Friday, October 20. Please direct any questions to committee co-chairs Leann Morgan and Sarah Anderson.

HR Update, CHRO Felicity O’Herron
Questions from the floor were discussed. Felicity will look into policies regarding sick leave and short term disability.

2017-18 Strategic Priorities Update
Representatives are tasked with reviewing the draft document and selecting actionable items to put forth to administration.

Article 5 Update
- The current stance on the outline of changes being considered was discussed, primarily on freedom of speech and freedom of expression.
- Examination does not need to be constrained by what is suggested in the outline document. Topics outside of that outline are welcome.
- Feedback can be submitted individually or collectively by faculty governance units. Information, including the current policy, outline of suggested changes, and feedback form can be found online: http://www.cu.edu/regents/ripreview

Adjournment
There being no other business, the meeting was adjourned at 3:00 p.m. The next meeting will be held on October 26, 2017, in the first floor conference room at 1800 Grant Street.