Faculty Senate Meeting
Thursday, November 29, 2018, 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, Neil Box, Greg Carey, Rian Cheley, Tabatha Farney, Robert Ferry, Anne Fleming, Vicki Grove, Mike Harper, Jacqueline Jones, Michael Lightner, Tina Moser, Lindsay Roberts, Ravinder Singh, David Thompson, Diana White

1. Approval of Last Meeting Minutes: October 25, 2018 (APPROVED)

2. Faculty Council Chair’s Report - Joanne Addison

   a. Response to the Regent’s University Affairs Committee inquiry on Civics Literacy: Reports by the Faculty Assemblies are complete and the Executive Committee met earlier today to discuss them and the FC statement. The University Affairs Committee and FC will receive final copies of all documents the first week of December.

   b. Presidential Search: Anyone who wishes to nominate a person for the presidency may submit a nomination to the executive search consultant, Wheless Partners, at CUCEO@Whelesspartners.com.

   c. Social Climate Survey: Patrick O’Rourke has received the names of the people we are putting forward for the climate survey-working group.

3. Employee & Information Services Update - VP Kathy Nesbitt

   a. Updates on the Presidential Search: The Board officially opened the search and charged the Presidential Search Committee (PSC) Nov. 8, 2018. The Board added two additional representatives to the PSC—one from CU Foundation and one student. The PSC meets Dec. 11, 2018, for orientation. They will review candidates in early 2019 and will recommend a minimum of five candidates to the Board by April 2019 so the Board can appoint a president by July 2019.

   b. Changes to Elevate HCM system: The final release of improvements to the HCM (Human Capital Management) system occurs the first week of December.

   c. University of Colorado Health Trust: The Trust Committee meets on Dec. 4, 2018. Reports for the first quarter look good. They will meet with the Denver campus to
discuss student health. The campus manages international student and Anschutz student health plans right now.

4. Discussion with President Bruce Benson

a. The Presidential Search: Discussion included the Board’s Charge to the Presidential Search Committee, the upcoming calendar, and the agenda for the PSC meeting on Dec. 11, 2018.

b. State Legislation: Budget requests include request for significant increases to higher education funding.

c. CU’s Statewide Impact: The infographic will represent all of CU’s nearly 800 outreach programs and patient services, which extend from the four campuses to the people and places across the state.

5. Academic Affairs Update - VP Michael Lightner

a. Regent's degree and program approvals:
   1. Separation of the existing UCCS College of Engineering and Applied Science PhD in Engineering into three approved programs: PhD in Computer Science, PhD in Security, and PhD in Engineering.
   2. New Master of Science degree in Pharmaceutical Sciences, CU Anschutz Medical Campus.

b. Regent's degree and program notifications:
   1. M.A. in Administrative Leadership and Policy to M.A. in Leadership for Educational Organizations, CU Denver
   2. M.A. in Information and Learning Technologies to M.A. in Learning Design and Technology, CU Denver

c. Review of Regent Law and Policy: Next to review are Policy 11B - Faculty Salaries and Article 10, Policy 10 - Nondiscrimination, which Patrick O'Rourke will lead in the spring semester. There will be numerous APS to review by July 1, 2019, which means that EPUS must work efficiently this spring semester.

d. Other updates from Academic Affairs: The newly elected regents have received an overview of the Office of Academic Affairs, the CU Retired Faculty Association is evolving their composition, UCCS is searching for a new dean in the College of Letters, Arts & Sciences, and CU Denver will be searching for a new dean in the Business School.
6. **Action Item: Nominations for Appointment to the Faculty Senate Privilege & Tenure Committee**

   a. Reappointment, 2018-2021, CU Denver: Professor Weldon Lodwick  
      (NOT APPROVED – ONE ABSTENTION)

   b. Appointment, 2018-2021, CU Denver: Professor Xiaotai Wang  
      (APPROVED – TWO ABSTENTIONS)

   c. Appointment, 2018-2021, UCCS: Sr. Instructor Suzanne Cook  
      (APPROVED – TWO ABSTENTIONS)

   d. Appointment, 2018-2021, UCCS: Associate Professor Andrea Hutchins  
      (APPROVED – TWO ABSTENTIONS)

7. **Campus Faculty Assembly Updates**

   a. **Anschutz - Jacqueline Jones, Chair:** A search committee is underway for a new deputy police officer and a vote to increase student fees failed so AMC faculty are working to see if there is room for faculty to donate to student life.

   b. **Boulder - Robert Ferry, Chair:** Notice of motions coming up are grade repetition/replacement, FCQ best practices, proposal to reorganize Arts & Sciences. The BFA recently learned more about how the Inclusion and Diversity Excellence Plan for Boulder involves improving faculty recruitment and retention. Revision of Boulder's Professional Right and Duties of Faculty Members document is underway in reaction to Article 5. The BFA is also beginning to examine campus grievance policies. The BFA endorses the formation of the Boulder Retired Faculty Association. The Boulder Staff Council will receive staffing support by the BFA. The Faculty Forum will be an electronic replacement for the defunct Silver and Gold.

   c. **Colorado Springs - Melissa Benton, President:** They have put forth a faculty member for a permanent, three-year appointment, to the Colorado Faculty Advisory Committee (CFAC). Revision to UCCS Faculty Assembly will remove president and president-elect and replace with chair and vice chair. The UCCS FCQ taskforce is looking to establish best practices for faculty.

   d. **Denver - Peter Anthamatten, Chair:** The search for a vice provost of faculty affairs is ongoing. Policies under review include grade replacement/forgiveness policies and Title IX. A faculty member will represent Denver on CFAC moving forward. Review of disability services had stalled, but the campus hopes to pick it back up this year. The campus has a new endowment in honor of faculty retiree, Pam Laird.
8. Faculty Council Committee Updates

a. **Communications - Carrie Makarewicz, Chair:** Committee Corner pieces in CU Connections are moving along and there has been one Faculty Voice submission. Other work includes a new online faculty guide that will live on the Faculty Council website.

b. **Budget - Diana White, Chair:** Elections to replace John Welton were at the last meeting where Diana was voted-in chair for the remainder of the year. The committee wants to explore salary equity and CU online budget models.

c. **EMAC - Tina Moser/Lindsay Roberts, Co-chairs:** 50 faculty attended the first Faculty of Color appreciation lunch earlier this month at Boulder. Anschutz members hope to host a lunch on their campus this spring. EMAC is considering a name change to reflect current language and the mission of the committee. They will continue petitioning a Chief Diversity Officer to be on future presidential search committees.

d. **EPUS - David Thompson, Chair (AGENDA ITEM #9)**

e. **LGBTQ+ - Lauren Fontana/Matthew Brown, Co-chairs (NO REPORT)**

f. **Personnel & Benefits - Tamara Terzian, Chair:** Review and discussion continues on the latest suggestions to the proposed workplace bullying APS. New business includes improvements to emeriti reimbursement and Honoria, faculty pay processes for 9-month and 12-month faculty, and sick leave sharing. The retirement subcommittee meets on Dec. 7.

g. **Women - Rian Cheley for Sarah Anderson/Melinda Piket-May, Co-Chairs:** Registration opens on Dec. 3 for the 17th annual CU Women Succeeding Symposium. Deadline to nominate a recipient for the Elizabeth Gee Award is Nov. 30 and deadline for the Call for Proposals is Dec. 7.

9. **Presentation of Proposed Revisions to APS 1025: Uniform Grading Policy - David Thompson, EPUS**

10. **New Business**
   a. Update on the outcomes from the FC Fall Retreat - Joanne Addison (TABLED)
   b. FC’s commitment to using inclusive language - Joanne Addison (TABLED)
   c. Enhancements to FC elections - Tamara Terzian (TABLED)

11. **Adjournment and Next Meeting Reminder:** The meeting adjourned at 3:00 PM. The next meeting (Faculty Council) is on January 24, 2019, from Noon to 3 p.m. at CU System (First Floor Conference Room, 1800 Grant Street, Denver, CO 80203).