



Faculty Council

Thursday, April 24th, 2025

1:45-3:00 p.m.

Via Zoom Video Conference

Minutes

Attending: Alastair Norcross (Chair, UCB), Jorge Chavez (Vice Chair, UCD), Vicki Grove (Secretary,), Steve Cass (Anschutz), Adam Norris (UCB), Anna Kosloski (UCCS), Michael Lightner (SYS, VP, Academic Affairs), Anne Fleming (SYS, FSGC), Carlos Reali (UCD), Cindy O'Bryant (Anschutz), Deb Kenny (AMC), Diana White (UCD), Erin Hauger (UCD), Esther Lamidi (UCCS), Greg Kinney (Anschutz), Jay Dedrick (SYS), Joel Tonyan (UCCS), Karen Markel (UCCS), Laura Rosenthal (UCCS), Leigh Holman (UCB), Madiha Abdel-Maksuod (Anschutz), Maureen Durkin (SYS, Director for Academic Program and Policy Analysis, Academic Affairs), Norah Mazel (UCCS), Ravinder Singh (UCB), Sasha Breger Bush (UCD), Sloan G. Speck (UCB), Suzanne Cook (UCCS), Todd Saliman (SYS, University President), Kathy Shaw (Anschutz), Jeffrey Schrader (UCD)

1. 1:45-1:55 p.m. Faculty Council (FC) Chair's Report, Alastair Norcross

- a. Call to Order
- b. Award categories recognized this year:
 - i. Administrator of the Year:
 - o Anne Fleming for outstanding support in the Faculty Senate Constitution and Bylaws revision process and ongoing contributions during leadership transitions.
 - ii. Faculty Council Distinguished Service Award:
 - o Cindy O'Bryant for years of dedicated serving, including as Faculty Council Chair and Bylaws Committee Chair, especially during major governance revisions.
 - o Vicki Grove for extensive contributions to Faculty Council and Boulder Faculty Assembly (FA), particularly in bylaw and standing rules revisions.
 - iii. Awards will be presented in person at the May 14th meeting (12:30-2:00 p.m.) at 1800 Grant Street. The event will include lunch and reimbursements for travel and parking are provided.
- c. Election of 2025-26 Faculty Council Officers
 - i. FC Secretary, Vicki Grove, facilitated the election process. All positions were uncontested, and the following slate was unanimously approved:
 - o Chair: Jorge Chavez
 - o Chair-Elect: Diana White
 - o Secretary: Monica Yoo
 - ii. Candidates briefly introduced themselves and expressed their enthusiasm to serve. Members expressed strong support and appreciation for the leadership slate.
 - iii. Vote: Slate approved by unanimous vote.
 - iv. This marks final year electing a Chair directly, as future Chairs will move up from Chair-Elect.



- d. Proposed Committee on Climate and Sustainability
 - i. Two Boulder faculty members who initiated the proposal are drafting a resolution to be brought forward at the first Faculty Council meeting in the fall.
 - ii. Alastair will be sending out a call for volunteers to join the proposed committee, with the goal of having members in place and ready to begin work immediately if the committee is constituted.
- 2. **1:55-2:30 p.m. Campus Faculty Assembly (FA) Updates**
 - a. Anschutz – Greg Kinney, Chair
 - i. Conference Travel Concerns
 - o Faculty traveling for conferences, especially those supported by grant funding, are concerned about navigating new travel restrictions. Processes are now in place to support travel for research dissemination.
 - ii. Health Plan and Open Enrollment
 - o FA requested clarification from the University of Colorado Health and Welfare Trust, which manages health plan negotiations for Anschutz.
 - o Representatives from the Trust will attend next week's meeting to provide more information.
 - iii. Retired Faculty Organization
 - o This was disrupted during COVID but is currently being restructured. Retired faculty member Maureen Leahy is leading the effort to establish formal procedures and bylaws.
 - iv. School of Dental Medicine Update
 - o Leadership transitions are ongoing.
 - o New dual certificate program in Dental Medicine and Bioethics is launching.
 - o The school recently completed recruitment. There are 84 four-year slots; 42 two-year slots; over 980 applicants.
 - v. Student Senate Award Event
 - o Greg Kinney attended the recent Student Senate awards; highlighted an impressive mentoring award connected to the Street Medicine program, where medical students provide care in the community.
 - vi. Equal Pay for Equal Work Act-Uniform Compliance Across Campuses:
 - o Jeffrey Schrader, Personnel and Benefits Committee Chair, in collaboration with the FC Executive Committee, brought forward a resolution supporting uniform compliance with Colorado's



Equal Pay for Equal Work across all CU campuses.

- Members confirmed prior receipt of the resolution, distributed at least 72 hours in advance. The resolution was moved, seconded, and brought to vote via poll. Motion passed.
- b. Boulder – Vicki Grove, Acting Chair
 - i. IT Security Standards Working Group
 - This new WG has been convened. The group is reviewing the impact of university IT and security standards on the teaching and research missions of the campus.
 - ii. Student Course Questionnaire (SCQ) Working Group
 - Led by Vicki Grove, the SCQ WG has developed recommendations to be presented at the upcoming FA meeting.
 - Meetings included engagement with both undergraduate and graduate students.
 - Recommendations include:
 - Best practices for incorporating SCQ data into merit, reappointment, and promotion decisions.
 - Enhancing student engagement and faculty-student dialogue on the purpose and use of SCQs.
 - Providing guidance on constructive feedback.
 - Possibly developing an optional syllabus statement about SCQs.
 - The group discussed exploring new vendor options, potentially utilizing AI to filter inappropriate comments and summarize feedback.
 - iii. Lecturer and Instructional Associate Policy
 - A new policy will launch in Fall 2025 regarding the appointment of lecturers:
 - Lecturers teaching more than 5 student credit hours will be reclassified as Instructional Associates, becoming benefits eligible.
 - Instructional Associate positions will be limited to a 3-year term.
 - After 3 years, departments must either convert the individual to a teaching professor track or revert them to a lecturer teaching fewer than 6 credit hours per semester.
 - iv. Faculty Salary Working Group
 - This WG is supported by Chancellor Schwartz and will be meeting in June.



- Objectives are to develop strategies to improve compensation, address salary compression, and explore ways for CU Boulder to offer more competitive faculty pay.
 - Aim is to submit recommendations to the Chancellor by October 15.
 - v. Professional Rights and Responsibilities (PRR) Document
 - Several campuses are working on revisions of their PRR documents.
 - Updates to the CU Boulder PRR are anticipated in the coming academic year.
 - vi. Vice Chancellor for Sustainability
 - Andrew Mayock is the new Vice Chancellor for Sustainability, a newly created position.
 - His role includes supporting local communities and funding campus sustainability initiatives.
 - vii. Provost Search
 - Search remains ongoing.
 - Chancellor announced that two finalists have been selected, with a possible third finalist to be announced.
 - Campus visits and interviews will take place over next two weeks.
 - viii. Officer Elections
 - Boulder FA elections include:
 - The first Chair-Elect.
 - A new position: Shared Governance Advisor, a 3-year term designed for a faculty member with extensive shared governance experience.
 - The position of Secretary has been renamed to Parliamentarian and Chair of the Bylaws and Elections Committee.
 - Alastair Norcross will assume the role of FA Chair this summer.
- c. Colorado Springs – Joel Tonyan, President
 - i. Faculty Assembly Elections
 - Elections began today.
 - Voting includes new officers, representatives, and five proposed constitutional amendments.
 - The most significant proposed change is transitioning the FA leader title from “President” to “Chair,” aligning with the other CU campuses.



- Approximately 100 votes were cast on the first day, indicating early participation.
- ii. Three Dean searches are currently in progress:
 - College of Education: 3 candidates interviewed.
 - College of Public Service: 3 candidates interviewed.
 - College of Letters, Arts and Sciences: 4 candidates interviewed, final interviews conclude soon.
 - Announcements regarding new appointments are expected shortly.
- iii. New Leadership Role-Faculty Affairs:
 - A new internal search is underway for a Vice Provost and Associate Vice Chancellor for Faculty Affairs.
 - The position is limited to CU faculty and requires the candidates to be a full professor.
 - This is a four-year role, funded by seed money from President Saliman aimed at establishing a Faculty Affairs office at UCCS.
 - The role includes the option to return to a faculty position if funding is not available after four years.
- iv. International Faculty and Student Concerns:
 - Ongoing concerns were raised about international faculty and students, particularly related to visa issues and travel during summer.
 - Graduate enrollment could be impacted, as many international students are in graduate programs.
 - The Chancellor sent a communication earlier in the day outlining available support and the legal limitations of university assistance.
- v. Policy Updates:
 - Incremental progress is being made in three major policy areas:
 - Professional Rights and Responsibilities
 - Grievance Policies
 - Differentiated Workload Policy
 - Final versions of these policies are expected to be discussed during the last FA meeting of the semester.
- vi. The FA will collaborate with the provost on detailed impact statements for RPT dossiers and annual merit reviews. This is in response to faculty who have experienced disruptions in research funding due to federal changes.
- vii. Leadership Transition:



- This is Joel Tonyan's final meeting as President of UCCS FA.
 - David Havlick, Professor of Geography, will assume the role of FA Chair in the upcoming year.
 - d. Denver – Sasha Breger-Bush, Chair
 - i. Leadership searches:
 - Tammy Ewin named Vice Chancellor for Communications.
 - Searches ongoing for Vice Chancellor of Enrollment and Student Success, and for Provost. Finalist forums for the provost role will be held August 25-28 in-person and Zoom.
 - ii. Ongoing Initiatives:
 - Continued work on improving Faculty Course Questionnaires (FCQs), reducing bias and surveillance concerns.
 - Progress on micro-credential infrastructure and policy.
 - Launching development of a *Professional Rights and Responsibilities* document, modeled after Boulder's version.
 - Reinstating the Denver Retired Faculty Association, which lapsed during COVID.
 - iii. Leadership Transition:
 - Sasha Breger Bush concluded her term as Denver FA Chair. Sasha will remain one of Denver's Member-at-Large representatives to Faculty Council.
 - Wendy Bolyard will assume the role of FA Chair in the fall.

3. 2:30-3:00 p.m. Faculty Council Committee Updates

- a. Budget & Finance – Diana White, Chair
 - i. Committee met with CFO Chad Martorano at the last meeting. The discussion focused on federal level developments including potential visa restrictions and loss of grant funding. Committee emphasized the need for system wide attention and contingency planning to protect vulnerable students during the academic term.
- b. Communication – Laura Rosenthal, Chair
 - i. No updates
- c. CREE – Carlos Reali / Thomas Beck, Co-Chairs
 - i. Committee has a more robust membership pool, with improved cross-campus representation.
 - ii. Anti-DEI sentiment and political pressures are posing a challenge to the committee.
 - iii. Committee has been engaging in discussions to change its name to



Committee on Access, Belonging, and Opportunity (CABO).

- d. EPUS – Ravinder Singh, Chair
 - i. President Amy Spiegel attended the April 4 EPUS meeting. The goal was to present ongoing challenges related to the Policy Revision and Realignment Process. The meeting was productive and helped her better understand the difficulties EPUS faces in navigating the current policy environment.
 - ii. The committee has recently reviewed the following Academic Policy Statements (APS):
 - APS 1039
 - APS 1040
 - APS 1041
 - APS 1014
 - Completed reviews: Policy 3.1, 4.A, 4.B, 5.B, and 7.
- e. LGBTQ+ – Carey Candrian / Troyann Gentile, Co-Chairs
 - i. Expressed concern regarding how to move forward with its work. Members are feeling vulnerable.
 - ii. Committee invited Judi Bonacquisti, VP for Collaboration, to May meeting to provide insight and updates from the system level.
 - iii. Question regarding whether CU is continuing to sponsor Pride.
 - iv. Frustration is growing over the lack of clarity and coordination, while reaffirming the committee's desire to support the LGBTQ+ community and uphold CU's commitments to equity and inclusions.
- f. Personnel & Benefits – Jeffrey Schrader, Chair
 - i. Follow up on Faculty Housing Assistance Benefit: it was clarified that it is not legally prohibited to extend housing assistance to full-time IRC faculty. An invite was extended to the University Treasurer and CFO to attend future PBC meetings.
 - ii. The committee has been working on a set of recommendations for improving the Tuition Assistance Benefits. A draft document has been prepared but has not yet been forwarded to FC for review. The committee will bring the draft document to FC in September for feedback and broader input.
- g. Women – Anna Kosloski / Esther Lamidi, Co-Chairs
 - i. Vacancies: 1 from Anschutz
 - ii. Committee will determine new Co-Chair at the May meeting.
 - iii. Actively engaged in Equal Pay for Equal Work, aligning with broader FC efforts. As part of that work, the committee conducted a deeper review of the CU system compensation database and identified usability concerns. A formal request has been submitted to the FC asking that the CU system enhance the search functionality of the database.

4. 3:00 p.m.

Adjournment

Next Faculty Council Meeting: August 28th, 2025