University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Faculty Senate | Faculty Council
1800 Grant Street
Denver, CO 80203

Faculty Senate

Thursday, April 24th, 2025
12:00–1:30 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. **12:00 p.m. Call to Order & Approval of October Faculty Senate (FS) Meeting Minutes**
    a. Motion to approve minutes; seconded; Minutes approved.

2. **12:00-12:15 p.m. Faculty Senate Grievance Committee Chair, Steve Cass**
    a. Dismissal for Cause: Boulder campus. The committee participated in the final stage of dismissal for cause involving revocation of tenure, which was reviewed by the Board of Regents.
    b. New Dismissal for Cause: Colorado Springs campus. A new case was received. Preparatory work is underway, and a hearing is scheduled for May.
    c. Academic Rights and Denial of Tenure Cases: Concluded a grievance regarding academic rights (Boulder campus). Concluded a denial of tenure case (Colorado Springs campus). Findings and recommendations for both were forwarded to the respective campus Chancellors.
    d. Faculty Inquiries: Two inquiries were received, one related to workplace bullying (outside committee jurisdiction) and one related to program termination. No formal grievances were filed, but faculty were informed of their rights to file after exhausting campus-level processes.
    e. Potential Upcoming Grievances: Several faculty members are considering filing grievances depending on outcomes of campus-level reviews.
    f. Internal Committee Work:
        i. Faculty Senate Bylaws Review: Participated in the review of Faculty Senate Bylaws concerning the grievance committee; a vote on proposed changes is forthcoming.
        ii. Internal Practices Documentation: The committee is drafting internal practice documents to formalize procedures for future continuity and consistency, independent of specific personnel.
    g. Future Work: Regent Law and Policy Review, Section 5. The committee will contribute to a scheduled review of Regent laws and policies, focusing on

dismissal timelines and communication protocols to align with best practices.

h. Committee Membership Update: Current
   i. Current Membership: 32 members across all four campuses.
      Goal is 7–9 members per campus to maintain manageable caseloads, considering leaves, sabbaticals, and retirements.
   ii. Reappointments and New Appointments were specified, with additional appointments anticipated later in the spring.
   iii. Reappointment Vote: Motion: Alastair Norcross moved to approve the slate of reappointments as ready by Stephen Cass. Seconded by Cindy O'Bryant. Result: Motion passed; reappointments were approved by the Faculty Senate.

3. 12:15 -12:30 p.m. Bylaws Update- Cindy O'Bryant

a. Revisions of the FS Constitution and Bylaws have been in progress for 6 years. The finalized amendments were recently approved by the FS.
b. Summary of Constitution Amendments (effective January 1)
   i. Changes to Section I: Definitions and Principles to conform with updated faculty titles in the appendices of APS 5060: Faculty Appointments.
   ii. Section II: Faculty Senate. Changes made:
      - Renamed FS Grievance Committee from "Privilege and Tenure Committee" to align with Regent Law Article 5 and Policies 5.E and 5.G.
      - Elimination of Level-2 grievance hearings and appeal processes outside of presidential review
      - Significant changes to dismissal for cause hearing processes
      - Timelines and administrative appeals
      - Restructuring of the committee's membership and leadership criteria as well mediation and panel procedures to align with Regent Law and Policy (RLP).
   iii. Section III: Faculty Council. Changes made:
      - Renamed sections for clarity.
      - Restructured officer roles.
      - Defined quorum as four reps from each campus plus the FS Vice President.
      - Introduced collaboration with Staff Council and Intercampus Student Forums.
      - Extended the required notice period for motions/resolutions from 72 hours to 10 business days.
   iv. Section IV-VIII: No significant changes with the exception of extending the amendment notice period to 10 days and clarified voting thresholds in Section VIII.
c. FC Bylaws Section III (previously approved by FC on April 3rd)
d. Vote on FS Bylaws (excluding Section III) and Constitution: FS approved.

4. 12:30-12:40 p.m. Vice President's Report- Alastair Norcross

a. Board of Regents Update: Open comment period lasted two hours. Approximately 60 individuals or groups provided public comments. These comments addressed internal governance matters, calls for UC to become a sanctuary campus, and improved working conditions for faculty and staff.

5. **12:40-1:00 p.m. Academic Affairs Report–Michael Lightner**
   a. Next Board of Regents Meeting will be held in Colorado Springs (off campus) on June 4-5, 2025. This is part of the Board's annual community outreach initiative. UCCS is hosting the Colorado Conference on Civil Discourse. Key event features a dialogue titled "Restoring Civic Dialogue" between Robbie George and Cornel West, two prominent public intellectuals from different perspectives.
   b. University Affairs Committee Meeting will be held on May 20th via Zoom and open to public comment. Agenda includes a.) New degree proposals: Several from CU Boulder converting or adding BA to BS options in science disciplines. Three new degrees from CU Denver. One from UCCS. b.) "Student Life" and discussion surrounding what's uniquely different on each CU campus. c.) Board Engagement on New Degree and Program Review. Suggestions have been made to include degree presentations at full Board meetings instead of only to Regents on University Affairs Committee.
   c. Certificate Program Approval-Streamlining Proposal: Regents questioned the necessity of their involvement in these approvals. The state confirmed that the Board can delegate approval authority. This will change Regent Policy 4 to state that decisions can remain at the campus level or approval can be delegated to the campus Chancellors. The proposed policy change will be reviewed by the Governance Committee and presented to the Board in June. If it passes, Academic Policy Statement (APS) 1040 will be updated accordingly, reducing administrative friction for campuses.

6. **1:00-1:35 p.m. Faculty Senate President's Report–Todd Saliman**
   a. State Budget and Legislative Update: This year presented significant fiscal challenges, as the legislature faced a $1.2 billion budget shortfall. CU began lobbying efforts four months prior to the start of legislative session and continued throughout its duration. Efforts focused on securing funding for high ed institutions across the state to support core operational costs typically funded for other state agencies. The lobbying effort was a coordinated initiative among all public higher education institutions in the state, with the exception of Colorado Mesa University, which chose not to participate.
      i. The state approved CU's funding request. While this included a tuition increase, the state increased funding for higher education by 2.5% and capped tuition increases for resident students at 3.5%. Combined, measures allowed institutions to maintain basic operations.
      ii. CU's government relations team also worked defensively against proposed cuts. The Governor's initial budget proposal included several targeted reductions to CU campuses, the most significant being a $20 million cut to CU Anschutz. Furthermore, the Joint Budget Committee (JBC) staff proposed a 1% across-the-board cut to state higher education funding. The university lobbied successfully against most of these proposed reductions. While not all recommended cuts were avoided, the university was able to mitigate the majority of them.
      iii. CU will keep the tuition increase to 3.5% and may consider compensation increases at various campuses. Final compensation decisions will depend on individual campus

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enrollment and revenue trends, which vary significantly across the system.

iv. The CU Board of Regents voted on the budget, tuition, and compensation matters at their April meeting. Implementation is now underway, with final adjustments pending based on fall enrollment and revenue outcomes, particularly at UCCS and CU Denver.

v. Faculty asked how CU is preparing for potential state budget reductions. President Saliman stated the University is monitoring state and federal risks. Federal cuts could significantly impact research, education, and jobs. CU has limited reserve flexibility and is preparing accordingly.

b. Federal Grant Impacts: The university has received stop-work orders and terminations totaling $24 million in grants systemwide as of last week, with more anticipated. These actions primarily affect DEI-related projects but typically do not reduce funding.

i. Tracking and Reporting: Faculty and staff receiving notices are encouraged to contact their Campus Office of Grants and Contracts to help the system track impacts and inform federal advocacy efforts.

ii. Future Funding Concerns: There is growing concern about delays and uncertainty around the approval of new federal grants. The university is closely monitoring the situation.

iii. Visa Revocations: 26 visa revocations have been reported systemwide. The university has limited authority in such cases but is working to ensure humane support for affected individuals.

iv. New Federal Requirements: NIH has issued new attestation requirements related to DEI and ideology. The university is reviewing legal implications and expects similar language from other agencies. CU is coordinating legal responses through the Attorney General's office and national associations.

v. Legal Strategy: The university is leveraging existing legal resources and partnerships rather than pursuing new coalitions or legal defense funds.

c. American Association of Colleges and Universities (AAC&U) Statement: Faculty raised concerns regarding CU not signing the statement. President Saliman said he does not have current plans to sign, as CU is focusing efforts on direct strategic engagement with the federal delegation to address issues with immediate campus impact. He stated that targeted advocacy is more effective than general public statements. He emphasized that this decision is not driven by fear of retaliation, but the need to conserve limited political capital for impactful, specific requests.

7. 1:35 p.m. Faculty Senate Adjourns

Next Faculty Senate Meeting: October 23rd, 2025 at 12 PM