



## Faculty Council

Thursday, April 2<sup>nd</sup>, 2026

12:00 -3:00 p.m.

Via Zoom Video Conference

### Minutes

**Attending:** Jorge Chavez (Chair, UCD), Diana White (Chair-Elect, UCD), Monica Yoo (Secretary, UCCS), Katie Sparks (UCB), Jay Detrick (SYS), Greg Kinney (Anschutz), Wendy Bolyard (UCD), Alastair Norcross (UCB), David Paradis (UCB), Kathy Shaw (Anschutz), Michael Lightner (SYS), Anne Fleming (SYS), Ravinder Singh (UCB), Tony Kong (UCB), Jeffrey Schrader (UCD), Rhonda Glazier (UCCS), Karin Larkin (UCCS), Hayley Blackburn (UCCS), Suzanne Cook (UCCS), Katy DiVittorio (UCD), Gordon Stringer (UCCS), Deborah Kenny (Anschutz), Tom Beck (UCD), Carlos Reali (UCD), Anthony Villano (UCD), Sherry McCormick (UCCS), Emily Mooney (UCCS), Joanne Addison (UCB), Andrea Hutchins (UCCS), Shamika Dalton (UCB), Cindy O’Bryant (Anschutz), Gwendolyn D’Elia (SYS), Kay Weaver (UCB), Norah Mazel (UCCS), Carey Candrian (Anschutz), Claudia Amura (Anschutz)

#### 1. 12:00 p.m. Call to Order & Approval of February Faculty Council (FC) Meeting

##### Minutes

- Motion to approve February meeting minutes (Approved)

#### 2. 12:05-12:30 p.m. Faculty Council Chair’s Report—Jorge Chavez

- FC Retreat: Held March 6<sup>th</sup>; focused primarily on AI implementation across the CU System. Key concerns raised to administration included lack of faculty governance involvement, the need for clear shared governance processes, and ongoing concerns regarding data privacy and security, contract terms, adequacy of training, and classroom preparedness.
- ChatGPT EDU Rollout: Timeline: Faculty/Staff rollout is March 31<sup>st</sup>; Student rollout delayed to August 14<sup>th</sup>. Delay is intended to avoid disruption across campuses and allow time for faculty preparation and policy development.
- Faculty Senate Meeting: Next meeting is April 23<sup>rd</sup> from 12-1:30 p.m. with President Saliman. Please submit any question or comments for the President to FC Chair by April 15<sup>th</sup>. The FC meeting will be held from 1:45-3:00 p.m.
- Board of Regents: Next meeting is April 16-17 at the Denver campus. Please submit your campus and committee updates by Wednesday, April 8<sup>th</sup>.
- Budget Outlook: State budget conditions described as



uncertain and constrained. The initial projection included an approximate 3.1% compensation increase; however, potential reductions are under discussion at state level; final outcomes pending legislative decisions.

- Strategic Plan 2.0: Upcoming presentation at the April 23<sup>rd</sup> FC meeting.
- Policy Coordination Meeting with Office of Policy and Efficiency (OPE): Efforts are underway to improve coordination across campuses and increase faculty input into system policy. FC Chair, VP Michael Lightner, EPUS Chair and representatives from each Faculty Assembly will meet with OPE Director, Dan Montez in April.
- FC Elections and Nominations: Upcoming elections (April 23<sup>rd</sup>) for FC Chair-Elect and FC Secretary. Send nominations to Monica Yoo, FC Secretary by April 15<sup>th</sup>. Candidates should submit a statement and bio.
- FC Awards: Three awards open for nominations: Leadership in Public Higher Education; Distinguished Service Award; Administrator of the Year. Please submit your nomination to FC Chair by April 15<sup>th</sup>. FC Awards meeting will be held in-person only on Thursday, May 14<sup>th</sup> from 12-2 p.m. at 1800 Grant Street.

**3. 12:30-1:00 p.m.**

**Academic Affairs Update -VP Michael Lightner**

- a. University Affairs Meeting
  - Two program discontinuances (CU Boulder) – no significant impact (programs inactive or restructured).
  - Several program name changes at CU Denver and UCCS.
  - Presentation on evolving pre-collegiate programs across campuses.
  - Next meeting is planned for May 19<sup>th</sup>.
- b. AI Student Training Initiative:
  - Development of base-level AI training for students.
  - Shared governance involvement required (faculty/staff/students via campus committees)
  - Tentative rollout is August 14
  - Coordination is ongoing with system and campus IT leadership.
- c. State-level Higher Education Developments (CCHE and Legislative Activity):
  - Ongoing statewide effort via Governor’s initiative to align K-12, Higher Ed, and Workforce. Legislative funding proposed for transition/coordination efforts; bipartisan



momentum expected.

- CCHE Structural and Process Changes: Increased involvement in academic process. Greater emphasis on transfer policies, credit for prior learning (CPL), and workforce alignment.
- Key policy discussions: transfer of CPL across institutions; new degree approval; and common course numbering (Gen Ed).
- Strong emphasis on shared governance and faculty involvement in monitoring CCHE and related committee activities; campus level representatives; and faculty input via public comment. Campuses should designate representatives to monitor CCHE and transfer related discussions. Office of Academic Affairs will share updates, links, and timelines with campuses.

#### **4. 1:00-1:45 p.m.**

#### **Campus Faculty Assembly (FA) Updates**

##### **a. Anschutz – Greg Kinney, Chair**

- Faculty Grievance Committee Update: Vote held to retain 3 members and recruit 2 new members. One new member identified: recruitment for remaining position ongoing. Goal is to restore full committee functionality.
- Faculty Assembly Leadership: Chair-elect selection in progress; applicants expected next month. Current Chair will transition to Immediate Past Chair in May.
- Match Day completed for School of Medicine/Pharmacy/Dentistry. Programs have confirmed incoming cohorts and can plan accordingly.
- Sustainability Office presented campus energy and sustainability initiatives (e.g., heating systems, solar energy). New areas of interest raised in measuring and isolating AI-related electricity usage. Sustainability team will collaborate with IT to develop metrics to track environmental impact of AI growth.

##### **b. Boulder – Alastair Norcross, Chair**

- Vote is currently underway to establish a task force to study collective bargaining. BFA is passing a general resolution in support of collective bargaining.
- BFA Leadership Updates: Chair-elect to be elected at April 23<sup>rd</sup> meeting. Current Chair transitions to past chair.
- Faculty Salaries: Provost will present response to Faculty Salaries Working Group report. Key findings are faculty salaries are not competitive with peer institutions, particularly at associate and full professor levels.
- Search nearing completion for inaugural Vice Chancellor for Global Affairs. This position is intended to centralize and coordinate global engagement efforts.
- IT & Cybersecurity: Exploring alternatives to CrowdStrike. CIO is retiring May 8. Interim leadership to be appointed; national search anticipated.



- Evaluation of multiple vendors underway for annual faculty activity reporting system. Goal is to implement new system for next reporting cycle.
- Ongoing budget model review nearing completion.
- Special BFA meeting scheduled for April 16 to focus on AI related issues. Open to faculty across campuses. Planned motion to establish an ad hoc committee on ethical AI use.
- Collective Bargaining Engagement: Information session held with faculty from peer institutions (e.g., University of Oregon, UMass Amherst). Key takeaway was collective bargaining can support advocacy efforts, including state-level funding initiatives.

c. Colorado Springs – Emily Mooney, Acting Chair

- Special election was held regarding vote of censure of executive leadership team. Results:
  - 262 total votes (high turnout relative to typical participation).
  - 202 in favor, 29 opposed, 21 abstentions.
  - Special Faculty Assembly meeting scheduled (April 6) to discuss interpretation and potential next steps.
  - Executive leadership has initiated a series of town halls (well attended), likely accelerated by the vote.
- Campus is facing projected cuts between \$8.6M and \$11.9M. This could eliminate both academic and non-academic positions. Also, potential salary reductions ranging from 0.96% to 3.84%. Currently in feedback phase ahead of upcoming budget advisory (UBAC) and leadership meetings.
- Recent FA meeting discussed credit for prior learning policy which generated significant debate and was ultimately table and referred to Faculty Assembly Committee on Teaching for further review.
- Other policies under review: Faculty qualifications policy (Committee on Teaching), Institutional base salary policy, and Certificates policy.
- Leadership Update: Provost Vidler remains on approved leave through end of May. Acting Provost is Kevin Lautner. Continued reliance on interim/acting leadership roles noted during a period of institutional transition.
- Office of Faculty Affairs has launched an Academic Freedom Task Force. This is viewed as a positive step toward strengthening institutional support for academic freedom.

d. Denver – Wendy Bolyard, Chair

- Final interview underway for Vice Chancellor of Finance / Chief Financial Officer. Concerns have been raised regarding increased confidentiality and limited transparency in search processes, along with restricted access to finalist



materials. Seeking system/Regent-level clarification on search transparency policies.

- April meeting will serve as full Faculty Senate meeting. Agenda items include election of Vice Chair and Secretary and introduction of Core Curriculum revision proposal.
- Plans are underway to establish a new Office of Graduate Studies this fall. Ongoing work to rebuild policies and infrastructure supporting graduate education.
- Anticipating summer working groups and committees related to AI, professional rights and responsibilities, FCQs, and collective bargaining. Ad hoc committee will review FA bylaws and constitution.

**5. 1:45-2:15 p.m. Faculty Council Committee Updates**

a. Budget-Rhonda Glazier, Chair

- No signification update to report. Awaiting legislative decisions.

b. Communication – Katie Sparks, Co-Chair

- Requesting FA Chairs and FC Chair to submit updates for posting.
- Upcoming article is a roundup of podcasts that are run by various faculty on across campuses. This will post shortly.

c. CABO- Tom Beck, Co-Chair

- Discussed the evolving Colorado Higher Education Mutual Defense Compact at the last meeting, currently not formalized or implemented. The purpose is to create a shared resource to support and defend faculty, staff, and students facing federal legal actions. Updates to be shared as it evolves.
- Reported low morale and lack of sense of protection among faculty.
- Committee is exploring a shared list of campus and community resources for international faculty, staff, and students.
- Early discussions about reinstating a cross-campus DEI focused event to foster connection and belonging.
- Ongoing coordination regarding meeting frequency and schedule.

d. EPUS – Ravinder Singh, Chair

- Policy reviews discussed:
  - APS 6012 – Responsible Use of AI: EPUS Chair provided campus feedback to CIO and CISO. Awaiting revised draft incorporating feedback.
  - Faculty Grievance Policies: ongoing review of proposed changes (Policy 5G/ Article 5D). Feedback has been requested from campus Faculty Assemblies.
  - APS 1014- Intellectual Property that is Educational Material: under ongoing revisions. Concerns raised about AI tools and potential implications for ownership and reuse of faculty created materials.
  - EPUS will meet three times this month: April 3, 10, and 24.

e. LGBTQ+ – Troyann Gentile, Co-Chair

- No update.



f. Personnel & Benefits – Sherry McCormick, Chair

- Ongoing discussions with dental plan administrators regarding limitations of current coverage; very high co-pays.
- Faculty may use medical or family leave (including FMLA) during summer periods if they typically receive summer salary. This applies to personal medical needs or caregiving responsibilities.
- Short-term disability cap increasing from \$1,500/week to \$2,500/week. Faculty may now use accrued medical leave to supplement income up to full salary.
- Housing Assistance for IRC will be discussed at the next meeting.
- Committee is exploring options for increased faculty representation on Health Plan Trust.
- Committee provided feedback on Policy 5.F, requesting clearer and more precise language. Concern that current draft could allow termination of faculty not directly tied to program discontinuance.
- Committee has ongoing concerns about how committees are informed of and involved in policy reviews. Dan Montez, Director of Office of Policy and Efficiency (OPE) will attend next meeting.

g. Women – Anna Kosloski, Co-Chair

- Hosted a Women’s In-Person Event: March 12<sup>th</sup> to encourage community and connection. Faculty from all 4 campuses attended. The event included an opening on community connection from Dr. Amy Ferrell and followed with a keynote address from Dr. Bryn Harris. There were networking and small group discussions and shared ideas for ways to continue connection in the future.
- Upcoming meeting: April 9<sup>th</sup>. Will identify new co-chairs for next AY.

**6. 2:15-3:00 p.m.**

**New Business: Ad hoc Committees on AI and Collective Bargaining**

a. Committee on AI:

- Purpose is to establish a Faculty Council ad hoc committee to address:
  - AI use in teaching and learning
  - Data privacy, ethics, and intellectual property (IP)
  - Faculty guidance and policy development
  - Intended to begin Summer 2026 and evolve into a standing committee in the fall.
  - 2-3 representatives from each campus; 8 weeks; several hours/week.
  - Priority: AI training and guidance before August 14 deadline.



- Key Discussion:
    - Need to address contract issues.
    - Concern about relaying on a single AI vendor across disciplines.
    - AI increasingly embedded in existing tools.
    - Need for metrics/data to guide future system decisions.
    - Concerns related to faculty capacity for summer participation.
  - Revision of the current committee charge will be circulated after this meeting and brought forward for approval at the April 23 FC meeting.
- b. Committee on Collective Bargaining:
- Purpose is to establish a cross-campus ad hoc structure to explore collective bargaining across the CU system. Primary initial function is information gathering and sharing and provide input and guidance to the Regents.
  - Strong consensus for a hybrid/convening model. Emphasis on subgroups or campus nodes feeding into a shared system discussion. There was debate over sequencing (would campus group form first or in parallel with the FC group). There was agreement that early information gathering should begin immediately with campus input informing system level coordination.
  - Key concerns:
    - Avoid top-down imposition.
    - Different campuses may develop different approaches or levels of engagement.
    - Concern that parallel efforts could lead to inconsistent outcomes without coordination.
  - FC Chair clarified that FC group is not intended to dictate policy or replace campus task forces. It is intended to:
    - Convene representatives from campus groups.
    - Share information across campuses.
    - Compile comparative models and emerging findings.
    - Support Regents with informed, system-level insights.
    - May serve as a temporary coordination hub rather than a permanent policy body.

**7. 3:00 p.m.**

**Adjournment**

**Next Faculty Council Meeting: April 23rd, 2026, at 1:45 p.m. (Zoom)**