



Faculty Council
Thursday, September 24th, 2026
12:00-3:00 p.m.
Via Zoom Video Conference
Minutes

Attendees:

Faculty Council Leadership: Diana White (Chair, UCD), Greg Kinney (Chair-Elect, Anschutz), Jorge Chavez (Immediate Past Chair, UCD), Monica Yoo (Secretary, UCCS), Wendy Bolyard (FA Chair, UCD), David Paradis (FA Chair, UCB), Melanie Joy (Anschutz), Emily Mooney (UCCS)

Anschutz: Marybeth Makic, Traci Snedden, Shandra Knight, Cindy O'Bryant

Boulder: Alastair Norcross, Deb Palmer, Elizabeth Novosel, Jed Brown, Ravinder Singh, Andrew Cowell, Leigh Holman, Kay Weaver, Jenna Settles, Adam Norris

Denver: Erin Hauger, Joanne Addison, Katy DiVittorio, Thomas Beck, Troyann Gentile, Kelly McCusker, Alex Ilyasova, Laurel Hyslop, Anthony Villano

Colorado Springs: Sherry McCormick, Suzanne Cook, Gordon Stringer, Andrea Hutchins, Esther Lamidi, Norah Mazel, Rhonda Glazier, Karin Larkin, Monica Furey

System: Michael Lightner, Jay Dedrick, Anne Fleming, Ryan Allred (Director, Institutional Research and Data Analysis)

1. 12:00 p.m. Call to Order & Approval of April 23rd, August 27th, and September 3rd Faculty Council Meeting Minutes

A. April 23rd Faculty Council Meeting Minutes

- **Vote Outcome:** approved.

B. August 27th Faculty Council Meeting Minutes

- **Vote Outcome:** approved.

C. September 3rd Special Faculty Council Meeting Minutes

- **Vote Outcome:** The September 3rd minutes were approved subject to the friendly amendment (noting EPUS does not endorse APS 6012 as currently written).

2. 12:05 p.m. Faculty Council Chair's Report - Diana White

A. Faculty Council Retreat - October 16

- At the request of multiple members and with Executive Committee support, the Faculty Council retreat will be held in the fall on October 16 from 10:00 a.m. to 2:00 p.m., in person on the fifth floor of the CU System Office, with free parking available. All Faculty Council and committee members are invited. This is an in-person only meeting with lunch provided. Members were invited to send suggested topics or ideas for structuring the retreat.

B. Board of Regents Update

- White presented the Faculty Council report at the September Board of Regents meeting and clarified to the Regents that the Faculty Council collective bargaining working groups are focused on education and



understanding how collective bargaining could interact with shared governance. Faculty Council is not organizing, recruiting members, or in discussions with any specific union.

- The annual September enrollment update was presented by CFO Chad Marturano. Every campus except Anschutz was down in enrollment, with international enrollment as the largest single driver.

C. Faculty Senate / Faculty Council October 22 Meeting

- The October 22 meeting will include the fall Faculty Senate session with President Todd Saliman. White invited members to submit questions or topics through their Faculty Assembly chairs or directly to her so they can be organized and provided to the President in advance.

3. 12:15 p.m. Campus Faculty Assembly Updates

A. Colorado Springs - Emily Mooney, Chair

- UCCS fall enrollment is down 3.9%, compared with a budgeted decline of about 2%. The University Budget Advisory Committee held its first meeting and reported a budget deficit of about \$4 million for the current year. Mooney has requested an open faculty forum to allow more discussion and had not yet received a response.
- Leadership changes continue. Eric Szymanski has joined as interim Vice Chancellor for Finance, a Vice Chancellor for Public Safety and Chief of Police has been hired, and additional leadership search activity is expected in the spring.
- A previously discussed hotel and conference center proposal has been revived. Mooney said the process for obtaining faculty and shared governance input before the project advances remains unclear..
- Member asked how a pause in admissions differs from formal program discontinuance. Michael Lightner explained that a pause in admissions is a campus-level decision, while program discontinuance is governed by Regent Law and Policy and Administrative Policy Statements.

B. Denver - Wendy Bolyard, Chair

- Bolyard encouraged UCCS to continue pressing for faculty participation in discussions about the hotel and conference center and noted that CU Denver has seated a space utilization committee to determine how newly acquired space will be used.
- Bolyard noted that about \$4 million of CU Denver's budget gap is being covered by not providing merit increases.
- CU Denver is in the second year of its program viability process, which is being aligned with APS 1046. Bolyard clarified that the process is not intended to discontinue programs, which are subject to a separate process under Regent law and APS.
- Following a summer working group analysis, the Faculty Course Questionnaire (FCQ) instrument has been refined to about 13 questions, roughly half its previous length.

4. 12:30 p.m. Academic Affairs Report and CDE/CDHE/Workforce Update - VP Michael Lightner

A. University Affairs and Academic Affairs Updates

- The next Board of Regents University Affairs Committee meeting is October 27. The rotating campus



deep dive will feature the Boulder business school. A recurring CU community item will address graduation rates, student credit hours, and core classes compared with peers, and Academic Affairs is seeking clarification on what the Committee wants presented. New degree proposals from the campuses may also be considered.

- CU Innovation Day was held September 14 at History Colorado, with more than 500 attendees and over 60 exhibitors from across the campuses. This year's event highlighted the creative industries, including the arts, humanities, film, and music, and featured a panel on the future of the arts in the Rocky Mountains that included a representative from the Sundance Film Festival.
- Lightner reported that the System Office plans to rent space at Independence Plaza and sell the 1800 Grant Street building. No date has been set.
- Upcoming deadlines include the AI Recognition Awards, AI Sprint Grants, the President's Fund for the Humanities, and the Chase Faculty Community Service Award. Links are included in Lightner's slides, which will be distributed after the meeting.

B. SB 24-164: Higher Education Transparency Requirements

- SB 24-164 (2024) addresses cost transparency, seamless transfer of credit within GT Pathways categories, the right to appeal a denied transfer credit, disclosure of credit awarded for work-related experience and prior learning, and a requirement that institutions issue transfer credit decisions within 30 days of admission.
- The Colorado Department of Higher Education (CDHE) is completing rules to implement the bill. For about a year, it has worked with statewide General Education, Academic, Registrar, and Institutional Research councils on issues such as the 30-day requirement when transcripts are incomplete. The final draft rules will be shared with the slides. A rulemaking stakeholder meeting for institutions will be held October 6, after which the Colorado Commission on Higher Education (CCHE) will vote on the rules.
- Joanne Addison asked what could be achieved if the effort spent on such requirements were directed toward increasing state funding for higher education. Lightner said funding increases have largely resulted from CU and its lobbyists organizing the state's institutions, rather than from CDHE advocacy. He noted that the Commission is appointed by the Governor.

C. Governor's Executive Order and Proposed Integrated Post-Secondary Agency

- The Governor's executive order noted more than 110 programs and initiatives spread across seven agencies and called for reorganization into an integrated department. Agencies involved include CDHE, the Department of Labor and Employment, the Department of Education, and CCHE, with professional licensing (e.g., nursing) handled through DORA. CU is one part of a broader post-secondary talent sector that also includes trainings and apprenticeships.
- Current law calls for the changes to be in place by July 2028. A Transition Advisory Committee (TAC) has been meeting biweekly, often for most of the day, to address governance, staffing, data sharing, and technology. Recommendations are expected in early October and a transition plan report at the end of November. CU has no representative on the TAC because of the time commitment and the prohibition on surrogates.
- Topics under consideration include coordinating transfer, prior learning, and advising; access for returning adult learners; teaming across institutions (e.g., capstone experiences); flexibility in degree structure; and institutional role and mission. Lightner flagged several areas of concern: CCHE could decline new degrees



even if the Regents approve them, the state could mandate closure of degrees with low graduate production as it did historically, periodic fiscal stress tests of institutions are being discussed, and some institutions are seeking expanded degree authority, which would require statutory change.

- Feedback can be submitted through the mechanisms in the slides, and Lightner encouraged Faculty Assembly leaders to share the information widely. The outcome will depend on the next governor and legislature.
- David Paradis asked how a new governor could affect the effort; Lightner said a future administration and legislature could modify or discontinue portions of the initiative. Monica Yoo raised concerns from school districts about state funding for dual/concurrent enrollment courses outside GT Pathways. Lightner said he would look further into the issue and noted that current funding treatment differs between concurrent and dual enrollment.

5. 1:00 p.m. CU Fast Facts - Ryan Allred, Director, Institutional Research and Data Analysis, CU System

A. Overview and Students

- Allred presented the CU Fast Facts data set on behalf of CFO Chad Marturano, covering students, employees, finances, research, and economic impact. Preliminary fall 2026 enrollment was down about 1% systemwide; resident enrollment was essentially flat, while nonresident enrollment declined.
- The presentation reviewed statewide enrollment trends, the Colorado high-school pipeline, geographic and demographic patterns among incoming students, degree production, retention, and four- and six-year graduation rates. Allred noted that CU accounts for a substantial share of Colorado's four-year enrollment and degree production.
- David Paradis asked about earnings by graduate degree level. Allred explained that CU's doctoral category includes professional degrees such as medicine and dentistry, which raises the overall doctoral earnings average.

B. Tuition, Financial Aid, and Alumni Outcomes

- Boulder's resident tuition and fees are in line with peers, while UCCS and Denver are slightly above. Average grant aid to resident undergraduates has increased substantially.
- CU provided \$312 million in institutional aid in FY25, more than the state provides in financial aid to all institutions statewide. About 43,000 students received institutional aid and nearly 13,000 received state aid. David Paradis asked for the in-state student share, noting its value in discussions with legislators. Allred said that data is included in a separate presentation to the Regents each January.
- CU enrolls just under 11,000 Pell recipients, about 34% of Pell students at Colorado four-year public institutions. White clarified that the campus percentages represent shares of the statewide total. Grants and scholarships now make up over 50% of student aid, and federal loan recipients are declining.
- Online and hybrid enrollment remains well above pre-COVID levels. Computer science and engineering continue to lead alumni earnings.

C. Employees and Faculty Compensation

- Faculty retention has been about 90% in recent years, and staff retention is lower. Suzanne Cook asked where lecturers are counted. Allred said they fall under non-tenure track and agreed that future slides could



separate IRC faculty from lecturers.

- IPEDS peer comparisons show Boulder full professors slightly behind peers and assistant professors slightly above, and UCCS below peers at all three ranks. Anschutz was presented by school or college.
- Joanne Addison raised concerns that the aggregated IPEDS data masks departments well below their peers, does not reflect how HR assigns CIP codes (often tied to the lowest salary benchmarks), and presents a misleading picture to the Regents. She noted that the figures do not match the experience of the CU Denver compensation committee, particularly in the humanities. Lightner suggested adding high-low ranges by department.
- Wendy Bolyard emphasized faculty responsibility to educate the Regents and said the data needs context, or the Regents will be surprised when faculty raise salary concerns. Anthony Villano requested that the slides be held back until examined more closely, stating that the figures are damaging to efforts to achieve fair pay. Allred said he would take the feedback to his team, including the options of adding context or removing the slides.

D. Budget, State Funding, Research, and Economic Impact

- The CU budget is \$6.8 billion for FY26-27. The education and general (operating) budget is about \$2.1 billion. The funding mix varies by campus. Boulder's operating budget is about 10% state funding and 54% non-resident tuition, UCCS and Denver rely on state funding for about 22-27% and mainly on resident tuition, and Anschutz has the largest proportional reliance on state funding within its operating budget.
- Joanne Addison asked whether CU allocates state funds to its campuses using the state's formula. Allred said that, to his understanding, CU largely mirrors the state model, with details best addressed by Marturano.
- About 71% of spending goes to academics, 12% to operations, and 8% to facilities. Adjusted for inflation and enrollment since 2001, state funding should be about \$540 million, compared with \$361 million received in FY26. The state's share of education costs fell from about 75% in 1973 to about 30% in 2013 and is now about 40%. CU receives the smallest share of state funding as a percentage of its budget among Colorado governing boards. Colorado provides among the lowest state funding per student, and CU campuses are in the lower third of peers on total cost of education.
- White noted she has repeatedly heard that CU resident tuition is among the highest in the nation and comparable to other states' non-resident rates. Allred said the data does not support that claim and that CU's resident rates are on par with peer averages.
- Research totaled \$1.7 billion in FY25, including \$176 million in gifts supporting research. Boulder ranks first among public universities in NASA funding and eighth in NSF funding, and Anschutz ranks tenth in HHS funding. CU ranks 13th among university systems nationally and sixth among systems with five or fewer institutions. FY25 fundraising was a record and increased again in FY26. Deferred maintenance totals about \$1.5 billion.
- CU's annual economic impact on Colorado is about \$20 billion: \$12 billion in direct expenditures and \$8 billion from affiliated hospitals. The study will be presented to the Regents next month.

6. 2:00 p.m. FC AI Committee One Pagers - Joanne Addison, FC AI Committee Chair

- Addison reported that the AI Committee is developing faculty-facing guidance to help operationalize APS 6012. She emphasized that EPUS has not endorsed APS 6012 and that the committee's guidance work does



not constitute Faculty Council endorsement of the policy.

- Four draft guidance documents were distributed addressing assessment of student work, academic freedom and AI in teaching, student use of AI and academic integrity, and academic freedom and AI in research and creative work. The documents are intended to be living drafts that can be posted online, shared with units, and revised in response to feedback.
- The committee is working to distinguish between explaining what policy permits or requires and recommending best practices. Addison said the group also needs guidance from CU Legal on state-law issues, including public-records requirements and the new state AI statute, before providing faculty-facing legal interpretations.
- White asked about eventual Faculty Council endorsement. Addison said the committee would like to work toward endorsement after the drafts are posted and faculty have an opportunity to review and comment.
- Marybeth Makic described nursing-focused AI training and emphasized the need for clear ethical and transparency expectations for both faculty and students. Addison invited the College of Nursing group to review the drafts and share feedback.
- Monica Yoo asked about faculty use of AI for grading. Addison stated that, in the Committee's reading, grades are high impact outputs. Faculty must disclose such use to students, and the policy requires that human judgment remain central rather than being fully delegated to AI.
- David Paradis asked whether department-level guidance would be useful. Addison said this is not addressed in the policy but could be suggested as a best practice.
- Gordon Stringer asked whether using university-provided tools such as Copilot to reword rubric-based feedback requires disclosure. Addison said that feedback tied to a grade is a high impact output requiring disclosure to students. She added that no formal approval process exists and that using a non-approved tool would be problematic. Paradis noted that disclosure can be made in the syllabus. Addison added that faculty have academic freedom in this area unless a responsible faculty body in their academic unit sets different rules. Stringer said the policy terminology is vague and that he would consult his dean.

7. 2:30 p.m. Campus Faculty Assembly Updates Continued

A. Anschutz - Melanie Joy, Chair

- The Anschutz administration has established four or five AI "pillars." Faculty are most engaged in the education pillar, led by the Provost's Office, which is developing a student AI assistant linked to course syllabi and materials and an informational AI site for faculty. Joy has repeatedly requested better coordination across the pillars.
- Anschutz continues its collective bargaining education. An HR session was presented by Adrienne Howarth-Moore in August, and Joy shared an edited video of the University of Nebraska faculty presentation on collective bargaining and faculty governance. Planned viewing was delayed because the Assembly is revising its bylaws and drafting a new constitution.
- The Retired Faculty Association, revived last fall under the Faculty Assembly, is active and interested in student mentoring and in expanding beyond the School of Medicine. A task force continues the faculty "pain



points" assessment to identify low-value, time-consuming tasks and is preparing a survey.

- Lightner suggested that Faculty Council consider a more accessible way to share campus work across campuses, such as resolutions and AI informational sites.

B. Boulder - David Paradis, Chair

- President Saliman has asked the campuses to provide their decisions on extending or renewing the OpenAI contract, through their chancellors, by the following Friday. In a straw poll, the BFA Executive Committee voted 22 against, 3 abstentions, and 0 in favor.
- A BFA resolution states that AI affects areas under faculty's principal responsibility under Regent law (pedagogy, curriculum, academic ethics, and creative work). It states that signing the original contract disregarded that responsibility and that extending or renewing it without faculty consultation would do so again. It also states that the vendor does not reflect Boulder faculty values regarding intellectual property. Paradis cited a recently reported intellectual property dispute involving the vendor.
- Lightner asked what more effective faculty engagement on the narrower question of a spring extension would look like. Paradis said faculty should develop an AI strategy before selecting products, and that a BFA group would advise the campus AI Strategic Steering Committee and the Chancellor. Lightner confirmed his understanding that the BFA Executive Committee had engaged the question, and Paradis noted that a resolution will go to the full BFA.
- Alastair Norcross added that the resolution expresses dissatisfaction with the lack of faculty engagement in the original decision. He stressed that Regent law gives faculty primary say in these areas, which differs from being consulted. Extending the contract despite a BFA vote against it would be viewed as disregarding that authority.
- Regarding Compact 2.0, Boulder has formed a small committee to advise the Chancellor. Members include experts in constitutional and immigration law and in authoritarian regimes' use of media, along with BFA officers. The committee favors a collective non-response with other universities, or a simple response if one is required. No action is expected until after the election, likely not before year-end, and the strategy includes preparing for potential litigation by the federal administration.

8. 2:45 p.m. Faculty Council Committees

A. Artificial Intelligence - Joanne Addison, Chair

- White noted that the Committee's update was covered under Item 6.

B. Budget & Finance - Erin Hauger, Chair

- The committee has met once. It has requested a written package from CFO Chad Marturano's office for an upcoming working session. The package would cover ICCA methodology and five-year allocation trends, how campuses are charged for system services (e.g., AI tools and accounting software), and the President's Strategic Initiative Fund (size, sources, and spending history). Marturano agreed to provide it, but it had not yet been received. White noted that she had previously been unsuccessful in obtaining similar information.

C. CABO - Thomas Beck, Co-Chair

- Thomas Beck reported that CABO is assembling resources for incoming international faculty, recommended by current international faculty, likely delivered as a website. CABO is also planning a



system-wide gathering for faculty of color in the CU Denver area. Both efforts are in progress.

D. Collective Bargaining - Deborah Palmer, Chair

- The ad hoc committee meets every other week, and its charge has been approved by the Executive Committee. The committee continues information sharing and education, recognizing that awareness of and interest in collective bargaining vary widely across the four campuses. Action items will be identified going forward.

E. Communications - Elizabeth Novosel, Co-Chair

- Committee has met once. It received its first submission for the Faculty Voices blog, a forum for faculty to share their perspectives, and asked members to encourage submissions. The committee will ask other committees and working groups for periodic statements to share through the blog.

F. EPUS - Ravinder Singh, Chair

- Singh referred members to his September 3 discussion of APS 6012 and stated that the EPUS version of APS 6012 is now with the Faculty Council Chair and Executive Committee.
- At EPUS's last meeting, Maureen Durkin of Academic Affairs presented a roadmap of policies and deadlines for the coming semester and academic year, indicating a busy year ahead.

G. LGBTQ+ - Troyann Gentile, Co-Chair

- Committee has met for the first time and is setting priorities, including workshops and trainings that have been offered at CU Denver for some time.

H. Personnel & Benefits - Sherry McCormick, Chair

- The committee spent the summer on the IRC Faculty Housing Assistance Program. Progress has been made, but significant work remains before the program goes to the Regents. The committee is also in discussions regarding the Delta Dental packages and benefits offered by the University.

I. Women's Committee - Katy DiVittorio, Co-Chair

- The committee held its first meeting of the year. After last year's in-person event at CU Denver, it is considering virtual events and topics including mentoring programs, pay equity, and working through perimenopause.

9. 3:00 p.m. Adjournment

**Next Meeting: Faculty Council Retreat - Friday, October 16th, 2026 | 10:00 a.m.-2:00 p.m. | In person only,
CU System Office**

Faculty Senate and Faculty Council Meeting - Thursday, October 22nd, 2026 |

Faculty Senate: 12:00-1:30 p.m. | Faculty Council: 1:45-3:00 p.m. | Zoom