



Faculty Council

Thursday, April 23rd, 2026

1:45-3:00 p.m.

Via Zoom Video Conference

Minutes

Attendees: Jorge Chavez (Chair, UCD), Diana White (Chair-Elect, UCD), Monica Yoo (Secretary, UCCS), Alastair Norcross (Past-Chair, UCB), Stephen Cass (FSGC Chair, Anschutz), Wendy Bolyard (UCD), Thomas Beck (UCD), Ravinder Singh (UCB), Gregory Kinney (Anschutz), Joanne Addison (UCD), Emily Mooney (UCCS), Rhonda Glazier (UCCS), Elizabeth Novosel (UCB), Michael Lightner (SYS), Chad Marturano (SYS), Lynn Vidler (UCCS), Sherry McCormick (UCCS), Jeffrey Schrader (UCD), Anna Kosloski (UCCS), Avedan Raggio (UCB), Angelique Foster (SYS), Kathy Shaw (Anschutz), Gwen D'Elia (UCSC), Cindy O'Bryant (Anschutz), Andy Cowell (UCB), Anne Fleming (SYS), David Paradis (UCB), Erin Hauger (UCD), Esther Lamidi (UCCS), Jay Dedrick (SYS), Katy DiVittorio (UCD), Sasha Breger Bush (UCD), Melanie Joy (Anschutz), Yelena Gordiyenko (UCD), Suzanne Cook (UCCS), Madiha Abdel-Maksoud (Anschutz), Anthony Villano (UCD), Gordon Stringer (UCCS), Maureen Durkin (SYS), Norah Mazel (UCCS), Kay Weaver (UCB), Madhavi Tandon (UCD)

1. 1:45 p.m. Call to Order & Approval of April 2nd Faculty Council Meeting Minutes

- Vote: Approval of the April 2, 2026, Faculty Council meeting minutes.

2. 1:50 p.m. Faculty Council Chair's Report, - Jorge Chavez

A. Distinguished Service Award

- Jeffrey Schrader was announced as the 2026 Faculty Council Distinguished Service Award recipient for his sustained advocacy for shared governance, faculty voice, and adherence to policy.
- The award will be presented at the in-person Faculty Council Awards Meeting on May 14 from 12:00-2:00 p.m. in the first-floor conference room at 1800 Grant Street. Parking, mileage, and lunch are provided.

B. Faculty Council Elections

- Jorge Chavez and Monica Yoo administered the elections. Candidate statements had been distributed in advance, and there was one candidate for each open position.
- Gregory Kinney was elected Chair-Elect by Zoom poll. His term will begin July 1, 2026.
- Monica Yoo was reelected secretary by Zoom poll.

C. Artificial Intelligence Working Group

- The circulated draft charge was opened for discussion.
- Motion: Jorge Chavez moved to form the summer Faculty Council AI task force/working group under the circulated charge.
 - o Vote Outcome: Approved

D. Collective Bargaining Working Group

- One of the members proposed explicit language clarifying that formation of the task force does not mean Faculty Council supports or has committed to collective bargaining. They said the task force should gather information, compare models, and learn what faculty want rather than persuade faculty toward a predetermined outcome.
- Language from the CU Denver task-force charge was shared with the group. With references adapted



to Faculty Council, the amendment stated that the task force has no authority to commit Faculty Council or CU faculty to a particular collective-bargaining structure or arrangement and that formal decisions remain with the faculty as a whole through processes consistent with applicable law, Regent policy, and shared-governance principles.

- A majority of Executive Committee members accepted the language as a friendly amendment.
- Motion: Jorge Chavez moved to form the summer Faculty Council Collective Bargaining working group under the amended charge.
 - o Vote Outcome: Approved

3. 2:00 p.m. Campus Faculty Assembly Updates

a. Anschutz - Gregory Kinney, Chair

- There's a lack of clarity about how leadership was communicating the President's direction on AI and collective bargaining to the Chancellor, how the campus groups would be formed, and what authority or guardrails they would have.
- Greg had contacted Faculty Affairs and expected to discuss the matter later that afternoon. He intended to clarify membership, substantial Faculty Assembly representation, reporting expectations, and the role of groups already working through Chris Smith, IT, and the School of Medicine, while ensuring that additional faculty voices were represented.
- Greg asked what "support" for summer participation would mean. He noted that workload or compensation support can have very different dollar values for a clinician paid near the NIH salary cap than for other faculty and said those differences matter when recruiting volunteers.
- Because most Anschutz faculty work year-round rather than on nine-month appointments, a "summer" initiative does not create the same available time as it may at other campuses.
- The campus had announced five AI "verticals": education, business, pure research, clinical support, and data-to-concept. He said Faculty Assembly had not been informed adequately about how the structure was developed, who was leading the areas, or how those efforts connect to other campus and System groups.
- Anschutz had not substantially revised its budget model in approximately 15 years. He said the School of Medicine receives more than \$500 million in NIH funding, other schools receive NIH, NSF, and related support, and the College of Nursing is building its research portfolio. He said the share of indirect-cost recovery returned to schools had increased from 10% to 15%.
- He reported that union organizers had entered restricted areas in the School of Medicine's psychology operations, apparently by following someone through card-controlled access. He raised concerns about unauthorized access to workspaces and potential exposure of HIPAA-protected psychological information.
- A member said they had submitted a question to the President about union activity but had not received an answer. They reported that CU Denver had received similar accounts of organizers approaching staff and graduate students in offices, including behind closed doors, during the workday and seeking signatures on union cards. They affirmed the right to organize but said some employees may not feel comfortable asking organizers to leave.
- A member suggested designating an appropriate public table or voluntary space where organizers could speak with interested employees without interrupting work or entering restricted areas.
- Jorge said the President had been hesitant to intervene in what is ultimately a faculty decision, but basic distinctions between public and restricted spaces still apply. He said campus administration and shared governance should develop locally appropriate mechanisms and agreed to raise the issue again.



b. Boulder - Alastair Norcross, Chair

- Boulder Faculty Assembly held a special meeting on the OpenAI contract. Approximately 14 faculty members and one student gave oral comments, and approximately 28 written comments were submitted online.
- A follow-up survey had received 169 responses as of that morning and would remain open for another week.
- Faculty views about AI itself were mixed but tended more negative than positive. Among those discussing vendors, ChatGPT received particularly critical feedback.
- He questioned the reported total of more than 30,000 CU-linked ChatGPT accounts because the number may include old or inactive accounts. He cited his own dormant account as an example.
- The provost had presented an initial response to the faculty-salary task-force report, which found that Boulder faculty compensation is not competitive with peers, especially at the associate and full professor levels. The relationship between that work and the reduced merit pool remained uncertain.
- BFA leadership transitions were underway: David Paradis will become chair July 1; Deb Palmer will become chair-elect; and Alastair will become immediate past chair while remaining on Faculty Council as Boulder's member at large.

c. Colorado Springs - Emily Mooney, Acting Chair

- Proposed salary reductions were no longer under consideration, but reductions to academic programs, course offerings, student services, and staffing vacancies remained significant concerns.
- Faculty continued to report limited transparency regarding the number and nature of vacant positions that would remain unfilled.
- At an April 6 special meeting, faculty concluded that executive leadership had not met the demands contained in the earlier censure resolution. A vote of no confidence was being developed, although its final scope, process, and named positions were still under review.
- A second search for the Vice Chancellor for Enrollment Management and Student Affairs has not produced an appointment. With the current interim leader stepping down, the Chancellor was expected to appoint another interim leader. Emily noted the number of interim positions in executive leadership.
- The campus was considering a branding change from UCCS to CU Colorado Springs. Faculty expressed concern about the timing, consultation process, and perception that the decision may already have been made.
- Fall enrollment projections were improving, providing a positive note amid the budget concerns.

d. Denver - Wendy Bolyard, Chair

- The Chancellor's AI working group will include one Faculty Assembly representative. Faculty Assembly will also form its own group, creating concern about duplication as many tasks must be completed before August 14.
- Other summer working groups will address collective bargaining, professional rights and responsibilities, and faculty course questionnaires. Faculty Assembly expected to request substantial summer-stipend funding for this work.
- Faculty Assembly is developing onboarding documents, a process, and an event for new members. The work was inspired by Boulder practices and supported by a Faculty Affairs fellow focused on strengthening shared governance.
- Jennifer St. Peter was named CU Denver's chief financial officer after a national search.



4. 2:25 p.m. Faculty Council Committee Updates – Part I

a. Budget & Finance - Rhonda Glazier, Chair

- The committee did not receive its usual budget update because its meeting conflicted with the Board of Regents meeting and Chad Marturano was unavailable.
- The committee elected a new officer slate for 2026-27: Erin Hauger as chair, Kelly McCusker as vice chair, and Glen Krutz as secretary.
- A link to Chad's Board budget presentation was shared with members:
<https://cu.community.diligentoneplatform.com/document/7211aafc-90e8-4664-9bfb-c42c7ad5fa8d/>

b. Communications - Elizabeth Novosel, Co-Chair

- The committee has shifted to a blog format and continues to evaluate how best to communicate across the four campuses.
- Faculty Voices remains available for faculty-written submissions and does not require administrative approval. Members were encouraged to contribute and to share the opportunity with colleagues.
- A Boulder disability symposium was highlighted as largely virtual and open to participants from all campuses.

c. CABO - Thomas Beck, Co-Chair

- CABO was scheduled to meet the following Tuesday and had no additional update at this meeting.

d. EPUS - Ravinder Singh, Chair

- EPUS representatives met with Office of Policy and Efficiency Director Dan Montez, Michael Lightner, Jorge Chavez, and campus representatives to discuss the policy-review process.
- Concerns included short turnaround times that limit faculty input, burdensome document management, and the need for a more transparent and participatory review process. Ravinder reported that administrators acknowledged the need for improvement.
- After approximately three years of work, APS 1014 had changed substantially and the current draft was more acceptable. EPUS planned to finalize comments after its next meeting.
- EPUS continued reviewing Regent Policy 5G and Article 5D. Concerns included possible weakening of faculty protections, limited faculty involvement, procedural efficiency taking precedence over fairness, changes to hearing-panel structure and process, transparency to the Regents, reporting of denial cases, and the appropriate role of the Board in faculty matters.
- A future review of dismissal-for-cause provisions under Policy 5.C.4 was also anticipated.
- EPUS elected a vice chair and secretary for the coming year. Ravinder will remain chair for one final year before reaching his term limit. Norah Mazel will become Vice Chair; Ellie Svoboda will be Secretary; both terms start on July 1st.
- A revised APS 6012 draft had arrived only a few days earlier, leaving insufficient time for careful review before a possible mid-May presidential action. Ravinder said EPUS either needed more time or volunteers willing to work during the summer.
- Jorge agreed to attend the next EPUS meeting to develop a plan. The APS review was clarified as separate from the broader AI working group approved earlier in the meeting.

5. 2:35 p.m. Strategic Plan 2.0 Update - Chad Marturano, System CFO and Co-Chair; Lynn Vidler, UCCS Provost; Angelique Foster, System Assistant Vice President of Strategic Initiatives

A. Development Process and Proposed Framework

- Chad and Lynn summarized the draft framework presented to the Board of Regents on April 17. The plan remained under development, and faculty feedback was requested.



- Development has included discussions with System and campus leadership, Regents, chancellors, provosts, chief financial officers, a working group, and shared-governance representatives, as well as a constituent survey conducted from November through February.
- The framework is intended to preserve CU's foundational responsibilities in education, research, creative activity, healthcare, and service while creating a longer planning horizon that can adapt to changing conditions.
- The proposed structure uses a 12-year framework divided into four three-year strategic cycles. System priorities would be implemented by campuses in ways suited to their missions and circumstances.
- Two commitments are intended to cut across every priority and strategic cycle: service to Coloradans, Colorado communities, and audiences beyond the state; and responsiveness to technological change, including artificial intelligence.

B. Proposed Priority Areas

- Healthcare and Clinical Excellence - clinical care, wellness, mental health, innovation, and the reach and impact of CU healthcare services.
- Research, Creativity, and Innovation - support for discovery, scholarship, creative work, collaboration, and impact across disciplines.
- Workplace of Choice - recruitment, retention, compensation, leadership, well-being, professional development, and the employee experience from hiring through retirement.
- Love Colorado - stronger connections with communities across the state and increased impact on Colorado's economic opportunity, healthcare, educational access, outcomes, and public challenges.
- Stewardship, Efficiency, and Resilience - responsible use of state, federal, donor, student, organizational, fiscal, and environmental resources.

C Metrics, Questions, and Faculty Feedback

- The planning team is developing both quantitative and qualitative metrics. Examples discussed included graduation and first-year retention, patient service, research outputs, employee well-being, fundraising, sustainability, public favorability, and community partnerships.
- Alastair Norcross said the research language and proposed metrics appeared too STEM-centered and urged explicit recognition of publications, presentations, performances, artistic work, and other humanities and creative outputs. Lynn agreed that the draft should be broadened and that both qualitative and quantitative measures are needed.
- Greg Kinney said the phrase "in service to Colorado" could sound too narrow for basic or globally oriented research whose benefits extend well beyond the state. Chad and Lynn acknowledged the concern and said the wording should better communicate both service to Colorado and broader impact.
- Chad noted that some existing workplace metrics, such as counts of burnout-training participation, are inadequate indicators of whether employees are actually thriving and will need reconsideration.
- Members were invited to send comments to the strategic-plan email address shared in the chat or through Jorge. The working group was scheduled to meet the following day, and the presenters committed to continued feedback opportunities during the summer.

6. 3:00 p.m. Faculty Council Committee Updates - Part II

e. LGBTQ+ Committee

- No updates provided.



f. Personnel & Benefits - Sherry McCormick, Chair

- The committee continued monitoring open enrollment and requested greater involvement in benefit-plan discussions. Members had identified unexpected costs associated with the Exclusive Plan.
- Campus provosts agreed in principle to expand the Faculty Housing Assistance Program to full-time instructional, research, and clinical faculty. Implementation details remain unresolved, including how the existing limited budget will be allocated among eligible faculty groups.
- A small committee group will work with System staff over the summer and into the next academic year on eligibility, allocation, and implementation. The underlying budget is not expected to increase.
- Jeffrey Schrader clarified that the anticipated expansion would apply to full-time IRC faculty, not all IRC faculty.
- The committee continues to address concerns about dental coverage and Delta Dental and expects to work with Chad's team in the fall.
- New Vice President and Chief Human Resources Officer Tony Ghirardini was invited to speak at the May committee meeting.

g. Women's Committee - Anna Kosloski, Co-Chair

- The committee debriefed its March in-person event, and lessons from that event will inform goals for the next academic year.
- Lori Ryan and Katy DiVittorio will serve as Co-Chairs in 2026-27, and Karin Larkin will continue as Secretary.
- The committee expects at least one Anschutz vacancy and will confirm membership and campus representation at its May meeting.

7. 3:07 p.m. Adjournment

Next Meeting: Faculty Council Awards Meeting - Thursday, May 14th, 2026, | 12:00-2:00 p.m. | In person at 1800 Grant Street, Denver