# [Faculty Council](https://www.cu.edu/faculty)

# Thursday, August 28th, 2025

# 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 ), Alastair Norcross (Past-Chair, UCB), Katie Sparks (UCB), Kerry Peterson (Anschutz), Carlos Reali (UCD), Jay Detrick (SYS), Sasha Breger Bush (UCD), Wendy Bolyard (UCD), David Havlick (UCCS), Kathy Shaw (Anschutz), Troyann Gentile (UCD), Sophia Khan (Anschutz), Maureen Durkin (SYS), Michael Lightner (SYS, VP, Academic Aﬀairs), Anne Fleming (SYS), Andy Cowell (UCB), David Paradis (UCB), Ravinder Sing (UCB), Tony Kong (UCB), Greg Kinney (Anschutz), Jeffrey Schrader (UCD), Carey Candrian (Anschutz)

**1. 12:00 p.m. Call to Order & Approval of April Faculty Council Meeting Minutes**

* Motion to approve minutes (Approved)

**2. 12:00 -12:30 p.m. Faculty Council Chair’s Report—Jorge Chavez (UCD)**

1. Welcome and Introductions
   1. Jorge Chavez confirmed as Chair; Diana White confirmed as Chair-Elect; Monica Yoo confirmed as Secretary; Alastair Norcross confirmed as Past-Chair.
2. Upcoming Faculty Senate Meeting
   1. Scheduled for Thursday, October 23rd from 12:00–1:30 p.m. President Saliman will attend. Members are encouraged to submit questions/issues in advance. Faculty Council meeting will follow directly after from 1:30-3:00 p.m.
3. Key Issues for the Year
   1. Budget Concerns: Ongoing federal/state budget developments; updates expected from VP/CFO Chad Marturano this fall.
   2. Strategic Plan: Development underway, aiming for completion by June 2026. Faculty involvement highly emphasized.
   3. Academic Freedom: Concerns raised regarding federal mandates and executive orders. Commitment reaffirmed to advocate for faculty rights and open communication.

**3. 12:30-1:00 p.m. Colorado Open Meeting Law-VP, University Counsel Kerry Tipper**

1. Relevant Statues
   1. CORA (Colorado Open Records Act): State equivalent to the federal FOIA (Freedom of Information Act). Applies to state universities and publicly funded entities. It can include physical or electronic documents. Communications involving university business, even on personal devices, may be subject to disclosure.

* Best practices for Faculty: Avoid forwarding work documents to personal accounts. Be mindful that even text messages can be subject to CORA if discussing university business. CORA request processing is being centralized within the system office for improved oversight and consistency.
  1. Open Meetings Law: Applies to the Board of Regents, as they are classified as a state public body under the statute. This governs executive sessions. Faculty Council and other faculty governance groups are not legally bound by this Law, but often voluntarily follow its guidelines for transparency and consistency. Any work product created during such sessions may still be subject to CORA even if the meeting itself is not governed by Open Meetings Law. Therefore, while executive sessions may not be “on the record,” records related to discussions could still fall under public disclosure depending on content.
  2. Final Recommendations: Faculty should consider formalizing informal practices, especially around confidentiality and recordkeeping. Bylaws could be updated to clearly define meeting processes, including executive sessions. Faculty are not expected to interpret legal boundaries, contact University Counsel for questions or clarification.

**4. 1:00-1:30 p.m. Academic Affairs Report–VP Mike Lightner**

1. Governor’s Budget Balance Plan (FY 25/26)
   1. The legislature addressed 2/3 of the $758M shortfall; the Governor addressed the remaining 1/3. Cash fund sweep from College Invest fund balances. No impact on CU or private 529 plans. There’s a 30% cut to the increase in CU’s FY25/26 operating budget. There are fees for service cuts, but no cuts to capital construction. CU System Budget Office will coordinate with campuses to assess and manage mid-year budget impacts.
2. Proposed Changes to Regent Policy on Compensation (Policy 11.F)
   1. Employees are divided into three salary tiers (bottom third, middle third, top third). Several faculty members expressed confusion regarding how tiers are defined (e.g., by salary, percentile, or merit score). The bottom third automatically receives full merit raise pool allocation (barring exceptions); middle receives merit pay as currently implemented; top merit raises are capped, cannot exceed the maximum dollar increase given to any individual in the middle third. This applies to all faculty and staff subject to annual merit review. It does not apply to equity adjustments, market corrections, retention offers, or promotion-based salary increases. It also excludes clinicians at Anschutz under the Base + Supplement + Incentive (BSI) system.
   2. Timeline: The first reading is during September Board of Regents meeting. Discussion will take place at the October Governance Committee Meeting with a potential vote at the November Board Meeting. This policy is now public and routed through EPUS. Faculty Assemblies may also distribute the policy. A feedback form is available directly on the policy document. Feedback will be critical in shaping Regent perspectives and potentially delaying the vote if necessary.
3. Regent Policy 4.B.2 and Administrative Policy Statement (APS) Updates
   1. Proposed updates to Regent Policy 4.B.2 (Program Review) are minimal but important. Campuses must follow their own program review processes and will be audited on adherence.
   2. Major change lies in APS 1019 (Program Review) and APS 1038 (New Program Approval). Revisions to be released before the September 12 EPUS meeting, with final approval targeted by January 1st, 2026.
   3. Program Review Cycle: Programs reviewed every 7 years. If underperforming, given 3 years with revised goals. Failure after 3 years triggers required Chancellor intervention.
4. New Degree Programs
   1. MS in Midwifery (Anschutz): open to students without a BSN, designed to attract diverse backgrounds.
   2. MS in Biological Engineering (CU Boulder): non-admitting standalone degree; offered along the path to PhD or for students not completing PhD.
5. Program Viability and Tenure Review
   1. Denver: Chancellor Christensen will present on the Program Viability Working Group project.
   2. Estes Report (20025-2006): 357-page review of tenure processes led by Retired General Howell Estes III. Nearly all 40 recommendations in this report have been addressed and integrated into policy. The goal is to formally close out this report.

**5. 1:30-2:00 p.m. Campus Faculty Assembly (FA) Updates**

* 1. Anschutz – Greg Kinney, Chair
     1. Faculty Assembly Leadership Update
* FA Chair-Elect: Melanie Joy
  + 1. Chief of Police Search
* Four candidates interviewed. All highly qualified and responded well to questions on protest management.
  + 1. Dean of Pharmacy Search
* Final interview completed; negotiations for the appointment are underway.
  + 1. Office of Disability Access Presentation
* Provided valuable insight into accommodation processes across all schools. Recommendation: Other campuses should invite the Office to present.
  + 1. Library and Research Publications Costs
* Library joined a consortium to reduce academic publishing costs. Efforts include small, negotiated discounts with publishers. Aimed at easing financial burden on researchers, who currently allocate approx. $3,000 per publication from grants.
  1. Boulder – Alastair Norcross, Chair
     1. BFA Executive Committee Structure Updates
* Secretary Position Renamed: Parliamentarian and Chair of Bylaws and Elections
* New Position Created: Shared Faculty Governance Advisor (3-year term); Andy Cowell appointed to this position, he also serves as the Boulder FC member-at-large.
  + 1. New Provost
* Ann Stevens assumed role a month ago, transitioning from Texas. Regular meetings with BFA leadership are underway; early impressions are positive.
  + 1. IT Security Working Group
* Ad hoc group formed last semester; charged through May. Preliminary report nearly final; will present to BFA Executive Committee in September and full BFA in November.
* Concerns: a.) potential conflict between IT and academic freedom; b.) use of third-party vendors potentially storing sensitive data.
  + 1. Amorous Relationships Policy
* Faculty Council expected to receive revised APS comment shortly. Two alternative versions under development; one more substantial than the other. FA Chairs will determine how to gather and submit campus-level feedback.
  + 1. Salary Equity Working Group
* Met over the summer; Shelley Miller representing BFA. Final report expected soon to Executive Committee and BFA Assembly. Issue is high priority for both Provost Stevens and Chancellor Schwartz.
  + 1. Common Curriculum Discussion
* Ongoing, but still inconclusive; topic has been under consideration for 2-3 years. Awaiting further clarification on potential campus-wide implementation.
  + 1. Controversial Statue Installation
* Statue honors a former football coach who was known for outspoken anti-LGBTQ+ views. Significant faculty disapproval expressed over the summer. BFA is currently considering whether to issue a formal statement.
  1. Colorado Springs – David Havlick, Chair
     1. Faculty Assembly Leadership Updates
* FA Chair: David Havlick (Geography and Environmental Studies)
* Chair-Elect: Emily Mooney (Biology)
  + 1. Enrollment and Budget
* Fall 2025 Enrollment: Down 1.4% (targeted decline was 0.8%); final figure may approach 2%.
* Pikes Peak State College is creating competition for enrollment. Their enrollment is reportedly up.
* Budget Concerns: Anticipated mid-year budget pressures; growing anxiety among faculty, especially IRC faculty, about potential job cuts.
  + 1. Campus Identity Project
* Objective: Differentiate UCCS and clarify institutional identity. Led by Chief of Staff Robin Parent. Purpose is to improve marketing to prospective students and combat declining enrollment.
  + 1. Administrative Turnover
* New Appointments: Deans of Public Service; Letters, Arts & Sciences; and Business. New Vice Chancellor of Administration and Finance. New Vice Chancellor of Advancement, Communication, and Engagement.
  + 1. Library Renovation
* Status: Delayed; originally scheduled for completion by July 15. Ongoing construction causing disruption at the center of campus.
  + 1. Media Coverage
* Recent AP article covered UCCS as a commuter college and discussed federal scrutiny of institutions. Some have taken offense to this.
  1. Denver – Wendy Bolyard, Chair
     1. First full FA meeting scheduled for next Tuesday.
     2. Strategic Plan Refresh: Chancellor to host town hall on September 16.
     3. FCQ Working Group Report: Analyzed 29,000+ course evaluations. Report expected this fall with recommendations on how FCQs impact innovation.
     4. Bylaws Amendment Proposal: Plan to add an “Immediate Past Chair” role to improve leadership transitions.
     5. IRC (Instructional, Research, and Clinical) Faculty Focus:
* Ongoing attention to IRC faculty conditions.
* Former IRC Task Force members will reconvene to assess progress on the IRC Roadmap.
* CU Denver’s non-tenure track faculty now comprise approx. 68% of faculty.
  + 1. Graduate Education Reform:
* A working group is implementing 35 recommendations from the Council of Graduate Schools. Discussions may include reestablishing a graduate school structure.
  + 1. Student Success and Retention
* Initiative launched in May to address low graduation rates (approx. 50%)
* Summer working groups focused on strategies for improving retention.
  + 1. Program Viability and Curricular Innovation
* Chancellor Christensen will present to Regent’s University Affairs Committee.
* Focus is on evaluating and repositioning academic programs, not cutting them.

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

* 1. Budget & Finance – Rhonda Glazier, Chair
     1. No Update. Committee has not yet met.
     2. Vacancies: 1x Denver; 1x Boulder
  2. Communication – Katie Sparks, Co-Chair
     1. Leadership Structure: Committee will be co-chaired by three members this year.
     2. Priorities: a.) clarifying and updating documentation, including onboarding materials; b.) evaluating communication effectiveness, especially the current newsletter model; c.) exploring new communication strategies that better support timely and impactful engagement with faculty across campus.
     3. Seeking feedback and suggestions for innovative communication methods.
     4. Vacancies: 2x Denver; 2x Anschutz
  3. CREE – Carlos Reali, Co-Chair
     1. Committee has not yet held its first meeting.
     2. Current focus is on supporting members amid ongoing anti-DEI pressures.
     3. Committee would like to have University Counsel present on topics relevant to DEI-related faculty work.
  4. EPUS – Ravinder Singh, Chair
     1. No update. Committee has not yet met this term. First meeting is scheduled for the second Friday of September. More substantive updates will follow.
     2. Vacancies: 1x Boulder
  5. LGBTQ+ – Carey Candrian / Troyann Gentile, Co-Chairs
     1. No update. Committee has not yet met. First meeting will be held the second Thursday of September.
     2. Vacancies: 1x UCCS
  6. Personnel & Beneﬁts – Jeﬀrey Schrader, Acting Chair
     1. New Chair: Sherry McCormick (College of Nursing and Health Sciences, UCCS). She could not be here today due to schedule conflict. She will lead upcoming initiatives and represent the committee at future meetings.
     2. Tuition Assistance Policy (APS 5024): Committee will propose improvements to the tuition benefit policy which was updated in July 2024 without faculty input. The committee seeks Faculty Council support for additional changes.
     3. Family and Medical Leave Insurance Program (FAMLI): CU System announced a reduction in employee contributions from 0.45 to 0.25% of salary (effective July 2024). Committee has been tracking this since its implementation in January 2023.
     4. Dental Benefits Review: Exploring potential enhancement to dental coverage. Currently in an information gathering phase.
     5. Faculty Housing Assistance Program: Currently limited to tenure/tenure-track faculty. Committee is pushing to expand eligibility to full-time IRC faculty. Discussion with the Treasurer and CFO clarified that state law allows for this.
     6. Equal Pay for Equal Work: Resolution passed by Faculty Council in April 2025. (One abstention). Continued engagement planned with system and campus leadership on salary equity and implementation consistency.
  7. Women – Kerry Peterson, Co-Chair
     1. No update. Committee has not yet met. Meetings will be held the second Thursday of each month.
     2. Vacancies: 1x Anschutz

# 2:30-3:00 Open Discussion

* + 1. Environmental and Sustainability Committee Update: developing a charge for the ad hoc committee. There is an existing system-level sustainability committee with representatives from across campuses. Discussion is underway about integrating Faculty Council representatives into that existing system committee, rather than creating a new standalone committee. More details and finalized proposal is expected by the September FC meeting.
    2. Academic Freedom and Faculty Concerns: declining support for academic freedom, especially within College of Nursing, citing recent messaging shifts. There is a growing gap between written policy and actual faculty experience. A system-wide, multi-campus dialogue is needed to address the realities faculty face around academic freedom and classroom security.

# 3:00 p.m. Adjournment

**Next Faculty Council Meeting: September 25th, 2025**