



Faculty Council

Thursday, January 22nd, 2026

12:00 -3:00 p.m.

Hybrid Meeting

Minutes

Attending: Jorge Chavez (Chair, UCD), Diana White (Chair-Elect, UCD), Elizabeth Novosel (UCB), Stephen Cass (Anschutz), Jay Detrick (SYS), Monica Yoo (UCCS), Greg Kinney (Anschutz), Wendy Bolyard (UCD), Alastair Norcross (UCB), Kathy Shaw (Anschutz), Michael Lightner (SYS, VP, Academic Affairs), Anne Fleming (SYS), Ravinder Singh (UCB), Tony Kong (UCB), Jeffrey Schrader (UCD), Rhonda Glazier (UCCS), Karin Larkin (UCCS), Suzanne Cook (UCCS), Anthony Villano (UCD), David Paradis (UCB), Katy DiVittorio (UCD), Gordon Stringer (UCCS), Deborah Kenny (Anschutz), Anna Kosloski (UCCS), Madiha Abdel Maksoud (Anschutz), Tom Beck (UCD), Sasha Breger Bush (UCD), Sherry McCormick (UCCS), Claudia Amura (Anschutz), Emily Mooney (UCCS), Joanne Addison (UCB), Leigh Holman (UCB), Rebecca Massey (XX), Andy Cowell (UCB), Andrea Hutchins (UCCS), Gwendolyn D'Elia (SYS), Kimberly Slavsky (SYS), Emily Davis (SYS), Chad Marturano (SYS), Heather Retzko (SYS)

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

- Motion to approve minutes (Approved)

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

- BOR Update: Next meeting scheduled for February 5-6. Members invited to submit highlights for the Chair's report.
- Legislative and Budget Update: FC Chair and representatives joined President Saliman in testimony before the Joint Budget Committee. Requested additional funding to address inflationary pressures in higher education. Budget outlook described as somber, further updates forthcoming.
- Chief Human Resources Officer Search: Over 200 applicants. Approximately 10 finalists to be interviewed next week. Target start date: late spring/early summer.
- Faculty Council Retreat: Scheduled for Friday, March 6th at the Grid Collaborative (445 Broadway). Same meeting location and parking situation as last year. Meeting will be in-person only from 10 am- 1pm. Topics requested include community building, shared governance in current political/budget climate, academic freedom and faculty protection.
- Elections and Awards: Elections in April for Chair-Elect and Secretary. FC service awards to be announced at a future



meeting.

3. 12:30-12:35 p.m. Faculty Senate Grievance Committee Member Vote -Stephen Cass, Chair

- a. Nominees (UCCS)
 - Kara Holt, Professor, Counseling & Human Services, College of Education
 - Kathy Prue-Owens, Associate Professor, College of Nursing & Health Sciences
 - Nominees were approved by UCCS Faculty Senate and presented for FC approval.
 - Result: Both nominees approved unanimously.

4. 12:35-1:00 p.m. Academic Affairs Update -VP Michael Lightner

- a. Regents Winter Retreat and Board Leadership:
 - Board of Regents (BOR) held its winter retreat the prior week and elected new leadership.
 - Board Chair: Ken Montera
 - Vice Chair: Callie Rennison
 - Elections prompted changes in Regent committee memberships and liaison assignments (details published in CU Connections).
- b. Regent Committee Changes:
 - Governance Committee: Chair, Elliot Hood; Vice Chair, Frank McNulty; Members, Ray Scott and Callie Rennison. First meeting scheduled for following day.
 - University Affairs Committee: Mark VanDriel remains Chair; Vice Chair, Ilana Spiegel; Elliot Hood continues as a member; Frank McNulty joins the committee.
- c. AI Governance and Policy Discussions:
 - Regents convened a national panel on AI featuring representatives from California State, Syracuse, Arizona State, Purdue, the Florida system, and an external consultant.
 - Key takeaway was the importance of establishing governance frameworks before selecting tools or vendors.
 - A draft system wide Regent policy paragraph on AI is expected to be introduced.
 - EPUS recently reviewed a draft APS6012 related to AI.
- d. External AI Partnerships and Benchmarking:
 - VP Lightner has contacted CSU's system provost to learn more about governance and policy approaches and will share findings with FC and the Board. CSU has recently partnered with Microsoft (Copilot).
- e. University Affairs and Program Approval Process:
 - At the first meeting, UCCS presented one new master's degree and 16 gainful-employment certificates as



- information items.
- Due to prior policy changes and the absence of federal or accreditor requirements for Board approval, these certificates no longer require formal Board votes and may be approved at the campus level by the Chancellor.
 - This change is intended to improve efficiency and allow campuses to act more nimbly.
- f. Program Flexibility for PhD Students:
- Discussion included the development of “exit master’s” degrees for PhD students who complete substantial coursework but leave the program before finishing the doctorate.
 - VP Lightner will explore whether additional program types can be delegated for campus-level approval to streamline processes.
- g. Reduced-Credit Bachelor’s Degree:
- The Colorado Department of Higher Education issued a poll seeking interest in exploring reduced-credit bachelor’s degrees.
 - Colorado statute currently defines a bachelor’s degree as 120 credits, with limited exceptions.
 - This issue is emerging again statewide and will be monitored.
- h. Work-Integrated Learning Consortium (HB 25-1186):
- CDHE announced funding for a pilot program on work-integrated learning, supported by Ascendum Education Group and Strada Education Foundation.
 - Priority institutions include rural and low-income-serving campuses; CU campuses may participate through partnerships.
 - Proposals may be at the undergraduate or graduate level.
 - VP Lightner will share the call for proposals with the Chair when available.
- i. Upcoming Board Meeting (February 5-6, Boulder):
- Agenda items include approval of one new degree from UCCS and a large number of sabbatical applications.

5. 1:00-1:30 p.m.

CU Budget Update- Chad Marturano, CFO, and Rebecca Massey, VP for State Relations

- a. State Budget Overview:
- Colorado faces a projected structural budget gap of approximately \$1 billion for FY 2026–27.
 - The Governor submitted a balanced budget request with a small increase for higher education; however, the funding model favors smaller institutions and does not proportionally benefit large systems such as CU.



- Higher education statewide is estimated to be approximately \$60 million short of what is needed to cover inflationary costs, compensation, and benefit increases.
 - CU's share of this shortfall is estimated at approximately \$20 million.
- b. Tuition Assumptions:
- Governor's request assumes a 2.6% increase for resident undergraduate tuition and a 3% increase for non-resident tuition.
 - Even with these assumptions, higher education remains significantly underfunded.
- c. Advocacy and Process:
- Faculty leadership joined President Saliman and shared governance representatives in testimony before the Joint Budget Committee on January 9.
 - Key funding decisions expected during the Joint Budget Committee "figure-setting" process in March–April.
 - CU is currently lobbying for a "tread-water" budget (to be treated similarly to other state agencies).
- d. Targeted Cuts and Campus Impacts:
- Proposed targeted cuts include programs such as cybersecurity at UCCS and rural health programs at Anschutz and UCCS.
 - Campuses are preparing multiple budget scenarios for presentation to the Board of Regents on February 5.
 - The coming budget year was described as one of the most challenging in recent years for CU and higher education statewide.

6. 1:30-2:15 p.m.

Campus Faculty Assembly (FA) Updates

a. Anschutz – Greg Kinney, Chair

- Announced the appointment of Laura Borgelt, PharmD, MBA as the new Executive Vice Chancellor for Academic Affairs and expressed optimism about working with her.
- Reported progress on rebuilding the Retired Faculty organization, including exploring formal campus organization status to allow access to CU Foundation resources and potential donor support; discussions underway about engaging retired faculty in supporting a proposed student center project.
- Noted discussions with the President regarding APS 6012 (AI policy), with plans to expand guidance on both positive and negative uses of large language models and academic integrity.
- Raised concerns about the financial impact of new professional designation requirements for health programs (nursing, physician assistant, MPH, physical



therapy); a working group is being formed to explore additional student financial support.

- Shared concerns raised at Executive Committee regarding federal requests at peer institutions for sensitive demographic data and emphasized the importance of protecting faculty, staff, and student privacy.

b. Boulder – Alastair Norcross, Chair

- Reported that the Retired Faculty Association is now back in compliance with constitutional bylaws and will resume representation on the Boulder Faculty Assembly Executive Committee and Assembly.
- Provided an update on implementation of the new academic calendar (semester began January 8 and will conclude in April); bylaws were amended to adjust Assembly meeting dates, and campus feedback will be collected after a full year of implementation.
- Announced the appointment of a new Athletic Director and noted concerns regarding a \$27 million athletic department deficit; faculty leadership continues to seek assurances that athletics funding will not negatively impact academic budgets and is requesting regular communication between athletics leadership and faculty governance.
- Reported an ongoing search for a new Vice Chancellor for Global Affairs, following an external audit identifying a need for improved coordination of campus global outreach activities.
- Noted forthcoming changes to the Faculty Report of Professional Activities (FRPA) system, with testing underway and implementation anticipated next year, with the goal of streamlining faculty reporting.
- Reported that the campus budget distribution model is under review in its third year, with only minor adjustments anticipated.
- Provided an update on discussions with the Office of Information Technology regarding IT security policies, including concerns about academic freedom and intrusive monitoring; discussions are ongoing.
- Announced implementation of a new campus policy review system, with multiple policies scheduled for Faculty Assembly committee review this semester.
- Noted the upcoming Faculty Assembly Excellence Awards nomination deadline (January 31) and increased collaboration with the Boulder Staff Council.

c. Colorado Springs – Emily Mooney, Acting Chair

- Emily Mooney, Chair-elect of the UCCS Faculty Assembly, reported that classes recently began and the Faculty Assembly Executive Committee has not yet met to finalize the semester agenda.
- Noted ongoing concerns regarding enrollment declines and related budget issues, which are expected to be key topics of discussion this semester.



- Reported continued attention to campus crisis communication and incident response following a recent campus shooting.
- Identified concerns regarding several administrative leadership vacancies resulting from resignations and unsuccessful searches.
- Announced that the Faculty Assembly will vote this semester on an updated Intellectual Property policy, last revised in 2006, to reflect changes in the current intellectual property landscape.
- Provided an update on the renewed search for a Vice Chancellor for Enrollment Management and Student Affairs, a critical leadership position overseeing enrollment, housing, dining, and other student-facing operations. The search was restarted after an unsuccessful search last semester, with revised focus on executive leadership experience.

d. Denver – Wendy Bolyard, Chair

- CU Denver does not currently have a formal Retired Faculty Association. One retired faculty member attends Faculty Assembly meetings, but no one has stepped forward to lead formalization (e.g., creating bylaws and a constitution similar to Boulder). Faculty are encouraged to spread the word to any retired colleagues who might be interested in leading this initiative.
- Beth Myers, former Associate Vice Chancellor for Academic Planning and Institutional Effectiveness, is now Interim Deputy CIO.
- Hamilton Bean, Professor of Communication, appointed Interim Assistant Vice Chancellor for Academic Planning.
- Ann Sherman, Executive Vice Chancellor for Finance and Administration, announced her retirement. Brian Davis appointed as interim.
- A full faculty vote on changes to the Core Curriculum is expected this semester, with discussion at the February Faculty Assembly meeting.
- The provost's office is collaborating on a plan to create a Professional Rights and Responsibilities document.
- An ad hoc subcommittee is being formed to revise Faculty Assembly bylaws, including potential changes to the chair/chair-elect election model.
- Analysis conducted last summer on over 10,000 FCQs to identify systemic biases. A working group is being planned to implement changes based on the report. Timeline: approximately 1.5 years from analysis to implementation.
- Awaiting the legislatively required AHEC report. Discussion will include faculty and student voting rights on the Auraria Board of Directors (to be presented by Diana White).

7. 2:15-2:45 p.m. Faculty Council Committee Updates

a. Budget-Rhonda Glazier, Chair



- State Budget Timeline: Advocating at the state level for additional funding; exact campus budgets unknown until approximately April.
 - The Budget Committee is working on improving understanding of campus and system-level budgets. Recent session: Members from CFO's office presented how state funding is allocated to each institution.
 - Once the state higher education budget is finalized, funds are allocated to institutions based on a performance metrics formula. Exceptions:
 - CU Anschutz (Anschutz) receives funding as a percentage increase to their base budget, not through performance metrics.
 - CU System level also receives funding, which is distributed to campuses using the same metrics.
- b. Communication – Elizabeth Novosel, Co-Chair
- New format to newsletter and blogs. FC newsletter is transitioning to a blog format on the FC website under News and Resources. This allows more frequent updates rather than a single semester-end newsletter. Faculty Voices section will continue to collect perspectives from faculty across campuses.
 - Two open committee positions: Anschutz (2) and Denver (1).
- c. CREE- Tom Beck, Co-Chair
- Presented the rationale for name change from Committee for Racial and Ethnic Equity (CREE) to Committee on Accessibility, Belonging and Opportunity (CABO). Reasons include reducing risk and exposure in current political environment and protecting members from potential harassment or targeting.
 - Motion passed; name change approved.
- d. EPUS – Ravinder Singh, Chair
- Policy reviews discussed:
 - APS6012 – Responsible Use of AI: Faculty concerns regarding deepfakes. Other concerns: consent, academic exceptions, transparency, data use, and guardrails. Emphasis on shared governance and need for broad faculty feedback. Document was shared with campus Faculty Assembly chairs for review and feedback to EPUS.
 - Regent Policy 13D – Defense and Indemnification of CU Employees: Faculty concerns regarding protection if sued while performing job duties (e.g., grading student essays).
 - Upcoming policy discussions at next EPUS meeting: Article 5 and Policy 5G (Faculty Grievances).
- e. LGBTQ+ – No update provided.
- f. Personnel & Benefits – Sherry McCormick, Chair
- CU Trust scheduled to present on Delta Dental in March.



- Other items are pending review or approval from President Saliman, awaiting results from distributed requests.
- Housing assistance program is ongoing.

g. Women – Anna Kosloski, Co-Chair

- Upcoming Women’s In-Person Event: March 12th from 10 am-2 pm at CU Denver. Speakers from Denver campus: Bryn Harris and Amy Farrell. RSVP link and flyer will be shared soon.

8. 2:45-3:00 p.m.

Denver Pride Update -Gwen D’Elia and Kimberly Slavsky (CU System Staff Council)

- CU’s involvement in Denver Pride faced challenges last year due to administrative changes. Pride coordination moved to Tony Salazar’s Office of Outreach and Engagement. Staffing delays impacted in-person participation; CU remained a corporate sponsor but had no organized booth or parade presence.
- CU plans to remain a corporate sponsor; parade involvement is open for discussion, but a booth is unlikely.
- CU Staff Council (with other shared governance representatives) will be meeting with the Office of Outreach and Engagement next Thursday. Goals for that discussion: clarify parade involvement and communication from the Office of the President; explore opportunities for faculty, staff, and community engagement; assess potential for phased approach to restore CU’s full Pride participation over time.
- Tentative Denver pride dates are end of June.

9. 3:00 p.m.

Adjournment

Next Faculty Council Meeting: February 26th, 2026 (Zoom)