



Faculty Council

Thursday, November 20th, 2025

12:00 -3:00 p.m.

Via Zoom Video Conference

Minutes

Attending: Jorge Chavez (Chair, UCD), Diana White (Chair-Elect, UCD), Katie Sparks (UCB), Kerry Peterson (Anschutz), Carlos Reali (UCD), Jay Detrick (SYS), Monica Yoo (UCCS), Wendy Bolyard (UCD), Kathy Shaw (Anschutz), Michael Lightner (SYS, VP, Academic Affairs), Anne Fleming (SYS), Ravinder Singh (UCB), Tony Kong (UCB), Melanie Joy (Anschutz), Jeffrey Schrader (UCD), Rhonda Glazier (UCCS), Karin Larkin (UCCS), Suzanne Cook (UCCS), Anthony Villano (UCD), David Paradis (UCB), Hayley Blackburn (UCCS), Avedan Raggio (UCB), Katy DiVittorio (UCD), Christina Sun (Anschutz), Gordon Stringer (UCCS), Deborah Kenny (Anschutz), Anna Kosloski (UCCS), Madiha Abdel Maksoud (Anschutz), Michael Hanson (UCD), Norah Mazel (UCCS), Abigail Rolbiecki-Adams (Anschutz), Katie Sullivan (UCCS), Alex Ilyasova (UCCS), Kimberly Slavsky (Anschutz), Jason Gonzales, Mitchell Mauro (UCD), Angelique Foster (SYS), Chad Marturano (SYS), Lynn Vidler (UCCS)

1. 12:00 p.m. Call to Order & Approval of October 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: Academic freedom and freedom of expression were emphasized in remarks by the President, Regents, and Chancellors, reaffirming institutional support and the importance of ongoing communication with faculty.
- HR Leadership Transition: Felicity O'Herron announced her retirement as head of CU System HR. A national search will be conducted, with faculty representation included in the interview committee.
- Amorous Relationships: A new system-level policy is under development. Release has been delayed until spring to allow for shared governance review and faculty input.
- Faculty Housing Assistance Program: Ongoing discussions regarding inclusion of IRC faculty. Administration indicated movement is expected in spring.
- Meeting Schedule Updates: No December meeting. Next meeting is hybrid on January 22, 2026. There will be an FC In-Person Retreat on Friday, March 6th at the Grid Collaborative on 445 Broadway. April meetings will be on the



2nd and 24th.

- Budget Outlook: Preliminary state budget indicates continued challenges for higher education funding. Shared governance representatives will testify before the Joint Budget Committee on January 9th.
- Nursing and Federal Classification Concern: FC members raised concerns regarding a Department of Education announcement affecting the professional status of nurses and potential loss of Title VII funding. FC Chair committed to escalating the issue to system leadership.
- Resolution to Reject Loyalty Oaths: Proposed to remove final “whereas” clause referencing outside groups. Resolution asks CU administration to reject the Compact for Academic Excellence in Higher Education and to convene a joint working group with faculty, administrators, and legal counsel to guide engagement with federal demands. Vote held: approved.
- Resolution on Mutual Defense Compact for Colorado Institutions: Proposed to remove final “whereas” clause referencing outside groups. Resolution asks CU President to endorse and help establish a mutual academic defense compact among Colorado institutions; commit funding to shared defense fund and provide access to legal counsel, governance experts, and public affairs offices for member institutions. Vote held: approved.

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

Academic Affairs Update -VP Michael Lightner

- Proposed Policy:
 - APS 6012 (Responsible Use of AI) released for review as an outcome of system AI-related work.
 - AI Resources: Shared information on Silicon Flatirons conference and resources related to AI and copyright.
- Budget Details:
 - Statewide higher education faces an estimated \$58M shortfall in core funding.
 - CU System projected increase is approximately 0.8%, insufficient to cover basic cost increases.
- State Auditor & Colorado Commission on Higher Education (CCHE) Review:
 - Update on audit of transfer pathways across institutions; materials to be shared with Faculty Council.
- Board of Regents Highlights:
 - Celebrated establishment of an Air Force ROTC detachment at UCCS, noting extensive intergovernmental



coordination.

4. 1:00-1:30 p.m. CU Strategic Plan 2.0- CFO Chad Marturano and EVC Lynn Vidler

- Provided an overview of Strategic Plan 2.0, which builds on the existing systemwide strategic framework while refining priorities in response to fiscal constraints and evolving institutional needs.
- Emphasized alignment across campuses, with a focus on sustainability, student success, workforce impact, operational efficiency, and the importance of shared governance input.
- Outlined a five-phase engagement process; the project is transitioning from Phase 2 (planning and initial engagement) to Phase 3 (broad feedback and listening).
- Constituent engagement survey has been distributed to faculty, staff, students, and trustees to collect feedback; participation incentives include a \$1,000 donation to the campus food pantry with the highest engagement. There were technical issues with email delivery, however, no immediate follow-up emails will be sent to avoid confusion.
- Working Group consists of faculty, staff, deans, and campus representatives; faculty raised concerns about limited faculty representation across campuses and suggested increased involvement.
- Discussed key planning considerations, including the use of “evergreen” goals, flexibility to address emerging priorities, and AI tools to synthesize feedback.
- The Board identified themes (e.g., statewide connection, excellence, risk-taking, and community representation) will help guide the plan.
- Next steps include reviewing survey results and continued engagement with Faculty Council, with additional opportunities for feedback throughout the year.

5. 1:30-1:45 p.m. Campus Faculty Assembly (FA) Updates

a. Anschutz – Melanie Joy, Acting Chair

- Campus votes on the two resolutions passed across campus, with the exception of the Mutual Defense Compact resolution, which did not pass in the School of Medicine.
- The Next Faculty Assembly meeting is scheduled for the following week.

b. Boulder – David Paradis, Acting Chair

- Boulder IT Security Standards and Academic Freedom Task Force released its final report on November 6th, following a nine-month study.
 - The task force examined the use of Microsoft Endpoint on



university computers and raised concerns about surveillance capabilities, data privacy, and potential risks to academic freedom.

- Noted that while Microsoft Endpoint is intended to prevent ransomware attacks, it can track user activity (e.g., keystrokes and websites visited), with data transmitted to Microsoft servers and potentially accessible to the federal government.
- Shared that a campus resolution is being prepared to explore alternative cybersecurity solutions that better balance security and privacy, with a vote anticipated in December; the report has been shared with Faculty Council.
- Discussion emphasized privacy implications for research data and student information, referenced peer approaches at the University of Washington and in Europe, and identified open-source tools as possible alternatives.
- Concerns were also raised about reliance on outsourced, corporate-oriented IT solutions in an academic environment.

- c. Colorado Springs – Monica Yoo, Acting Chair
 - i. UCCS Faculty Assembly approved two resolutions similar to those being voted on in FC.
 - ii. Revised faculty grievance policy approved to establish clearer protocols; work on this has been ongoing for several years.
 - iii. Continued advocacy for multi-year contracts for eligible IRC faculty; adoption remains limited due to budget constraints and dean resistance.
 - iv. Campus budget remains strained; leadership requested reports on efficiency measures from all colleges, with prioritization and cross-campus efficiency initiatives expected in the spring.
 - v. Significant administrative turnover over the past 2–3 years; some positions have been consolidated (e.g., Student Affairs & Enrollment Management, DEI & Chief of Staff), raising questions about priority focus.
 - vi. Ongoing efforts to implement credit for prior learning across colleges to support student retention and enrollment.
- d. Denver – Wendy Bolyard, Chair
 - i. Denver is reviewing the transition from landlines to Microsoft Teams for phone calls, with ongoing concerns about privacy and budget; campus representatives will attend the next meeting to provide more information.



- ii. Two campus representatives are engaged with a System-level AI policy group, though the scope and outcomes of this work remain unclear.
- iii. Faculty, particularly in Nursing, have expressed concerns about academic rights, responsibilities, and academic freedom in the context of AI.

6. 1:45-2:10 p.m. Faculty Council Committee Updates

- a. Budget-Rhonda Glazier, Chair
 - i. Committee discussed the Governor's budget proposal and its potential impacts. This marks the beginning of the budget process, with many developments expected through spring. The proposal will be reviewed by the Joint Budget Committee, which may modify the numbers, so changes are anticipated as the process unfolds.
- b. Communication – Katie Sparks, Co-Chair
 - i. Met with the FC Executive Committee to discuss improving information sharing.
 - ii. Plans to transition from a semester-end newsletter to a blog-style format to share information more quickly and accessibly.
- c. CREE- Carlos Realis, Co-Chair
 - i. Discussed committee name change with FC Executive Committee. Would like to change from Committee for Racial and Ethnic Equity (CREE) to Committee on Accessibility, Belonging and Opportunity (CABO).
 - ii. Key issues: Faculty safety, research protections, and academic freedom. Need for guidance to support inclusive and equitable teaching practices.
 - iii. Committee has met with CU System Legal Counsel and VP for Collaboration this semester.
- d. EPUS – Ravinder Singh, Chair
 - i. Policy reviews discussed:
 - o APS1019 – Degree Program Review
 - o APS1038 – New Degree Program Review
 - o APS1015 – Implementing Academic Unit or Degree Program Discontinuance
 - o Regent Policy 5F – Termination of Faculty Appointment Following Program Discontinuance
 - ii. APS 1014 (Educational Material):
 - o Work on APS 1014 has been in progress for over two years; committee input provided on multiple versions. Working with FC Chair regarding future updates.
 - iii. EPUS will meet in-person on December 12th.
- e. LGBTQ+ – No update provided.
- f. Personnel & Benefits – Sherry McCormick, Chair
 - i. Tuition Assistance: Proposal has moved forward to Vice Chancellor's Group (CFOs/COOs) for discussion. Potential expansion to full-time IRC faculty under review; updated expected in spring.



- ii. Faculty Definition & Housing Loan Statute (Section 23-20-134 CRS): University Counsel clarified that “full time faculty” is not explicitly defined in the statute. CU System is analyzing feasibility of expanding benefits to IRC faculty.
 - iii. Retirement and Catch-Up Accounts: CU is developing a system to manage changes from pre-tax to post-tax catch-up retirement contributions.
 - iv. Family Program Updates: FAMLI now offers an additional 12 weeks for parents with children at the NICU.
- g. Women – Anna Kosloski, Co-Chair
- i. Upcoming Women’s In-Person Event: March 12th at CU Denver. Bringing women’s committees together for community building. Focus on identifying shared priorities and supporting women in leadership roles. Further details will be shared in the coming month.
 - ii. Anschutz campus is requiring “return to campus;” concern about impact on women, especially working mothers. Rollout occurred with little faculty input; raised shared governance concerns. Uncertainty whether similar requirements will be implemented at other campuses; inconsistencies noted (CU Denver staff required to return, but not faculty).

7. 2:10 p.m.

Adjournment

Next Faculty Council Meeting: January 22nd, 2026 (Hybrid Meeting)