University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Faculty Council
1800 Grant Street
Denver, CO 80203

Faculty Council

Thursday, September 25th, 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), Joanne Addison (UCD), Wendy Bolyard (UCD), Kathy Shaw (Anschutz), Michael Lightner (SYS, VP, Academic Affairs), Anne Fleming (SYS), Ravinder Sing (UCB), Tony Kong (UCB), Greg Kinney (Anschutz), Jeffrey Schrader (UCD), Rhonda Glazier (UCCS), Karin Larkin (UCCS), Suzanne Cook (UCCS), Caitlin Cooke (UCD), Sherry McCormick (UCCS), Avedan Raggio (UCB), Katy DiVittorio (UCD), Leigh Holman (UCB), Melanie Joy (Anschutz), Claudia Amura (Anschutz), Amanda Stewart (UCB), Deborah Kenny (Anschutz), Anna Kosloski (UCCS), Elizabeth Novosel (UCB), Hayley Blackburn (UCCS), Sloan Speck (UCB), Yelena Gordiyenko (UCD), Gordon Stringer (UCCS), Madiha Abdel Maksoud (Anschutz), Gwendolyn D'Elia (Staff Council, SYS)

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

- Motion to approve minutes (Approved)

2. 12:00 -12:30 p.m. Faculty Council Chair's Report—Jorge Chavez

a. Welcome and Introductions
   i. Targeting January 2026 for the next in-person FC meeting
   ii. Open invites were sent to all FC committee members to attend FC meetings as non-voting participants.
   iii. Welcomed Gwen D'Elia from System Staff Council

b. Board of Regents Update:
   i. FC Chair attended his first BOR meeting and reported on discussions of academic freedom, freedom of speech, and faculty concerns about being targeted. BOR Chair Rennison and CU President Saliman underscored importance of free expression and freedom of speech. CU Boulder ranked #1 in Colorado.

c. Policy 11 F:
   i. Faculty feedback was influential; Regents announced that it will not move forward at the October meeting. However, Chair noted potential for future reappearance; faculty should remain attentive.

d. Strategic Plan:

i. Committees have been formed; opportunities for FC input are forthcoming and meeting with Strategic Plan leadership is scheduled for the November 20 FC meeting.

e. Tenure and Promotion Processes:
   i. Michael Lightner provided an update on the 2006 Estes Tenure Report. Noted progress in standardizing tenure and promotion processes across campuses.

f. Faculty Senate meeting:
   i. Scheduled for October 23rd. Faculty encouraged to submit questions in advance.

3. 12:30-1:00 p.m. **Tuition Assistance Benefit Proposal- Sherry McCormick (Chair, FC Personnel and Benefits Committee, PBC)**

a. Sherry McCormick presented the PBC's updated proposal to enhance the Tuition Assistance Benefit.
   i. Proposal seeks to increase the benefit to a minimum of 75% tuition waiver to improve CU's competitiveness in recruiting and retaining faculty and staff.
      - Committee also discussed banking credits for future use. This could also support faculty pursuing additional degrees.
      - FC members confirmed this model represents a significant improvement from prior practices.
   ii. Vote: FC voted to approve this proposal
      - Result: Majority approved; 3 abstentions
      - Next Steps: this will advance to VP Office of Academic Affairs and CU President.

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

a. Board of Regents Update
   i. Emphasized the crucial role of the FC Chair in engaging with the BOR and CU President. Commended Jorge Chavez for effectively communicating FC messages, which were well received and reflected in Regent discussion, including on academic freedom.

b. CU System Website Update:
   i. Announced a CU website redesign (transition to Drupal 11) that will include the FC website.

c. Faculty Recognition:
   i. Noted upcoming Chase Faculty Service Awards and Thomas Jefferson Awards; encouraged continued nominations. Distinguished Professor Selection

Committee will meet soon, with recommendations to go before the BOR.

d. October University Affairs Meeting:
   i. Scheduled for October 21st and will focus on Continuing and Professional Education (CPE) initiatives from each campus.

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

a. Anschutz – Greg Kinney, Chair
   i. Academic Freedom.
      - Faculty expressed concerns about academic freedom, particularly regarding course content.
      - There was a meeting with campus leadership and apologies for confusion were issued, and discrepancies in DEI language implementation across campuses remain under review.
   ii. School of Public Health
      - Enrollment surged during the pandemic and has since stabilized. The school reports record levels of grant funding.
   iii. School of Dental Medicine
      - Received 2,300 applications for 80 slots, now one of the most competitive programs on campus.
   iv. College of Nursing
      - Forming a BS in Nursing partnership with Fort Lewis College, focused on serving rural and indigenous communities in SW Colorado.

b. Boulder – Alastair Norcross, Chair
   i. Sustainability Initiatives
      - Vice Chancellor for Sustainability Andrew Mayock and Associate Vice Chancellor Cara Carmichael presented to the Boulder Faculty Assembly on new sustainability measures.
      - The Buckley Center for Sustainability has been established through a major donation, with Max Boykoff from the Cooperative Institute for Research in Environmental Sciences (CIRES) serving as the first Executive Director.
      - Vice Chancellor for Infrastructure and Sustainability Chris Ewing discussed plans to address Scope 3 emissions (e.g., travel-related emissions) through incentives such as carpooling, public transit, and EV use. Efforts are also underway to phase out steam power to reduce Scope 1 emissions.

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- ii. Budget and Planning
  - Budget and Planning Committee has been reconstituted after a hiatus to participate in the campus budget model review, which will re-evaluate funding distribution across colleges.
- iii. Faculty Priorities
  - Following a prior BFA survey, representatives were invited to suggest additional priorities, particularly academic freedom.
- iv. Football Coach Statue Controversy
  - Faculty, staff, and student groups are collaborating on a joint statement and proposing counter-programming initiatives such as scholarships or awards promoting inclusiveness and belonging.
- v. IT Security Working Group
  - Delivered an interim report requesting adjustments to campus IT security policies; discussions with OIT and the Provost's Office are underway.
- vi. Faculty Salary Working Group
  - WG completed a report to be presented at the next Boulder Faculty Assembly meeting.
- vii. Common Curriculum Committee
  - Committee will oversee implementation of the new common curriculum.
- viii. Campus Safety
  - CU Boulder has experienced two recent swatting or bomb threats, both false alarms.
- ix. Recognition
  - CU Boulder was selected as the host site for the Carnegie Elective Classification for Sustainability, recognizing institutions integrating sustainability into their academic missions.
- x. Enrollment is up overall, with slightly smaller freshman class by design but high retention.

c. Colorado Springs – Monica Yoo, Acting Chair
- i. Enrollment is down.
- ii. Budget Outlook: UCCS leadership is optimistic that mid-year budget cuts will not be necessary.
- iii. Work Experience Survey
  - HR issued a faculty and staff work experience survey last year. Some confusion arose regarding how certain experiences were categorized or credited by HR, and these classification questions remain under review.

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iv. Academic Freedom
- UCCS continues campus-wide discussions on academic freedom, following earlier concerns raised across the system. Additional forums are being planned to engage broader faculty participation and maintain open dialogue on this topic.

v. System Transition
- The campus is transitioning from Salesforce to Slate for student records management (previously using OnBase). UCCS is currently the only CU campus not using Slate, and migration will occur gradually to ensure continuity and minimize disruption.

d. Denver – Wendy Bolyard, Chair

i. Enrollment and Budget
- Enrollment remains strong, 2.7% above June projections, reducing the $5M structural deficit by about $3M. Focus remains on student success and retention.
- Leadership remains optimistic about continued enrollment growth, with a campus-wide focus on student success and retention.

ii. Strategic Plan Refresh
- Chancellor held a town hall on September 16 to announce a refresh of the university's 10-year strategic plan, now at its midpoint.
- The effort will re-evaluate goals set during the pandemic to better align with current priorities for the next five years.

iii. Leadership Engagement
- The Chancellor and Provost attended the first Faculty Assembly meeting of the academic year.
- The Provost plans to attend full Faculty Assembly meetings regularly.

iv. Graduate Education
- Following the disbanding of the Graduate School, efforts continue to build new structures to support graduate education.

v. Program Viability Review
- The Program Viability initiative has launched, including refresher sessions on data dashboards and qualitative assessment templates.
- Faculty will conduct program evaluations throughout the year.

vi. Leadership Reviews
- Comprehensive dean reviews are underway for the College of Liberal Arts and Sciences and the College of Engineering, Design, and Computing.

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vii. Academic Transformation
  - The Program Viability initiative originated from one of four prior Academic Transformation working groups.
  - The Faculty Assembly has proposed establishing a fifth working group focused on administrative effectiveness and cost efficiency, with a formal charge to be developed this year.

6. 2:00-2:30 p.m. Faculty Council Committee Updates

a. Budget & Finance – Rhonda Glazier, Chair
   i. Committee identified topics of interest for future presentations, including system-level issues such as the impact of federal transitions on the budget.
   ii. Plans include inviting representatives from each campus to present on campus-specific budget issues (Boulder, UCCS, etc.).
   iii. Members are encouraged to submit budget questions or concerns to Rhonda or their campus Budget Committee representatives for follow-up and inclusion in upcoming discussions.
   iv. The initial meeting primarily focused on setting priorities and identifying information needs.
   v. Vacancies: 1x Boulder

b. Communication – Katie Sparks, Co-Chair
   i. The committee is developing a newsletter timeline and will include a note from the Faculty Council Chair. Katie will coordinate this with Jorge.
   ii. Committee is reviewing and updating its charge.
   iii. Members are encouraged to submit faculty perspectives for the *Faculty Voices* section of the newsletter.
   iv. Vacancies: 1x Denver; 2x Anschutz

c. CREE – Carlos Reali, Co-Chair
   i. Committee has held its first meeting and discussed a potential name change for the committee. If they agree to that, the committee will bring this recommendation to the FC Executive Committee.
   ii. Committee has plans to revisit its charter and strengthen connections with DEI-related committees and departments across the campuses. CU System Office of Collaboration and University Counsel were invited to future meetings to discuss DEI initiatives and transitions within the system.
   iii. CU Denver Chancellor told campus that international student enrollment is down by 50%, reflecting broader immigration and political changes.

d. EPUS – Ravinder Singh, Chair

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i. Policy 11F: EPUS provided feedback concluding that commenting further on the draft would lend undue credibility to a proposal it views as unsound and strongly urged the Board to reject it and discontinue efforts to modify it.

ii. APS 1014 Intellectual Property for Educational Materials: This policy has been under review for several years, with new feedback received from the Office of Academic Affairs and campus assemblies prior to summer. Committee members were asked to provide any additional input for consideration at the next meeting.

e. LGBTQ+ – Carey Candrian / Troyann Gentile, Co-Chairs

i. Committee has invited VP of Collaboration (Judi Bonacquisti) to their next October meeting.

ii. Vacancies: 1x UCCS

f. Personnel & Benefits – Sherry McCormick, Chair

i. Policy 11F: Women's Committee provided feedback in line with EPUS's feedback.

ii. Committee will continue discussion with the CU Health Trust, which is scheduled to present next month regarding Delta Dental. The goal is to explore options for improving dental benefits, which have remained largely unchanged for decades, and to identify potential enhancements for CU's faculty, staff, and their families.

iii. The committee is reviewing the Faculty Housing Assistance Program (FHAP), which the administration has limited to tenure-track/tenured faculty from all campuses of the University of Colorado. However, according to C.R.S. § 23-20-134, state law authorizes the Board of Regents to extend the FHAP benefit to full-time faculty. The Personnel and Benefits Committee would like the administration to extend FHAP benefits to full-time Instructional, Research, and Clinical Faculty on the same terms currently offered to tenure-track/tenured faculty. The committee plans to invite administrative representatives to discuss this benefit and determine the possible next steps.

g. Women – Anna Kosloski, Co-Chair

i. Committee has adjusted its schedule and now meets during the second week of each month.

ii. Policy 11F: Committee focused on this policy at the last meeting. Ongoing discussions about salary equity, data collection, and DEI related initiatives across the campuses. The committee plans to continue monitoring salary efforts and related policy developments.

iii. VP of Collaboration (Judi Bonacquisti) was invited to attend the upcoming Women's Committee meeting to contribute to DEI discussions, and the committee is exploring opportunities to collaborate with Faculty Assembly Women's Committees across campuses. A joint meeting is being planned to identify shared priorities and align goals for the year.

iv. Vacancies: 1x Anschutz

7. 2:30-3:00 Open Discussion

i. Reminder that the next meeting will start as the Faculty Senate meeting.

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Please submit questions or topics for President Saliman's remarks. Faculty members are also invited to suggest future discussion topics for upcoming Faculty Council meetings.

8. 3:00 p.m. Adjournment

Next Faculty Council Meeting: October 23rd, 2025