



Faculty Senate

Thursday, April 23rd, 2026

12:00-1:30 p.m.

Via Zoom Video Conference

Minutes

Attendees:

Faculty Council Leadership: Jorge Chavez (Chair, UCD), Alastair Norcross (FC Immediate Past Chair and FA Chair, UCB), Monica Yoo (Secretary, UCCS), Greg Kinney (FA Chair, Anschutz), Wendy Bolyard (FA Chair, UCD), Emily Mooney (FA Chair Elect, UCCS), Steve Cass (FSGC Chair, Anschutz)

CU Anschutz

Kathy Shaw, Cindy O'Bryant, Melanie Joy, Madiha Abdel-Maksoud, Ethelyn Thomason

CU Boulder

Ravinder Singh, Elizabeth Novosel, Avedan Raggio, Andy Cowell, David Paradis, Kay Weaver, Faith Gleicher Boninger

CU Denver

Thomas Beck, Joanne Addison, Jeffrey Schrader, Erin Hauger, Katy DiVittorio, Sasha Breger Bush, Yelena Gordiyenko, Anthony Villano, Madhavi Tandon

UCCS

Rhonda Glazier, Sherry McCormick, Anna Kosloski, Esther Lamidi, Suzanne Cook, Gordon Stringer, Norah Mazel, Tom Wahl

CU System Administration

Michael Lightner, Gwen D'Elia, Anne Fleming, Jay Dedrick, Maureen Durkin, Emily Davies, Kerry Tipper, Todd Saliman

1. 12:00 p.m. Call to Order & Approval of October 2025 Faculty Senate Meeting Minutes

- Vote: Jorge Chavez moved to approve the October 2025 Faculty Senate meeting minutes.
 - o Vote Outcome: Approved by Zoom poll.

2. 12:05 p.m. Faculty Senate Grievance Committee - Steve Cass, Chair

A. Committee Composition and Caseload

- The Faculty Senate Grievance Committee (FSGC) has 36 members. Its Executive Committee consists of the Chair, Vice Chair, and Panel Chairs representing the four campuses.
- The committee seeks approximately equal representation from each campus and staggered three-year terms. That structure generally limits service to about one case per member per year and allows flexibility for sabbaticals, leaves, retirements, grant deadlines, and other workload conflicts.
- Since the October 2025 Faculty Senate meeting, one dismissal for cause case concluded after a hearing held in May. The Board of Regents reviewed the case and voted to revoke the tenure of a UCCS faculty member.
- A second dismissal for cause proceeding was initiated and then was suspended for mediation. The parties reached a settlement, and the matter closed without FSGC review.
- A Boulder denial of tenure grievance was accepted; the panel completed its investigation and sent its report to the Chancellor. The committee was awaiting the Chancellor's response.
- A Boulder grievance alleging violations of academic rights was accepted and remained under investigation.



- A recently filed UCCS denial of tenure grievance was accepted, but an investigative panel had not yet been appointed.
- A graduate-student complaint fell outside the committee's jurisdiction and was referred to appropriate university personnel.
- The committee had been advised to expect several additional denial of tenure grievances in the coming year.

B. Leadership Transition and Membership Votes

- Steve announced that he will retire from the university and step down as committee chair at the end of June. He has served on the committee for approximately 16 years, including the last five years as chair and an earlier period as chair.
- Andrea Hutchins of UCCS will succeed Steve as chair.
- Vote: Steve read out the names of the nominees and then moved to reappoint 11 members and appoint 3 new members to the committee.
 - o Vote Outcome: Approved by Zoom poll.
- Boulder had two remaining committee vacancies. Alastair Norcross reported that he had identified one willing candidate.
- Steve asked Boulder to continue recruiting because a substantial portion of the committee's current caseload came from that campus.
- Anschutz had one remaining vacancy.

C. Discussion, Questions, and Recommendations

- Ravinder Singh asked what improvements Steve would recommend after his years of service. Steve said grievances often arise from poor communication or weak campus and school processes. He recommended that the committee continue to provide preventive feedback and training, not merely investigate cases after problems have occurred.
- Steve said the committee should inform campuses and faculty assemblies when it observes systemic breakdowns. Because policies and administrators change, he recommended continuing education and vigilance to preserve the integrity of grievance processes.
- Wendy Bolyard asked for guidance as CU Denver develops a professional rights and responsibilities document. Steve cautioned that Boulder's document has generated grievances and recommended consulting the Boulder Faculty Assembly's Grievance Advisory Committee (GAC). Alastair offered to make that connection and stressed that implementation and education - especially for department chairs - are as important as the document itself.
- Steve added that close coordination with campus Faculty Affairs offices is critical so that procedures are understood and consistently followed.
- Ravinder Singh raised concerns about changes made to grievance-related policies in 2021-22 and the current review of Regent Policy 5G and Article 5D. Steve said the current review has included the FSGC more meaningfully and that the Office of Academic Affairs has been responsive, although earlier engagement would have reduced time pressure and not all prior changes are currently open for reconsideration.

3. 12:28 p.m. Faculty Council Chair's Report - Jorge Chavez

- Jorge reviewed Faculty Council's role as a systemwide conduit for campus concerns and emphasized that issues should generally be developed through campus faculty assemblies before being elevated to Faculty Council.
- He recognized progress in coordinating policy review with Vice President Michael Lightner and in



creating earlier opportunities for shared-governance input.

- He previewed the Faculty Council votes later that afternoon on summer working groups addressing artificial intelligence and collective bargaining, as well as the Strategic Plan 2.0 update.
- Jeffrey Schrader was announced as the 2026 Faculty Council Distinguished Service Award recipient in recognition of his long-standing advocacy for shared governance, faculty voice, and adherence to policy. The award will be presented at the May 14 in-person meeting from 12:00-2:00 p.m.
- Jorge noted that this was his final Faculty Senate meeting as Faculty Council chair. Diana White will serve as chair for 2026-27, and Jorge will transition to immediate past chair. Elections for chair-elect and secretary were scheduled for the Faculty Council meeting.

4. 12:30 p.m. Academic Affairs Update - Vice President Michael Lightner

A. May 19 University Affairs Committee Meeting

- The May 19 University Affairs Committee meeting will be held by Zoom. At the time of the report, one degree proposal from Anschutz was expected, with the possibility of additional campus submissions.
- At the Regents' request, campuses will highlight selected rural degree, outreach, research, and healthcare programs, including partnerships or activities involving institutions such as Fort Lewis College, Colorado Mesa University, Western Colorado University, and Adams State University. The presentation is intended to illustrate representative work rather than provide an exhaustive inventory.
- Where possible, faculty who deliver CU programs at partner institutions will be invited to describe their experiences. Michael explained that some students complete the first two years through a partner institution and then complete a CU degree at that same location with CU-employed faculty.
- A second presentation will address what employers seek in graduates. Information will be gathered from career services offices, which hear immediate hiring needs, and external advisory groups, which often provide longer-term perspectives on changing sectors and future workforce needs.
- The effort is intended to represent a broad range of disciplines rather than focus only on business or STEM. Anschutz perspectives are expected to emphasize placement and the preparation of licensed professionals.
- One member asked whether cross-cutting skills such as sustainability and language proficiency could be lost in the process. Michael acknowledged the risk and committed to reinforcing broad framing in follow-up communication to the campuses.

B. Sabbaticals, Tenure, and Emeritus Status

- Michael described sabbaticals as a privilege for which faculty may apply, subject to departmental and unit needs. A sabbatical may be deferred when staffing or workload conditions would significantly disrupt a unit.
- Sabbatical applications pass through multiple campus approvals before reaching the System Office and the Board of Regents. System staff conduct a detailed final review because Regents may examine how teaching, center leadership, or other responsibilities will be covered.
- A full-year, half-pay sabbatical may later be reduced by a campus to one semester at full pay if a contingency does not materialize. Expanding an approved one-semester sabbatical to a full year requires further Regent action. Faculty with a realistic full-year contingency were encouraged to seek broader approval initially.
- Board consent agendas generally list aggregate numbers of sabbaticals or tenure cases rather than individual names. Campuses therefore need a proactive process to inform individual faculty after Regent approval.



- Sabbatical reports are not only required for future eligibility; they are also archived with the Colorado State Library as required by statute.
- Tenure cases follow a similar campus-to-System-to-Regent's process. Regents receive a portion of the file, may request the complete file, and may discuss questions concerning a personnel matter in executive session before voting.
- Greg Kinney asked about sabbatical eligibility for Anschutz specialty-track or non-tenure-eligible faculty. Michael noted that Anschutz arrangements often require faculty to cover their salary through grants or other mechanisms. One member said Anschutz appointment, promotion, and tenure guidance may allow focused professional-development time for non-tenure-eligible faculty, though it is not called a sabbatical, and offered to share the relevant language.
- Alastair Norcross confirmed that faculty emeritus status is generally determined at the campus level. Michael clarified that the Board may grant emeritus status for certain senior administrative positions, such as a president.
- Regarding three-year bachelor's degrees, Michael reported that the University of Denver can proceed because, as a private institution, it is not governed by the state's 120-credit requirement.

C. Questions

- Greg Kinney asked how Regent Policy 5.C applies to Anschutz "specialty track" or other non-tenure-eligible faculty. Michael said Anschutz sabbaticals are uncommon because faculty generally must cover their own salary through grants or other funding mechanisms.
- One member posted that, under the School of Medicine rules, the Clinical Practice Track is considered a specialty track for sabbatical eligibility. Greg noted that other Anschutz schools may use different language.
- One member confirmed that Anschutz faculty must cover their salary during a sabbatical. They said Anschutz appointment, promotion, and tenure guidance may allow non-tenure-eligible faculty to arrange focused professional-development time with a chair or division head, although the arrangement is not called a sabbatical, and she offered to share the language with Greg.
- Alastair asked whether faculty emeritus status requires Regent approval. Michael said faculty emeritus status is generally determined at the campus level; the Board may grant emeritus status for certain senior administrative positions, such as a president.
- Regarding three-year bachelor's degrees, Michael reported that the University of Denver can proceed because, as a private institution, it is not governed by the state requirement that public bachelor's degrees contain 120 credits.

5. 1:00 p.m. Faculty Senate President's Report - President Todd Saliman

A. State Budget, Compensation, and Tuition

- Todd thanked faculty for their work with students and for their research, scholarship, creative activity, and service during a difficult academic year.
- CU and other public institutions calculate a "core minimum cost" based on compensation, benefits, and inflation. Those assumptions are used automatically for other state departments, while higher education must advocate each year to receive comparable funding.
- The Governor's original budget assumed a 3.1% compensation increase for state employees, reflecting the state's agreement with Colorado WINS. Because of state budget constraints, the Joint Budget Committee funded classified-staff step increases equivalent to approximately 1% and extended a similar 1% 'step-like' increase to nonclassified state employees.
- Higher education revised its request to reflect the lower compensation assumption. The Joint Budget Committee then funded the revised core minimum cost and assumed a 3.5% cap on resident



undergraduate tuition.

- Todd emphasized that higher education avoided the broad cuts that had been under consideration. He recognized the government-relations team, faculty, staff, and students, including FC Chair and students who advocated at the Capitol—for helping secure the outcome.
- The Regents approved a 1% merit pool. Boulder, Anschutz, and Denver also planned compression and retention pools, with triggers attached to Denver's plan; UCCS planned a one-time payment.
- Resident undergraduate tuition increases were described as 3% for incoming Boulder students, 3.5% at UCCS and Denver, and in the mid-2% range for the Anschutz nursing program. Graduate rates vary by campus and program.
- Several targeted reductions proposed for CU or individual campuses were approved, while others were rejected. CU opposed all of the targeted reductions.
- Todd expects FY 2027-28 to be difficult because many balancing measures were one-time and the projected shortfall may be larger than previously forecast in CU's ten-year state revenue and expenditure analysis.

B. State Legislation and Concurrent Enrollment

- A CU-initiated concurrent-enrollment bill (HB26-1078) would allow four-year institutions to deliver college courses at high schools, as community colleges already may, in addition to offering courses on campus or online.
- A second efficiency bill includes provisions concerning approval of capital projects funded with non-tuition institutional resources, access to Colorado Department of Higher Education data, and administrative matters such as electrical and plumbing inspections in CU Denver-owned buildings.
- One member asked whether the Governor could line-item-veto the higher-education increase. Todd said the Governor could veto the entire higher-education funding line but could not isolate only the increase, and he did not expect such a veto. The Governor had not objected after Joint Budget Committee action, and Todd expected the long bill to be signed.
- One member asked whether the state could make core funding more automatic so higher education would not need to lobby annually merely to maintain services. Todd agreed and said he had raised the idea with gubernatorial candidates, while noting that Colorado is broadly underfunded and legislators face difficult tradeoffs.
- Todd said higher education generally has bipartisan support at the Capitol even though the state's fiscal constraints make that support difficult to translate into larger appropriations.
- One member asked whether concurrent enrollment could offset demographic enrollment pressure. Todd said high-school students may earn as many as 60 college credits, often in general education, and may use direct-pathway agreements to apply credits toward a major.
- He said concurrent enrollment may improve headcount more than credit-hour production because most students take only one or a small number of courses.
- Todd cautioned that the demographic trend is not a sudden cliff: the student population declines, levels, and later begins to rise. He identified Colorado's larger challenge as the fact that only about half of high-school graduates pursue any form of postsecondary education.

C. Federal Research Funding

- Todd reviewed a comparison of FY 2025 funding, the President's FY 2026 proposal, congressional action, the final FY 2026 budget, and the FY 2027 proposal for federal agencies that support CU research.
- Congress restored substantial funding compared with the FY 2026 presidential proposal. CU and national higher-education associations advocated for those outcomes and will continue that work



for FY 2027.

- Regarding NOAA and CIRES, Todd reported that approximately \$5.5 million held by the Office of Management and Budget had been lifted, the funds had reached CU, and CIRES had rescinded furlough notices affecting approximately 40 employees. He cautioned that broader threats to federal research support remain significant.

D. Artificial Intelligence and ChatGPT EDU

- Todd said faculty feedback had been heard, and that Jorge and Diana White represented Faculty Council concerns in discussions with the administration.
- Student access to ChatGPT EDU was delayed until August 14, the only weekday between the end of all summer terms and the start of the next academic year.
- Campuses will lead redevelopment of student training in coordination with campus AI advisory groups. Chancellors were directed to establish those groups and ensure shared-governance participation. A System-level advisory group is expected to draw members from the campus groups.
- The draft responsible-use APS had changed substantially in response to feedback. Todd thanked faculty for their input and supported the creation of campus and Faculty Council groups to continue discussion of best practices and lessons learned.
- Faculty retain authority to decide whether and how AI may be used in their courses and to establish rules students must follow.
- More than 30,000 people used CU email addresses to create ChatGPT accounts, mostly free accounts. Todd identified data security, personal information security, and unequal access to paid tools as reasons for offering an institutionally managed option. He noted that Boulder alone had approximately 14,000 student logins associated with CU addresses, not including personal email accounts.
- Todd acknowledged concerns about OpenAI and ChatGPT and reiterated that individual use is optional, while also noting that students are already using AI, and many employers expect graduates to have relevant skills.
- David Paradis questioned the contract's indemnification provisions. University Counsel Kerry Tipper said the issue had been carefully analyzed, that another contractual provision limited the perceived risk, and that OpenAI had moved substantially during negotiations. She committed to providing a written explanation after reviewing the agreement directly.
- Members were asked to route additional questions through Jorge, who would forward them to the appropriate System officials. APS 6012 was expected to return to the President's team around mid-May.

6. 1:39 p.m. Adjournment

Next Meeting: Thursday, October 22nd, 2026 | 12:00-1:30 p.m. | Zoom