**Faculty Council**

**Educational Policy and University Standards (EPUS) Committee Meeting**

**Friday, September 12, 2025**

**Zoom Video Conference**

[**https://cusystem.zoom.us/j/97265470952**](https://cusystem.zoom.us/j/97265470952)

**MINUTES**

**Attending:**

Ravinder Singh (Chair, UCB), Suzanne Cook (Vice Chair, UCCS), Elizabeth Pugliano (UCD), Deb Kenny (Secretary, AMC), Norah Mazel (UCCS), E.J. Yoder (UCD), Ellie Svoboda (Anschutz), Yelena Gordiyenko (UCD), Shamika Dalton (UCB), Maureen Durkin (SYS), Michael Lightner (SYS)

**Call to Order and Approval of May Minutes**

* Minutes approved

**1. Welcome & Announcements (Ravinder Singh, Chair EPUS)**

* Discussion regarding in-person meeting options: members agreed on Friday, December 5 as the in-person meeting date (with lunch) for fall semester.
* Committee welcomed new members.

**2. Policy Updates – Office of Academic Affairs (Michael Lightner, VP)**

* **Regent Policy 11.F (Restrictions on Certain Salary Adjustments):**
  + Policy was introduced by Regent VanDriel. It would categorize faculty/staff salaries into tiers with limits on merit increases.
  + Strong consensus: policy is inappropriate micromanagement and may worsen inequities, compress salaries, and harm recruitment/retention.
  + Over 60+ negative comments already submitted system-wide.
  + EPUS members agreed not to suggest edits but to go on record with clear opposition.
  + Draft response points circulated:
    - Policy constitutes excessive oversight not suitable for Regent policy.
    - It will not improve equity and may exacerbate inequities.
    - Risks damaging CU’s competitiveness and reputation.
* **Regent Policy 4.B (Program Review):**
  + Initiated by Regent McNulty, emphasizing audit and accountability in program reviews.
  + Changes align with APS 1019 (Program Review) and APS 1038 (New Program Review).
  + Key features: 7-year review cycles (with adjustments for accreditation timelines), possible 3-year follow-up for underperforming programs, and Chancellor discretion on program continuance.
  + Members raised concerns about ensuring faculty’s role in program review and discontinuance decisions remains explicit.
* Other APS items under review:
  + APS 1015 (Program Discontinuance), APS 1019 (Program Review), APS 1038 (New Program Review), APS 1043, and APS 1014 (pending wrap-up).
  + Faculty role and shared governance will be emphasized in comments.

**3. Action Items**

* EPUS Chair will compile committee comments into a written response opposing 11.F. and submit via the feedback form on OPE website.

**4. Adjournment**

**Next Meeting: Friday, September 26th, 2025**