



**Faculty Council  
Educational Policy and University Standards (EPUS) Committee Meeting  
Friday, December 12<sup>th</sup>, 2025  
Hybrid Meeting/Zoom and CU System Building**

**MINUTES**

**Attending:**

Ravinder Singh (Chair, UCB), Suzanne Cook (Vice Chair, UCCS), EJ Yoder (UCD), Deborah Kenny (Anschutz), Elizabeth Pugliano (UCD), Yelena Gordiyenko (UCD), Ellie Svoboda (Anschutz), Heather Anderson (Anschutz), Shamika Dalton (UCB), Jenna Settles (UCB), Anne Fleming (SYS), Maureen Durkin (SYS), Michael Lightner (SYS), Erica Weston (SYS), Megan Clark (SYS), Scott Munson (SYS), Brad Judy (SYS)

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

- Reminder: SharePoint is central location for EPUS documents: [Faculty Council - EPUS - All Documents](#)

**2. Context: CU-Wide AI Committee (Scott Munson, CIO, and Brad Judy, CISO)**

- Overview provided of a CU-wide AI committee charged by the President and Chancellors.
- Committee includes two representatives from each campus and System Office members.
- Emphasis that AI policy work is iterative and evolving, not a fixed long-term document.

**3. AI Policy Review (APS 6012) & Faculty Governance Concerns**

- Committee emphasized the importance of faculty and campus assembly input before policies are finalized.
- Concern raised about tight timelines and insufficient opportunity for shared governance review.
- Leadership acknowledged the need to “get this right” and allow additional review cycles.
- Plan discussed to continue review into January and February.

**a. Deepfakes & Consent Discussion**

- Significant discussion focused on deepfakes, consent, and academic freedom.
- Key points included:
  - Educational use of deepfakes (e.g., historical figures) should not be overly restricted.
  - Student artistic or social commentary work may involve public figures and should be protected.



- Strong concern raised about deepfakes involving members of the CU community (faculty, staff, students).
- General agreement that consent should be required when CU community members are depicted.
- Discussion framed as balancing risk, protection, and academic freedom.

#### **b. Academic Exemptions & Policy Language**

- Question raised about language allowing the “university” to grant academic exemptions.
- Concern that academic permissions typically fall under faculty/instructor authority, not the institution broadly.
- Recommendation discussed to:
  - Clarify or revise policy language, or
  - Remove potentially overreaching language to avoid governance conflicts.
- This portion of the discussion was framed as informal feedback, not final decisions.

#### **c. Transparency, Data Use & Guardrails**

- Discussion noted that some AI tools may use uploaded content for training, depending on terms and conditions.
- Emphasis on transparency to users about AI systems and data usage.
- Group discussed creating guardrails rather than rigid rules, acknowledging rapid change in AI technologies.
- Recognition that AI guidance will require frequent review and updates.

#### **d. Next Steps**

- Committee agreed that additional discussion and refinement are needed.
- Targeted timeline:
  - Continued work in January
  - Follow-up meetings anticipated in February
- Goal is broader stakeholder input before final recommendations.

#### **4. Policy 13.D: Defense and Indemnification of University of Colorado Employees (Erica Weston, Deputy University Counsel, and Megan Clark, Senior Assistant Counsel)**

- Policy 13.D allows the university to defend employees against claims arising from actions within the course and scope of employment.



- The revisions broaden the policy beyond Colorado Governmental Immunity Act (CGIA) claims to include non-CGIA claims, aligning the policy with current practice.
- Decisions on whether to provide defense are made on a case-by-case basis, beginning with an assessment of whether a legally actionable claim exists; certain conduct (e.g., sexual misconduct) may fall outside coverage.
- Legal counsel generally leans toward defending employees when appropriate, and employees are not required to have performed their duties perfectly to receive defense.

## 5. Adjournment

*Next Meeting: Friday, January 23<sup>rd</sup>, 2026*