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

Faculty Council
1800 Grant Street
Denver, CO 80203
Email: facultycouncil@cu.edu

Faculty Council
Collective Bargaining Committee
Tuesday, October 13th, 2026
Zoom

MINUTES

Attending:
Deb Palmer (UCB), Joanne Addison (UCD), Diana White (UCD), Wendy Bolyard (UCD), Brittany Orton (UCCS), James Byrne (UCB), Zachary Schmook (UCB), Meghan Cohen (UCB), Melanie Joy (Anschutz), Kelly Holmes (Anschutz)

1. Business Items

- The September 22 meeting minutes were approved.
- The committee welcomed new CU Boulder members Zachary Schmook and Meghan Cohen.

2. Campus Committee Updates

- **Denver**: The collective bargaining report was approved by the full Faculty Assembly after removal of language members considered overly political. Faculty Assembly officers are visiting standing committees to gather input. Of 24 survey responses to date, approximately 65% favor or strongly favor continuing to explore collective bargaining; three oppose and five are neutral. Respondents emphasized neutrality, protection of shared governance, and further education, forums and broader faculty input. Members cautioned that the small survey cannot represent campus-wide opinion.
- **Boulder**: A draft report on the relationship between shared governance and collective bargaining, including potential advantages, challenges and examples from other institutions, was reviewed by the Boulder Faculty Assembly Executive Committee on October 12. Further feedback is being solicited. The report is expected to be presented to the Assembly in November, with approval sought in December. Members were invited to review and comment on the draft and its research and collective bargaining agreement resources; it has not yet been approved.
- **UCCS**: The campus committee is editing a historical and informational report designed to address misconceptions about collective bargaining. The original 15–20-page draft is being shortened to approximately one page per section, with references and a longer version retained. The group expects to submit the edited draft to its Faculty Assembly the following week and present it in November; Brittany Orton anticipated sharing a draft with this committee at its next meeting.

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- **Anschutz**: Members emphasized the complexity of faculty employment and affiliations across health professions schools, hospitals and other entities, including split appointments. They favored basic, balanced educational materials before assessing faculty views. Concerns were also raised about limited faculty awareness and information not reaching colleagues through school-level representation. Melanie Joy proposed meeting with the Anschutz representatives to coordinate information sharing and raising communication expectations again with Faculty Assembly representatives.

3. Readings, Policies and Implications

- Members distinguished gaining the legal right to bargain from deciding whether to organize a bargaining unit and negotiate an agreement. Campus interest, bargaining-unit structure and local circumstances would still require separate consideration.
- Discussion explored how Regent Law and potential collective bargaining agreements might reinforce faculty participation in shared governance decisions, while avoiding tensions between governance and bargaining roles. Research on the California State University system was suggested as a useful example of policy-design pitfalls.
- Members discussed the importance of balanced, informative campus materials and avoiding preferential advocacy for any particular union. Concerns were raised about potential unfair labor practice issues for university-recognized faculty governance bodies; no legal determination was made.
- The committee revisited its charge to gather and share information, assess models and implications, engage faculty across campuses, and report recommendations to Faculty Council. Diana White emphasized preparation and advice on the interface between collective bargaining and shared governance, rather than organizing faculty.

4. Next Steps

- Continue campus updates and cross-campus review of the Denver, Boulder and forthcoming UCCS reports. Anschutz representatives will coordinate on campus communication and educational needs.
- At the next meeting, consider topic-based work on (1) Regent Law and policy implications and (2) faculty education and outreach, potentially including infographics, public scholarship or a video. A possible future survey or survey-question resource was also raised; these projects were discussed, not formally adopted.
- Once campus reports are available, consider synthesizing findings and developing recommendations for the Faculty Council or its Executive Committee, while preserving effective shared governance if bargaining rights become available.

Next Meeting: Tuesday, October 27, 2026, 10:00–11:00 a.m. via Zoom