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 27th, 2026
Zoom

MINUTES

Attending:
Deb Palmer (UCB), James Byrne (UCB), Meghan Cohen (UCB), Joanne Addison (UCD), Diana White (UCD), Wendy Bolyard (UCD), Dylan Harris (UCCS), Brittany Orton (UCCS), Kelly Holmes (Anschutz), Christy Thrash (Anschutz), Zack Schmook (UCB)

1. Business Items

- The October 13 meeting minutes were approved.

2. Campus Committee Updates

- **Denver:** Faculty Assembly representatives are visiting standing committees and inviting members to review the approved campus report and complete a survey. Preliminary responses remain largely favorable toward continued exploration of collective bargaining (approximately 65%), while emphasizing balanced information rather than advocacy. The committee may extend outreach to schools and colleges and use faculty questions to guide future education.
- **Boulder:** The Boulder Faculty Assembly Executive Committee reviewed the draft report and requested limited clarification, including clearer presentation of potential disadvantages. The report is scheduled for discussion by the full Assembly in November, with approval anticipated in December. Members discussed gathering faculty views and using school and college governance groups for outreach; the format of any survey has not been decided.
- **UCCS:** The campus report was reported complete and expected to be submitted to its Faculty Executive Committee that day, following a short extension, then presented to the Faculty Assembly in November. The report adds context on Colorado labor law history, including the Labor Peace Act. Dylan Harris offered to share it with the systemwide committee after campus submission. UCCS is also considering shorter educational materials and spring outreach.
- **Anschutz:** Kelly Holmes and Christy Thrash reported that the campus representatives have not yet met to establish a work plan. They will reconnect with Melanie Joy and their third representative to clarify the charge, coordinate participation and determine next steps. Members noted interest in the topic but significant demands on clinical faculty time and limited awareness of university level shared governance.

3. Readings, Policies and Implications

- Members discussed compiling the campus reports for Faculty Council and potentially including them in a future Faculty Council Chair report to the Board of Regents. They also considered a central Collective Bargaining Committee webpage containing campus reports, examples of collective bargaining agreements, state law and policy links, infographics, comparison tables, FAQs and a CU authenticated contact form. Website development will depend partly on the ongoing Drupal migration.

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

- Members identified the CU Employee Services "Shared Governance and Unions" comparison table as potentially outdated or misleading, particularly regarding Colorado WINS. The committee discussed preparing suggested revisions, potentially seeking Faculty Council endorsement, and reviewing relevant Regent Law and Policy provisions for implications of collective bargaining.
- Discussion emphasized differences in governance participation, grievance procedures and workplace protections for tenure/tenure-track and IRC faculty. Members noted that these disparities could create tension between shared governance and future bargaining structures, and that some governance improvements may warrant attention regardless of whether bargaining rights are granted.
- Anschutz representatives described complex faculty appointments and reporting lines across university and clinical entities, as well as barriers to clinical faculty participating in shared governance. Kelly Holmes continues to use personal leave to attend committee meetings. A prior request for support or compensation was raised with VP Michael Lightner; the outcome was not yet known. Members discussed helping clarify the campus committee's authority and workload expectations.
- Members proposed learning from the Anschutz House Staff Association and from unionization efforts involving academic physicians at UC San Diego, including possible guest speakers at a future meeting. These were exploratory ideas, not formal committee recommendations.

4. Committee Priorities and Next Steps

- Dylan Harris will begin reviewing and brainstorming revisions to the Employee Services comparison table, with James Byrne participating. Other members may join; no deadline was set.
- Deb Palmer will develop initial ideas for the committee webpage and invite interested members to assist with its content and resources. A lead volunteer for the webpage was not selected at this meeting.
- Deb Palmer will explore a future session with a House Staff Association representative and possibly a UC San Diego contact, with help from Joanne Addison and the Anschutz representatives. Christy Thrash offered to help identify contacts.
- Deb Palmer will consider reaching out to Greg Kinney and other campus leadership about support for Anschutz participation. Follow-up is also needed on the earlier discussion with Michael Lightner regarding compensation or time support for clinical faculty representatives.
- Continue cross-campus report sharing and consider sending the collected campus reports to Faculty Council and then the Board of Regents. Further review of Regent Law and Policy and identification of near-term shared-governance improvements remain possible work areas; no formal votes were taken on these proposals.

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