



Faculty Council Committee Meeting
February 23rd, 2023, 12:00 - 3:00 p.m.
<https://cusystem.zoom.us/j/7519053752>

MINUTES

Attending: Cindy O’Bryant (Chair, UCCS), Polly McLean (Vice-Chair, UCB), David Paradis (Secretary), Ethelyn Thomason (CU Anschutz), Vivian Shyu (UCD), Jay Dedrick (Internal Communications Manager), Joanne Addison (UCD), Jeffrey Schrader (UCD), Farida Khan (UCCS), Ravinder Singh (UCB), Rhonda Glazier (UCCS), Norah Mazel (UCCS), Anna Kosloski (UCCS), Minette Church (UCCS), Esther Lamidi (UCCS), Vivian Shyu (UCD), Lei Frank Zhang (UCCS), Ravinder Singh (UCB), Kathia Salome-Ibiche (UCD), Edward Cannon (UCD), Jorge Chavez (UCD), Anne Fleming (Grievance Committee Professional Assistant, Christina Jimenez (UCCS), Gordon Stringer (UCCS), Adam Norris (UCB), Vicki Jean Grove (UCB), Maria Lewis (CU SYS, Administrator), Jacqueline Nolly (SYS, Recording Secretary)

Call to Order & Chair’s Report

- Approval of January Meeting Minutes—APPROVED
- Election reminders
- Faculty Council Awards
- FSGC Bylaws

Academic Affairs Update—VP Michael Lightner

- Congrats to David Paradis as the recipient of
- U.S. Department of Education sent a “dear colleague” letter to higher ed about 3rd party servicers
- CU Systems could be called out for providing services through UIS, not that they’re doing anything from, but the level and requirements are increasing dramatically.
- Further, the level of clarity is falling rapidly about what we should report and there has been a deadline imposed of May 1st
- https://www.chronicle.com/article/education-dept-shocks-ed-tech-experts-and-colleges-w-ith-expansion-of-oversight?cid2=gen_login_refresh&cid=gen_sign_in

APS Updates

- EPUS is finishing is analysis of campus feedback for 5060, generated another version (currently at campus admin)



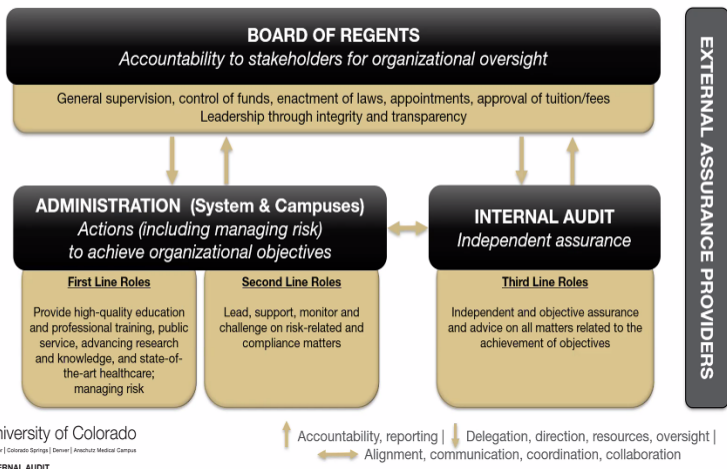
- 1014-another version was created with initial feedback from administration, have created a version 2 that is entirely different, being reviewed by campus legal, another version will be sent out to faculty after approval
- Regent committees have changed their 'set up' - originally a live stream and a panel, but what was done by regent governance (from discussions with Intercampus Students Forum) you can appoint a student shared governance leader to each of the committees (not as a voting member, but as a representative)
- **Regent Policy 14.I-Concealed Carry Clause**
 - Sending this item to University Affairs, Regents want to hear more, not public opinions, but a better understanding of the effects to which this policy has on students, staff, and faculty
 - Allowing students to have a liaison to represent them when discussing this issue, they can then report back to their peers for written statements/recommendations of concerns
 - No representation from Staff Shared Governance or Faculty Shared Governance, would like to nominate a leader to be on the panel for the conceal-carry discussion, meeting will take place April 18th from 1-3pm via zoom.
 - Would like this individual to be available for the rest of the year (April and May)

Associate VP of Internal Audit, Agnessa Vartanova

- Karisa McCulloch, Brett Kellum, and Steve Smith
- Overview of the internal audit organization, independent of any and all processes of all matters to faculty
- Would like to provide further education about themselves and the services they provide, what is FC, what do they want to know more about?

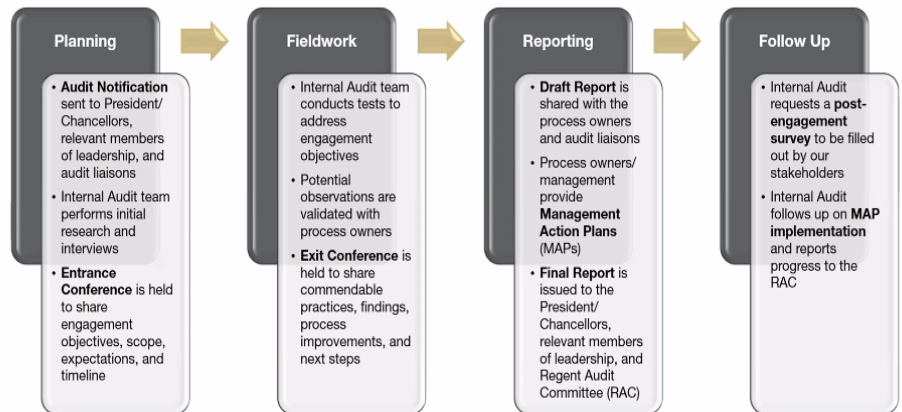
- Independently access the processes and the controls put in place, the goal is to always improve and take advantage of opportunities down the line
- Audits performed in the past tend to lean in the research side in compliance with regulations, looking into individual grants/sub contracts
- Conflict of interest and taking what they learned from one campus and applying it across campuses, each campus has a different process (took a lot of what AMC and UCD are using and applying it to UCCS for transparency)

Risk Management Roles



- Is there a minimum size (in dollars) or activity that you audit? No, they assess risk, or “reputational risk,” for example: minors on campus
- Very intentional about review sizing aka “right scope”, want to be very particular about reviews and assessment, do not want the audit cycle to take super long if possible
- Are there plans to include faculty governance bodies on IA reporting related to risk assessment? There are interviews schedule with each campus representatives, as well as staff and student council

Audit Process



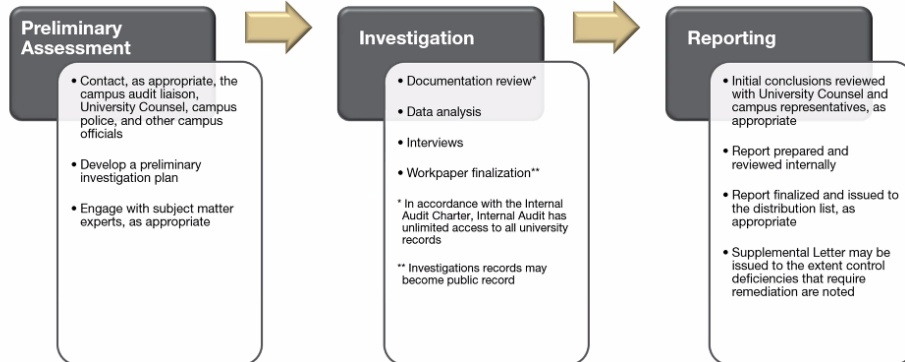
Our Portfolio



- Audit meetings are public and recorded
- Steve Smith–Director of Investigations
 - The University does have an official method of reporting ethical or misconduct, lots of times they are not fiscal misconducts reported through the hotline
 - Currently working on the website to make it easier to use/understand, being able to report misconduct via smartphone
 - **Regent Policy 13.E–Fiscal Misconduct**



Fiscal Misconduct Investigation Process



<https://www.cu.edu/regents/policy/13>

Campus Assembly Updates

- **Ethelyn Thomason (Anschutz)**
 - Still searching for Dean of School of Public Health and new chief of resources, national search
 - Still look for FSGC members, majority of AMC is clinical track
 - Two returning members but need two more. The struggle is finding faculty who are either tenured or tenure track because so many of AMC are clinical tracks
 - Faculty club at the Benson Hotel
- **Vicki Grove, co-chair (Boulder)**
 - Experiencing campus alerts, addressing issues and discussing with Chancellors and Provosts
 - There's an external company that provides alerts called Ever Bridge, that sends alerts depending on like addresses and proximity to events
 - Students need to use current addresses rather than permanent
 - Teaching Faculty Affairs Committee distributed earlier in February, a survey to all the Boulder teaching track faculty just to collect data on teaching faculty voting rights within their units, just all across the schools and colleges and the intention was just to collect the data and then analyze it and get a sense of how voting rights might differ across the different units.
 - They'll share their analysis of that data at our meeting next week
 - Curriculum committee policy in the works, presented at Deans Council



- Administrative Technology Services Committee–AI Colloquium Series, expert faculty open to the public, not only in regards to cheating but other informative measures
 - The AI Colloquium Series is posted on Boulder’s campus calendar: CU Boulder AI Colloquium Series. The dates are March 3, March 14, and April 5.
- Nominations are in for BFA Excellence Awards are in and will be announced in April
- **Minette Church (Colorado Springs)**
 - Still working on FSGC, not in compliance but should be by the end of the term
 - New assistant vice-chancellor of HR, coming from an academic background which is helpful and more collaborative
 - The search for the vice-chancellor or administration of finance is still in the works
 - Seems to be a concern for upper level applications and then something happens that they don’t commit, not sure why
 - Chancellors undergoing review process, faculty and staff aren’t broadly asked for feedback even though it was requested, created a feedback/assessment survey with open-ended questions to create reports for anonymous results to Felicity O’Herron
 - Still trying to figure out the effect of budget cuts and how faculty/staff will be affected, were cuts taken from Central Administration? Provost is collecting data and information to create a new budget model for future circumstances
 - NSF ADVANCE grant CREST team created a panel who created a white paper based on better aligning promotions and rewards around Boyer Model and Scholarship Reconsidered.
<https://research.uccs.edu/sites/g/files/kjihxj1536/files/2023-02/Scholarship%20Reconsidered%202023%20White%20Paper%20%281%29.pdf>
- **Vivian Shyu, Vice-Chair (Denver)**
 - \$12 million deficit, deadline for the Deans second rounds and Admin how they’re making cuts was presented
 - Understanding the shared budget between Anschutz and Denver
 - Some schools and colleges came up short of the 3%, while others achieved it, central administration experienced a 4% cut. Want to make sure the cuts for those schools that didn’t make the 3% are ensured that difference
 - Each central administration unit did a presentation, and each of the schools and colleges did a presentation for the faculty, Assembly and our staff



- UCDolly and the Staff Council all had members there, so there were 5 faculty and 2 staff that were, what they're calling, consultants in the process
- Working on a resolution for how faculty can report their EDI activities, and convened a small group to discuss how we will move (or not) on the FCQ-data mining issue
- The deadline for applicants for the dean of College of Arts & Media may be at the end of this month.

Faculty Council Committee Updates

- **Budget and Finance (Rhonda Glazier)**
 - Met with Chad Marotano.
 - Investigative treasurer search committee should be able to generate a report to be put out in March.
- **Communications (Kathia Ibach, co-chair)**
 - The chair provided an update regarding the most recent meeting and on the upcoming newsletter; solicited content and input.
- **CREE (Jorge Chavez)**
 - The chair of the committee discussed the progress achieved in reviewing the policy; the process, in general; and a resolution being drafted to add CASTE to the protected class under Regent law.
 - Working on an intercampus event to take place on April 21st
- **EPUS (Ravinder Singh)**
 - The chair of EPUS provided an update on the revision of APS 5060-Faculty Appointments.
 - The committee is working on collecting and reviewing input from the campuses; the difficulty is making sure the policy is universal across campuses and applicable for all the schools.
- **LGBTQ+ (Ed Cannon)**
 - SAVE THE DATE: MAY 22 UCCS: The Queer Futures and Higher Education in the Rocky Mountain West Symposium invites students, faculty, staff, and affiliates to participate in a one-day professional development, networking, and vision building symposium. We seek to provide a forum for LGBTQ+ and allies, faculty, staff, and students to network and share their research and creative work through intentional intra-campus collaboration.
 - <https://www.cu.edu/queerfutures>



- **Personnel & Benefits (Jeffrey Schrader)**
 - <https://connections.cu.edu/stories/new-retirement-fund-options-offer-socially-conscious-investment-choices>
 - The new funds will be available starting in late March. Those already invested in either the TIAA-CREF Social Choice Equity Fund (for CU 401(a) and CU 403(b) plan members) or the CREF Social Choice Account Fund (for SERP members) will have their investments directed to the Vanguard FTSE Social Index Fund until and unless they take action to move their investments.
 - The chair of PB extended an invitation to the faculty to voice their opinions.
- **Women's Committee (Esther Lamidi & Anna Kosloski)**
 - The Women's chair discussed the collaboration with campus representatives to identify service requirements, caregiver resources, and IRC faculty; collaboration with LGBTQ; separate spring event (tentatively in early May).
 - Previous FC Chair, Rod Muth, survey on faculty service etc.

Senior Diversity Officer — Judi Diaz Bonacquisti

- Re: Draft revisions to Policy 10 - Non-discrimination.
- A brief summary review was provided for the draft revisions to Policy 10 (Non-discrimination); the history and function of the policy; the components that have been removed and placed in other policies (such as 8A and/or 11B); delineation of the process in anticipation of public feedback and the process after feedback is received (tentatively in June); and then a draft of the diversity statement was placed into the chat.
- The FC expressed concerns regarding the process of this policy, such as why it is going from Regent policy to APS. A specific concern in regard to that is that there would be no mechanism for faculty to appeal. (Faculty can appeal to the FSGC for a Regent Policy, but not for an APS.)
- SDO recognized that other APS revisions will have to follow suit.
- SDO acknowledged the need for a policy statement on disability and access.
- The Faculty Council inquired the reasons for the decision to enact a policy rather than a law and discussed the implications.
- The Faculty Council discussed the need for mechanisms in place to prevent parallel processes (different offices working on the same policy without communication) on policies; VP of Office of Academic Affairs provides an ideal point of articulation between EPUS and SDO.



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- Members of FC requested that Regent Policy 10 remain at the level of Regent Policy, because an APS is not perceived as having the same strength or level of protection.
- SDO wants an emphasis that doesn't limit itself to protection vs compliance.
- The policy website might want to include a mention that the policy is currently under review.
- Comments, thoughts, and input should be sent to the FC chair or the FC administrator.

3:00 p.m. Adjourned

**Next Meeting:
March 16th, 2023**