



**Faculty Council Committee Meeting**

**March 16th, 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 Detrick (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 February Meeting Minutes–APPROVED
- Election reminders, Secretary David Paradis reminds members of nominations for FC leadership roles, i.e. chair, vice-chair, secretary (stipends included and a course buy out depending on the need)
- [Faculty Council Awards](#)
  - Potential for a May meeting to celebrate in person, tentatively the 18th at Rhine Haus (<https://www.rheinhausdenver.com/>) from 1:30-3:30 approximately
- FSGC Bylaws
  - Met on March 15th and have a mostly finalized document, will send out for review
  - Will put together a working group for the summer to discuss FC bylaws for September approval (stipends will be provided), looking for nominations

**Jeffrey Schrader, Chair of Personnel & Benefits– Benchmark Salary Data Memo**

- [Link to memo](#)
- CU’s Non-Tenure-Track Faculty report of 2018 has this compensation-themed passage in the report from the Health Sciences Library (on the unnumbered page 150): “HSL faculty salaries are competitive with other academic health sciences libraries in the western United States, and the \_Annual Statistics\_ of the Association of Academic Health Sciences Libraries is used to benchmark.”



- Discussion of comparing Western United States
- Chair discusses the potential to move this memo forward based on the conversations today
  - Potential for a compensation committee with multiple stakeholders
  - Bring up to the Regents during the next FC report, there are, nevertheless, other creative and generative ways to propel this process/policy change
- **Felicity O’Herron,**
  - The way CU benchmarks jobs is by buying surveys, proprietary (have to sign an NDA so cannot legally disclose the information collected)
  - The setting of compensation is set at the campus level,
  - In the last couple of months the system has been trying to compare system vs. campus-based salaries
  - Every campus, even disciplines, benchmarks differently with different surveys and comparities to one another
  - FC believes the system should not rely too heavily on outside consultants, but should have some faculty involved in the process
  - There is a difference between market data and internal equity adjustments, CU is not allowed legally to pay women lower than men so they have to make those changes for specific situations for Equal Pay for Equal Work (EPEWA), but these are separate reports
- **Michael Lightner,**
  - Discussion of what constitutes a peer institute for each campus
  - Faculty Assemblies with campus leadership should engage with peers to create a peer group for discussion, what are they going to ask of the consultants?
  - This work is being done every time we hire someone, it fluctuates as the supply and demand do too, who are the competitors and what is the “going rate”, this is not the same thing as finding it across thousands of faculty
    - Denver HR started up CCC last May

### **Academic Affairs Update—VP Michael Lightner**

- Regent Governance Committee met March 15th, 2023, notice of intent to give notice
  - <https://www.cu.edu/regents/rlpreview>
  - 3C, Presidential Search, was brought to governance yesterday, the RGC will pass it to the board for first motion
  - 2D, Regent Awards, will also be sent for first notice at the end of April (27th)
- Colorado Re-engage Initiative in Higher Ed that allows 4 yr institutions to grant post-hoc Associate’s degrees; expected to boost enrollment (re-enrollment).



- Statewide articulation agreements (that are similar to the GT pathways) to create alternate routes to advanced degrees. The distinction reserves decision-making over academic criteria with Universities.
- The Texas legislature proposes to do away with CRT, DEI, and tenured positions in Higher Ed. This has the potential to boost hiring and retention for CU faculty.
  - [https://universitybusiness.com/texas-puts-forth-bill-proposing-to-strip-faculty-of-tenure/?oly\\_enc\\_id=5023F5683690J4Z](https://universitybusiness.com/texas-puts-forth-bill-proposing-to-strip-faculty-of-tenure/?oly_enc_id=5023F5683690J4Z)
- Regent Law and Policy Revision group meets periodically and notifies the FC when a law or policy is up for consideration.
  - VP of Academic Affairs answered questions about the distinction between administrative, system, and campus review committees.

### Campus Assembly Updates

#### - **Ethelyn Thomason (Anschutz)**

- A new Dean at the School of Medicine was selected; final search for the Dean (School of Public Health) is underway; and an effort to construct and provide affordable housing for the Anschutz community.

#### - **Vicki Grove, co-chair (Boulder)**

- BFA compliance and constitution draft; Excellence and Recognition Awards ceremony in April; Campus Curriculum Advisory Committee; and a concealed carry resolution.

#### - **Minette Church (Colorado Springs)**

- The campus is addressing the discrepancies in compensation across the colleges and addressing the misuse of lecturers; efforts to generate inclusivity; multi-year contracts are becoming more available; Chancellor review occurred

#### - **Joanne Addison, Chair (Denver)**

- Phase one of budget cuts have ended
- <https://www.cpr.org/2023/03/14/cu-denver-budget-cuts/>
- Campus level strengthening of shared governance, there will be an annual state of shared governance produced by the associate chancellor
  - Working on minimum standards for shared governance that every college has to adhere to and then work its' way down to primary units, will eventually establish a measurement of accountability
- Big push to get full-time IRC faculty on three-year contracts
- Faculty policy compensation guidelines for promotion, will create a campus APS for a minimum increase for when individuals go up for promotion



- FCQ issues, putting certain things in comments, there are controls available through Canvas
- Regent Spiegel joined CU Denver FA last week
- Agness Vartanova, Associate VP of Internal Audit, will be joining the CU Denver Faculty Assembly in April regarding faculty development funds and speedtypes

### **Faculty Council Committee Updates**

- **Budget and Finance (Rhonda Glazier)**
  - Met last week with Chad regarding where the budget is at within the legislature, waiting on feedback
    - Putting together the search committee for the treasurer, has said it is almost complete
    - A student had reached out to the University requesting to be on the committee, but they were referred to the University Council/Jeremy Heuth
    - There is a group looking into what happened with the treasurer's office, they will provide FC with a review and recommendations, these results should come out late March
- **Communications (Carmen Stavrositu, co-chair)**
  - Making progress on the spring FC newsletter, expecting an end of April release
  - Committee corner articles are moving slowly, chairs of committees call for articles!
    - New faculty orientation coordinators on the four campuses as new members go through their onboarding process to increase visibility of FC at all campuses
- **CREE (Cerian Gibbes, co-chair)**
  - 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 8A.
    - At the last meeting, CREE met with SDO, Judi Diaz Bonaquiti to discuss the new diversity draft resolution of 10A
  - Working on an intercampus event to take place on April 21st, will share invitations to committee chairs to spread through networks
- **EPUS (Ravinder Singh, chair)**
  - APS 5060, Faculty Appointments, struggle to make the policy work across four campuses as they are all so different but still working to find a resolution
    - They have discussed all feedback from campuses and are done with the first round of 5060, FC will receive another revised version



- APS 1014 is the next APS to review, dramatically revised
- **LGBTQ+ (Ed Cannon)**
  - Met with Valerie Simons at the System Title IX Office to get an overview of the comparisons across the campuses
    - According to Simons, FCQs are able to be investigated, but do not track down who said what as it is completely anonymous
    - The FCQ office, however, said that they can most certainly identify students when needed and have done so but it is rare
  - 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
  - WEBSITE: [www.cu.edu/queerfutures](http://www.cu.edu/queerfutures)
- **Personnel & Benefits (Jeffrey Schrader)**
  - Salary benchmarks update earlier in the meeting
  - Family and Medical Leave Insurance Program (FAMLI), will be the groups next review of policy
  - Some committee members mentioned some sort of oversight mechanism in terms of how the retirement funds are evaluated and assessed, on a quarterly basis apparently there used to be some sort of subpoena maybe up until three or four years ago
  - P&B has also discussed the Equal Pay for Equal Work Act (EPEWA), and put forth a draft document of questions faculty have discussed in previous meetings.
    - <https://docs.google.com/document/d/1BBmn0yisl78ULJuFO9G9mlPCp-Ha0DIB/edit>
- **Women's Committee (Esther Lamidi & Anna Kosloski)**
  - Meet on March 17th, 2023, so do not have a March update

2:40 p.m.      **Adjourned**

**Next Meeting:  
Faculty Senate, April 20th, 2023**