



**Faculty Council Committee Meeting
September 29th, 2022, 12:00 - 3:00 p.m.**

<https://cusystem.zoom.us/j/7519053752>

MINUTES

Attending: Cindy O’Bryant (Chair, AMC), Polly McLean (Vice Chair, UCB), Maria Lewis (CU System Administrator), David Paradis (Secretary, UCB), Cerian Gibbes (UCCS), Colleen Donnelly (UCD), Ethelyn Thomason (AMC), Jay Dedrick (System Communications), Joanne Addison (UCD), Mike Lightner (CU SYS, VP Academic Affairs), Minette Church (UCCS Faculty Assembly Chair), Vivian Shyu (UCD Assembly Vice-Chair Interim), Farida Khan (UCCS), Alastair Norcross (UCB), Ravinder Singh (UCB), Rhonda Glazier (UCCS), Edward Cannon (UCD), David Paradis (UCB), Carmen Stavrositu (UCCS), Troyann Gentile (UCD), Vicki Grove (UCB), Esther Lamidi (UCCS), Anne Fleming (FSGC Administrator), Jeffrey Schrader (UCD), Larry Eames (UCCS), Norah Mazel (UCCS), Christina Jimenez (UCCS), Ed Cannon (UCD), Mike Harper (UCD)

12:10 p.m. August Meeting Minutes Approved

Chair Cindy O’Bryant Report

- Bylaws update
- FSGC portion is complete and being reviewed
- Encouraging FC members to find projects, policies, and interests that are collaborative of all committees
 - o Strategic initiatives at the system and how FC can be in assistance
- Encourage FC participation in shared governance to colleagues and potential new members
 - o Discussion of best practices, compensation is important
 - o Meetings should remain remote for members from different campuses

12:20 Academic Affairs Update—VP Michael Lightner

- **University Affairs Committee**
- [https://go.boarddocs.com/co/cu/Board.nsf/files/CHZL3Z541024/\\$file/2022-UniversityAffairs-workplan-8-25-22.pdf](https://go.boarddocs.com/co/cu/Board.nsf/files/CHZL3Z541024/$file/2022-UniversityAffairs-workplan-8-25-22.pdf)
 - o Work plan distinguished, first meeting on the 25th of August
 - o October 25th is the next meeting
 - o Proposed revision to Regent Policy 2.D on Regent Awards
 - o Campus transfer policies and their differences, response time to potential students—student perspective/experience
 - o CU System grants and awards
 - o Consideration of any academic programs coming from the campuses



- o January meeting will include badging and micro-credentials along with a presentation on Open Education Resources (OER) including Open CU and the statewide effort on OER
- o APS 1014 discussion, being reviewed
- o FCQ (Faculty Course Questionnaire) some changes were implemented but more important changes were ignored, Regents don't want to inadvertently mandate something that has these biases linked to it
- o UCCS Women's Committee did a lot of FCQ work and it is on their website.
<https://women.uccs.edu/fcqs-bias-student-evaluation>
- o Appendix A of the system policy has a list for FCQs:
<https://www.cu.edu/ope/aps/1009>
- **CCHE Strategic Plan Process Update**
 - o Colorado Commission on Higher Education Strategic Plan Objectives:
 1. An ecosystem that provides an increasing number of Colorado citizens with **improved access to professional opportunities** and career mobility
 2. An ecosystem **designed to meet the needs of all learners** with an intentional focus on erasing educational equity gaps among Hispanic, African American and Native American populations and other people of color.
 3. An ecosystem that supports all learners throughout their lifetimes, enabling **seamless progression through a diversity of learning pathways** and credentials that help them advance their career and personal growth.
 4. A **robust data system and a culture of data use** throughout the ecosystem lead to data-informed policy making to best meet the needs of learners.
 5. An ecosystem that drives the economic vitality of the state and a healthy democracy by **preparing an educated and engaged citizenry**
 - Nowhere in the strategic plan to they discuss increasing state funding
 - One example of current data collated - for one discipline that often gets dismissed.
<https://www.historycolorado.org/press-release/2021/10/21/new-report-high-lights-massive-economic-benefits-archaeology-colorado>

1:15 pm Campus Assembly Updates

- **Ethelyn Thomason (Anschutz)**
 - o Student Senate on campus has dissolved, being reborn as a "Council of Councils"
 - o New mental health project, 24/7 support helpline for students (free sessions to help them get through any mental health crises)
 - o APS 1014-Intellectual Property, collecting comments for distribution asap
 - o New hotel opening on campus (Benson Hotel) will host a 'faculty club'
 - Will include faculty in the planning



- o Traffic is becoming a big problem in and around campus
 - Discussions have begun with the Chief of Police to discuss safety protocols
- **Alastair Norcross, Vice-Chair/Vicki Grove (Boulder)**
 - o Continuing to encourage individual units to incorporate DEI credit in their annual evaluations (FERPA)
 - o Working with individual colleges to react to the change from MAPS. Reinstitute additional requirements
 - o Undergraduate group involvement for a resolution to the BOR banning concealed carry at all CU campuses
 - Students are looking for endorsement from staff, faculty, and other parallel student groups
 - Filling various committees. Administrative appraisal committee (Provost shut down a couple of years ago). Boulder Provost wants to be appraised by faculty this year
- **Minette Church (Colorado Springs)**
 - o Provost level taskforce based on strategic plan, what does this mean for IRC?
 - o Differentiated negotiated loans for tenured/IRC
 - o Instructional and clinical faculty, two policies are still in the works—giving a third promotional tier and allowance of multi-year contracts for instructional level positions
 - o Multiyear contracts are allowed at UCCS - the current policy is onerous; it prevents IRC from seeking them
 - o Staff are super overwhelmed having to help faculty administer grants
- **Vivian Shyu, Interim Vice-Chair/Joanne Addison, Interim Chair (Denver)**
 - o Discuss Joanne rep at large position
 - o IRC task force road map distributed by Provosts
 - IRC Task Force Report from Denver in April 2022:
[https://www.ucdenver.edu/docs/librariesprovider113/irc-taskforce/irc-task-force-plan-final-v2-04112022-\(1\)-\(1\).pdf](https://www.ucdenver.edu/docs/librariesprovider113/irc-taskforce/irc-task-force-plan-final-v2-04112022-(1)-(1).pdf)
 - o New Associate Vice Chancellor of Faculty Affairs
 - o Faculty activities report, items added addressed DEI issues without any explanation or discussion about how or why these things were included, no faculty involvement or input was given
 - Calling for this data not to be used as it was not in compliance with policy, task force
 - o Requesting numbers on hiring trends on this administration and the one before

Faculty Council Committee Updates

- **Budget and Finance (Rhonda Glazier)**
 - o Presentation about enrollment from Chad Marturano



- o Public banking presentation and discussion
- o Goals include budget impacts across campuses to see if there are any trends or informational data to bring forward to FC
- **Communications (Carmen Stavrositu)**
 - o Welcomed three new members, very thankful to have a fuller committee
 - o Started working on the Fall FC newsletter, would like to distribute it right after Thanksgiving
 - o Welcome any input from FC for the newsletter, specific committees, projects, ideas, welcome to publicize these topics
 - o Will be reaching out to committee chairs to schedule committee corners
 - o Reaching out to new faculty orientation members to include information about FC and the availability
- **CREE (Cerian Gibbes)**
 - o Hoping to engage with the new System SDO for upcoming meetings
 - o The committee was concerned with how she was selected and the lack of available information about the process
 - o Gathering information about DEI patterns in faculty member (marginalized individuals) attendance/leaving CU
 - Will look at all sorts of trends, the ones that work and the ones that do not
- **(Dis)Ability and Access (Colleen Donnelly/Heather Albanesi)**
 - o Review of APS regarding (dis)ability and access
 - o Access barriers in reporting data on the range of issues faculty and students are witnessing
 - The ability to report a barrier has proven difficult
 - Would like feedback on services people are receiving, particularly faculty
 - ADA languages are different at different campuses
- **EPUS (Ravinder Singh)**
 - o Regent Policies 11B and 10E (faculty salary, salary inequities), have worked on these policies in previous years so thankful it has gone on to approval
 - Went to the BOR for approval
 - o Currently discussing APS 1014 (intellectual property)
- **LGBTQ+ (Ed Cannon)**
 - o Several new members, full committee and very thankful
 - o Would like to meet with HR to talk about the various systems about people soft and gender markers
 - LGBTQ+ resources page at the system level is outdated. Would like to provide resources available for individuals
 - **May 22nd symposium.** Call for proposals is starting now. Published proceedings with a variety model
- **Personnel & Benefits (Jeffrey Schrader)**



- o Revisiting the policy of 10E and 11B, interest in transparency at the system level to discuss who is making what salary
 - Would like to make benchmarks public
 - Boulder initiative to get TIAA to offer better climate friendly retirement options, stone walled due to lack of response from TIAA
 - Market driven factors determine faculty salaries, would like this to be more readily available
- **Women's (Esther Lamidi)**
 - o Welcome new members, but still have vacancies
 - o Looking at what other women's committees are doing at campuses and how they can work together to accomplish similar goals
 - o No longer participating in the Gee Award, but would like to create a new one, welcoming suggestions
 - Get in touch with different campuses to encourage cross-campus resources for faculty
 - DEI partnership between committees, would like to collaborate with them to increase awareness and set goals collectively

New Business

- Guest Speakers, Tony Vu (FHAP), Chad Marturano (CFO), Judi Diaz Bonacquisti (SDO)
 - o How administrators are going to generate more revenue
 - o Heather Retzko and the lobbying group
 - o Would like to hear mental health and wellness availability for faculty/staff
 - <https://covid19.uccs.edu/mental-health#:~:text=Employees%20now%20have%20access%20to%20new%20mental%20health%20counseling%20options%20at%20no%20cost&text=UCCS%20faculty%20and%20staff%20can.offered%20on%20campus%20or%20virtually.>
 - o Where has the CU Foundation investment income has been going over the last 10 years or so?

3:00 p.m. Adjourned

**Next Meeting:
February 24, 2022**