



**Faculty Senate Committee Meeting
October 27th, 2022, 12:00 - 3:00 p.m.**

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

MINUTES

Attending: Cindy O’Bryant (Chair, UCCS), David Paradis (FC Secretary, UCB) Stephen Cass (AMC, FSGC Chair), Farida Khan (UCCS), Maria Lewis (CU SYS, Administrator), Jacqueline Nolly (CU SYS, Recording Secretary), Anna Kosloski (UCCS), Anne Fleming (FSCG Administrator), Burton St. John (UCB), Carmen Stavrositu (UCCS), Celine Dauverd (UCB), Christina Jimenez (UCCS), Constancio Nakuma (UCD, Office of the Provost), Elizabeth Steed (UCD), Esther Lamidi (UCS), Alastair Norcross (UCB), Fernando Rosario-Ortiz (UCB), Hillary Amma Potter (UCB), James Carter Jr. (AMC), Jay Dedrick (SYS, University Relations), Jorge Chavez (UCD), Maryam Darbeheshti (UCD), Michael Lightner (Vice-President for Academic Affairs), Minette Church (UCCS Assembly President), Norah Mazel (UCCS), Rhonda Glazier (UCCS), Vivian Shyu (UCD), Vicki Grove (UCB), Sean Iwamoto (AMC), Gordon Stringer (UCCS), Heather Anderson (AMC), Joe Rosse (LSB), Jeffrey Schrader (UCD), Todd Saliman (CU President)

1. 12:00 p.m.—April FS Meeting Minutes Approved and September FC Meeting Minutes (Approved)

2. 12:05 p.m.—Faculty Senate Grievance Committee Chair, Steve Cass

- A review of the mission of the FSGC charge, which is to impartially review and investigate grievances that fall within its jurisdiction as defined by Regent Law, such as alleged violations of academic rights.
- The FSGC also has jurisdiction over Dismissal for Cause proceedings that have been initiated by the University.
- While only the regents have jurisdiction to revoke tenure, the FSGC can review such matters.
- All other campus remedies must be exhausted prior to filing a case.
- The FSGC does not advocate for faculty as a part of this process. A question was raised as to who advocates for faculty in these situations. One suggested source of support was an ombudsman, if available.
- In the past year, the FSGC has reviewed two grievance cases (denial of tenure and academic rights case).
- FSGC is looking for a representative from Denver; requests will be sent out in January.
- Membership of the FSGC is composed of twenty-six individuals rotating across four panels.



3. 12:30—Faculty Council Chair’s Report, Cindy O’Bryant

- There will be a continued update to FC Bylaws; revisions will be reviewed with Mike Lightner.
- Will connect back with FSGC to settle on a final document, hopefully will be voted on in April Faculty Senate Meeting.
- Memo from BFA, refers to qualifications to serve as FC Chair or any elected position in FC, will submit further resolutions to be admitted into bylaws
- Next FC meeting falls on Thanksgiving, move FC November meeting to first or second week in December
- A tentative date for the next Faculty Council meeting is **Tuesday, December 8th**.

4. 12:35p.m.—Academic Affairs Update—VP Michael Lightner

- The next Board of Regents meeting will be at UCCS next Thursday/Friday.
- The last formal full board meeting for Regents Kroll, Sharkey, and Ganhal.
- Four regent races on the ballots, Regent Montera (appointed by Gouvernor Polis) is replacing Regent Hill, but stands for election again.
- Eight regents coming from congressional districts in the state because a congressional district was added (one at-large and eight regional).
- At the system level, the Distinguished Professors Review Committee meets tomorrow and will make recommendations to the full board for approval.
- University of Affairs Meeting on Tuesday:
 - Academic items from campuses: executive MBA program is under the umbrella of the MBA degree, challenge to accreditation and management; all information is available on BoardDocs under University Affairs meeting).
 - Learner First initiative on Coursera; adding new Masters level programs in Data Science and Computer Science.
 - New PhD program in Climate and Human Health (AMC).
 - Transfer credit evaluation presentation.
 - Regent Awards Committee approved 3 category awards: honorary degrees, university medals, and distinguished service awards.
<https://regents.cu.edu/awards>
 - Transfer Initiatives
<https://go.boarddocs.com/co/cu/Board.nsf/goto?open&id=CKETNZ7842B5>

5. 1:00p.m.—Campus Faculty Assembly Updates

- **Anschutz – Cindy O’Bryant**



- Chancellor's State of Address, stories of communities;
 - Collaboration between children's hospital and Cherry Creek school district working to provide access to mental health resources;
 - There's the New Gates Center that will increase impact on transformational research.
 - Center of drug discovery opened at School of Pharmacy where robotic systems are being used to reduce screen time for drug development;
 - Development of LGBTQ+ hub;
 - Educational outreach;
 - Dean search;
- **Boulder – Tiffany Beechy, Chair**
 - Structured Track Faculty Affairs Committee put together a resolution for incremental raises for IRC faculty as they're promoted to full teaching professor;
 - Resolution to approve the common curriculum proposal that has come forward, will vote at November meeting;
 - Revived the Appraisal Committee;
 - President Saliman joined BFA and talked about the outreach program.
- **Colorado Springs – Minette Church, President**
 - RPT Policy <https://provost.uccs.edu/tenure-documents>;
 - Working on the inclusion of DEI Language in the promotion, tenure, and teaching criteria policies that are used for annual review;
 - Creating a committee for grievances on FA (faculty assemblies);
 - BAM-new budget model; incentive based budgeting.
- **Denver – Joanne Addison, Acting Chair & Vivian Shyu, Vice-Chair**
 - Update on faculty assembly representation; Joanne has been voted in as acting chair until the academic year and Vivian will assist with some duties;
 - Town halls and campus conversations to be held for Chancellors and Chief of Staff for faculty concerns;
 - IRC task force report finished in April, Provost's office finalizing official response with UC Dolly;



- Proposing to structure the faculty assembly budget more than it has been in the past, seems like a common faculty assembly issue, where does support come from in overall budgets?

1:25p.m.—Faculty Council Committee Updates

- **Budget and Finance (Rhonda Glazier)**
 - Meeting canceled, nothing to report.
- **Communications (Carmen Stavrositu)**
 - The committee is working on the newsletter; it will be sent out shortly after Thanksgiving.
 - Request for Committee Corner articles.
- **CREE (Cerian Gibbes / Jorge Chavez)**
 - The committee is reaching out to each diversity group at the different campuses.
 - Meeting planned with SDO in November.
 - One campus is looking to add ‘caste system’ information to the charge.
- **(Dis)Ability and Access (Colleen Donnelly / Heather Albanesi)**
 - Nothing to report at the moment.
- **EPUS (Ravinder Singh)**
 - APS 1014, Intellectual Property for Educational Materials
 - Include assembly inputs.
 - APS 1020, Tenure Accountability.
 - APS 5060, waiting on OAA.
- **LGBTQ+ (Ed Cannon / Troyann Gentile)**
 - No report
- **Personnel & Benefits (Jeffrey Schrader)**
 - Collecting information about the additional minorities assessed in this salary analysis (e.g., did people with disabilities also get covered in CU’s efforts to protect salary equity?).
 - Looking to get information from the System offices about the prospect for all faculty to see their benchmark salaries
 - The idea is for faculty to be able to see market-oriented data, in the spirit of Regent Policy 11B (“Faculty Salary”) and its acknowledgment of the market as a factor in the determination of salaries.
 - The committee is trying to compile information about the recent analysis of salaries across CU in connection with the Equal Pay for Equal Work Act. Information about the analysis at each campus has been variable, with Boulder having the best data.



- The committee has also been listening to Boulder’s Faculty Assembly and its leadership in raising concerns about TIAA and its limitations in climate-friendly options for faculty to invest in.
 - The questions from Boulder’s faculty are generating dialogue between CU and TIAA; responses will be forthcoming in the coming months.
- Inquired about the prospects for better parental leave across the CU system to match the quality of the parental leave benefits at Boulder.
 - This topic is also implicated in the Family And Medical Insurance Leave (FAMILY) Act legislation that will kick in for the State of Colorado in January 2024.
- **Women’s (Anna Kosloski / Esther Lamidi)**
 - Workload contribution from institutional research;
 - Raising awareness about the resources available to faculty caregivers;
 - possible replacement for the Gee Award.

1:30p.m.—Senior Diversity Officer—Judi Diaz Bonacquisti and DEI Specialist, Emily Osan

- Introductions and description of work and current initiatives;
- CWC roll out across all campuses, findings released for Denver and Anschutz;
- Working on a revision of Regent Policy 10. Non-discrimination
<https://www.cu.edu/regents/policy/10>
- CU Pre-Collegiate program and grants;
- Restorative approach to harm.

2:30p.m.—President Saliman

- President Saliman thanked the Senate for all they work and effort, especially during the Covid/Post-Covid era;
- Graduation and retention rates;
- Research, scholarship, and creative work across the University System;
- Diversity remains a top priority;
- A new marketing firm has been hired;
- Build on community partnerships to help promote health equity and outreach;
- How shared governance is making an impact.

3:00 p.m. Adjourned

Next Meeting: TBD