



**Faculty Council Meeting
Thursday, December 3, 2020**

12:00 - 3:00 p.m.

Zoom Video Conference

<https://www.cu.edu/faculty-council>

MINUTES

Attending: Joanne Addison (Chair), Maja Krakowiak (Vice Chair), Tamara Terzian (Secretary), Thomas Aicher, Eric Baker, Tiffany Beechy, Joann Brennan, Ed Cannon, Greg Carey, Jorge Chavez, Mary Coussons-Read, Jay Dedrick, Maureen Durkin, Robert Ferry, Anne Fleming, Vicki Grove, Mike Harper, Jonelle Henning, Jacqueline Jones, Michael Lightner, Polly McLean, Cindy O'Bryant, Ravinder Singh, Carmen Stavrositu, Ethelyn Thomason, David Thompson, David Weiss, Diana White, Glen Whitehead, Michael Zinser *Also attending: Faculty Assembly Executive committee members*

1. **Approval of Last Meeting Minutes:** Members approved the October 22, 2020 revised meeting minutes.

2. **Campus Faculty Assembly Updates**
 - a. Anschutz – Jacqueline Jones, Chair
 - i. Discussions continue on campus about the online initiative and increases in stress due to Covid-19.
 - b. Boulder – Robert Ferry, Chair
 - i. The assembly is working on ways to enhance the role of the Grievance Committee. Student Affairs committee has developed a survey and ran focus groups on remote learning, results will be presented following this meeting. The Intercollegiate Athletics Committee is actively involved in discussions around the online sports gambling company.
 - c. Colorado Springs – David Weiss, President
 - i. The Faculty Assembly is forming a Research Committee. The assembly is making changes to their evaluation kit for FCQ merit evaluation, they also approved 2 motions last month.
 - d. Denver – Michael Zinser, Chair
 - i. Denver is now in the interview stages for the Vice Chancellor of Diversity, Equity and Inclusion. The assembly is still continuing communication with Office of Digital Education and working to establish a separate system for evaluating faculty teaching performances.

3. **Faculty Council Committee Updates**
 - a. Budget - Diana White, Chair
 - i. The committee continues their work with Dr. Allen and micro-trainings, they also continue to revise their charge.
 - b. Communication - Carmen Stavrositu, Chair
 - i. The committee is making edits to the Faculty Guide before it goes live in the spring. Dr. Allen joined their last meeting to review their charge. They plan to increase Faculty Council visibility with a twice a year newsletter.
 - c. CREE – Jorge Chavez, Chair

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- i. CREE continues their work with Dr. Allen, and their committee corner piece was featured in CU Connections. The committee would like to create a survey regarding DEI work across the campuses.
- d. EPUS - David Thompson, Chair
 - i. EPUS continues to work on changes to Regent Policy 3E based on feedback from Faculty Assemblies and committee members.
- e. LGBTQ+ - Ed Cannon, Co-Chair
 - i. The committee will meet with Dr. Allen in December regarding a strategy meeting around gender inclusivity. They are planning a film screening for the following semester.
- f. Personnel & Benefits – Tamara Terzian, Chair
 - i. The committee continues discussions over inactive CURFA and hoping to create a working group around this.
- g. Women – Polly McLean, Chair
 - i. Women’s committee is still reassessing their charge, the Gee Award and Women’s symposium.

4. State of the University Address with President Mark Kennedy

- a. President Kennedy addressed the current issues impacting CU and higher education along with current and upcoming initiatives. The full address was sent to the Faculty Council listserv. Items included budget and enrollment impact from Covid-19, CU Online initiative, the Transformation and Innovation Program, state funding, 5 million in funds distributed to each campus to support diversity, equity and inclusion initiatives, the continuation of the Strategic Plan, and CU’s role with the vaccine and rollout.
- b. Faculty members raised various questions about the online initiative, budget impacts and concerns with cuts to tenure tracks at certain colleges, pay equity and compliance, and mental health services for employees.

5. Campus & Workplace Culture (CWC) Survey & DEI Updates with Chief Diversity Officer Theodosia Cook

- a. Theodosia presented on Campus & Workplace Culture Survey that was developed on the Boulder campus and discussed the goals and factors involved when constructing a CU system wide survey. The survey includes responses for all protected classes and questions are supported by the Strategic Plan.
- b. Theodosia also reminded members about the [CU Social Justice Summit on Friday, February 5](#) and shared information on CU’s membership with [Stanford’s VMware Women’s Leadership Innovation Lab](#), trainings/workshops with [Oregon Search Advocate Program](#) and structured mentoring programs from the [Center for Improvement of Mentored Experiences in Research](#).

6. Academic Affairs Updates with VP Michael Lightner

- a. Michael discussed upcoming orientation and meetings with the three new Regents to familiarize them with Academic Affairs.
- b. The Regents University Affairs committee meeting on January 11 from 10-12pm will focus on the Community College System in Colorado. Various representatives from each campus will be attending to address the current admission and transfer system and what can be done moving forward.

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7. Faculty Housing Assistance Program with Treasurer Dan Wilson

- a. Dan updated the council on the [Faculty Housing Assistance Program \(FHAP\)](#) and presented on faculty demographics by gender and ethnicity with active FHAP loans across the 4 campuses.
- b. The slide deck was shared to the listserv.
- c. Members were reminded that non-tenure/tenure-track faculty have the option of housing loan assistance through the program [Landed](#).

8. Faculty Council Chair's Report, Joanne Addison (TABLED)

9. Budget Updates with VP Todd Saliman

- a. The Joint Budget Committee will begin its funding considerations for higher education in the upcoming fiscal year.
- b. The governor's budget request restored funding for higher education institutions to FY 2019-2020. Higher ed institutions statewide are working together to continue to advocate for more funding.
- c. Following questions on the CARES Act and employee retention from the council, Todd reviewed how the [CARES Act will be spent](#).

10. 3:03 p.m. Adjournment