



**Faculty Council Meeting  
Thursday, February 25, 2021**

**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, Stephen Cass, Mary Coussons-Read, Jay Dedrick, Maureen Durkin, Robert Ferry, Anne Fleming, Troyann Gentile, Vicki Grove, Mike Harper, Jonelle Henning, Michael Lightner, Naomi Nishi, Cindy O'Bryant, Ravinder Singh, Carmen Stavrositu, Ethelyn Thomason, David Thompson, David Weiss, Diana White, Glen Whitehead, Michael Zinser

**1. Approval of Last Meeting Minutes** (APPROVED with revision request applied to 9.d.i)

**2. Welcome and discussion with Regents Nolbert Chavez and Callie Rennison**

- a. Regents Chavez and Rennison held a discussion that focused on strengthening diversity, equity and inclusion across the system.
- b. Dr. Allen reviewed the DEI work she has been doing with Faculty Council and several committees the last two years.
- c. Faculty members addressed several items with the Regents such as improving shared governance, DEI professional development for leadership, and being intentional in serving students.

**3. DEI with Dr. Brenda J Allen**

- a. Dr. Allen presented a micro training on Belonging Matters and held a discussion centered around promoting a sense of belonging and inclusive teaching in the classroom.
- b. While emphasizing the importance of inclusive teaching, Dr. Allen also asked faculty to reflect on ways they feel a sense of belonging.
- c. The full slide deck including resources was set to the listserv, Brenda also shared her [CU Connections Faculty Voices article](#) on inclusive teaching.

**4. Budget Updates with VP Todd Saliman**

- a. Todd presented on the current CU budgeting process and state funding.
- b. All higher education institutions agreed to a common approach for the next legislative session to estimate what is needed for compensation and inflation. State funding alone is not enough for fiscal year request, and the state is recommending increases to tuition to cover gaps.
- c. Chalkbeat article on [higher education cuts and state funding](#) was shared with Faculty Council.
- d. Federal Relief Bill is expected to be approved in March with funding going to students and campuses, spending is dependent on federal guidelines.

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## **5. Strategic Planning Updates with VP Todd Saliman and Dean Sharon Matusik**

- a. Strategic Planning has resumed and began defining and refining scope and metrics in each area that were developed in stage 2.
- b. Each campus has been asked to establish goals and develop action steps for continuation.
- c. Sharon and Todd briefly discussed measuring progress and tracking metrics, and reminded members to visit the [SP website](#) for processes and updates.

## **6. DEI Updates with Chief Diversity Officer, Theodosia Cook**

- a. CDO Cook updated members on the DEI & Compliance Roundtables, reporting positive feedback and cross collaboration from the event.
- b. Non-profit roundtable sessions will start in April, they are reaching out to 40 organizations across Colorado to provide opportunities for partnerships and collaborations.
- c. Theodosia shared information on [National Association of System Heads \(NASH\)](#) and its work with equity action framework focused on higher ed executives and leveraging the power of systems to advance innovative change in public education.
- d. CDO Cook also reported on meeting with affirmative action professionals to identify needs that are being met and what needs more support.

## **7. Multi-FC Committee DEI Working Group with CREE Vice Chair, Naomi Nishi**

- a. Naomi reported on CREE's interest in forming a working group that would involve representatives from all Faculty Council committees.
- b. The working group would focus on DEI work addressing best practices around transparency and accountability.
- c. As they further develop next steps, Naomi will reach out to all committee chairs to determine interest in joining.

## **8. Academic Affairs Updates with VP Michael Lightner**

- a. APS 1025 draft version of changes will be reviewed at the upcoming EPUS meeting.
- b. APS 1014 brainstorming group has met and provided a variety of perspectives and scenarios considering all of what is and is not in the policy. Once ready, policy review will go to EPUS and Faculty Assemblies.
- c. Mike also reviewed College Credit for Work Experience Bill and assessment has begun for implementation.

## **9. Campus Faculty Assembly Updates**

- a. Anschutz – Cindy O'Bryant, Chair
  - i. The Assembly had a meeting with Provost Nairn about credit hour documentation and accreditation. Regent Spiegel attended a meeting and discussed community engagement, DEI and partnerships. Their FA is working with Student Senate and the VC of DEI and Community Engagement to review the impact of racial bias with campus software and technology. Cindy also reported that they are working with campus level administration to reestablish Retired Faculty Association.
- b. Boulder – Robert Ferry, Chair
  - i. Boulder FA held discussion over CO HB 18-1331 requiring records of book costs will be associated with courses starting Fall 2021.
- c. Colorado Springs – David Weiss, President

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- i. The campus is working on their second round of the fall schedule. UCCS campus will be distributing vaccines and there are plans for asymptomatic testing for faculty and staff. FA Women's Committee are researching the pandemic's impact on women and faculty of color. Faculty, staff and student shared governance groups met with Regents Chavez, Rennison and Spiegel. The Assembly is following up with Boulder FA about their Professional Rights and Duties document. Like Anschutz, they are currently in the works of organizing the Retired Faculty Association.
- d. Denver – Michael Zinser, Chair
  - i. Mike noted that the Denver campus is addressing many of what the other campuses have reported on. The search for the VC of DEI has successfully concluded. They also met with Regent Spiegel and discussion was centered around software and privacy concerns, access to budget and decision making, and ODE. A discussion on pass/fail with CLAS council governance group was insightful and helpful. Auraria campus is now a point of vaccine distribution.

## 10. Faculty Council Committee Updates

- a. Budget - Diana White, Chair (TABLED)
- b. Communication - Carmen Stavrositu, Chair
  - i. Dr. Allen's Faculty Voices article on inclusive teaching was just published on CU Connections. Carmen reminded the Chairs of Budget, EPUS, Personnel and Women's about their upcoming Committee Corner articles this semester. The committee is continuing their work with Jonelle on the Faculty Guide and website redesign. They are now working on creating a Faculty Council DEI statement with Dr. Allen.
- c. CREE – Naomi Nishi, Vice Chair
  - i. CREE has voted to approve their revised charge and will send to Executive for review. They are continuing their work with Dr. Allen and CDO Cook is regularly attending all CREE meetings. They also plan to include Theodosia in the multi FC committee DEI working group.
- d. EPUS - David Thompson, Chair (TABLED)
- e. LGBTQ+ - Troyann Gentile, Co-Chair (TABLED)
- f. Personnel & Benefits – Tamara Terzian, Chair
  - i. The committee met with Treasurer Dan Wilson to discuss the Faculty Housing Assistance Program. Tamara will be meeting with CDO Cook at the end of the month to discuss the revival of CURFA. The committee proposed to work on a survey to gauge retired faculty interest. Tamara also met with Mike Lightner, Michelle Martinez and Maureen Durkin regarding updates to policy 11E and the Colorado Healthy Families and Workplace Act.
- g. Women – Polly McLean, Chair
  - i. The Women's Committee submitted their report to FC Executive which assesses the committee's historical and current responsibilities and presents recommendations for future opportunities. They plan to discuss the proposal further for a broader discussion. The committee met with David Weiss, Karin Larkin and Robert Ferry at their February meeting to gather more information from each campus to find commonality in addressing women's issues. Denver and Anschutz Chairs have been invited to attend their upcoming March or April meeting. Intersectionality still remains a large topic of discussion as they continue to address ways to impactfully collaborate with other committees.

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**11. Adjournment, 3:06 p.m.**

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