



**Faculty Council Meeting  
Thursday, January 28, 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, Joann Brennan, Ed Cannon, Greg Carey, Stephen Cass, Jorge Chavez, Mary Coussons-Read, Jay Dedrick, Maureen Durkin, Robert Ferry, Anne Fleming, Vicki Grove, Mike Harper, Jonelle Henning, Michael Lightner, 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)**

**2. Welcome and discussion with Regents Ilana Dubin Spiegel and Jack Kroll**

- a. Regents Kroll and Spiegel discussed many different topics such as budget, vaccine rollout, diversity, equity and inclusion, student support, and shared governance.
- b. Faculty voiced concerns over furloughs, lack of support for research labs, the need for Regents to champion mental health, caregivers, inequity and the pandemic disproportionately affecting women.

**3. Academic Affairs Updates with VP Michael Lightner**

- a. Michael reported on the upcoming Regents University Affairs Committee meeting on March 23 which will cover precollegiate programs, and Native American, Indigenous faculty, staff, and students will attend to discuss their experiences on campus.
- b. Review of [APS 1025](#) (uniform grading) and [APS 1014](#) (intellectual property) are underway.
  - i. After meeting with campus Registrars, APS 1025 is moving forward to receive feedback from campuses.
  - ii. APS 1014 - following concerns from faculty, a working group will form to brainstorm every question, concern, and scenario that could be thought of in order to generate a list and move the policy forward.
- c. There have been changes to ODE leadership and a search process is underway.

**4. Faculty Council Chair's Report, Joanne Addison**

- a. Joanne reminded the council that officer elections for AY 2021-22 is coming up and to reach out if interested.
- b. Expanding the roles of committee chairs is still open for consideration and Joanne encouraged members to send their opinions.
- c. Executive committee met with ODE and Joanne is asking for members to send any question/concern to her, a full list will be sent to ODE.

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## 5. DEI with Dr. Brenda J Allen

- a. Dr. Allen engaged the council in a conversation based on the times in which we find ourselves with the pandemic and racism illuminating inequities.
- b. Following discussion and check ins, members were encouraged to remain connected and have conversations amongst colleagues sharing resources and experiences.
- c. Dr. Allen also shared [The COVID-igital Divide](#) article from Inside Higher Ed.

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

- a. Theodosia shared [Part 1](#) and [Part 2](#) of her CU Connections articles about the role of a Chief Diversity Officer and updated the council on the following:
  - i. DiversityEdu – An online course in diversity and inclusion skills, DEI leadership on campuses will have access.
  - ii. Developing an ambassador program.
  - iii. CU Social Justice Summit on February 5.
  - iv. Northeast Faculty Affairs Network mini conference to grow expertise.
    1. Joanne attended and shared the conference's [White Paper - Teaching and Professional Faculty](#)
  - v. Mid-March meeting with Affirmative Action leaders to specifically target departmental DEI goal setting.
  - vi. Holding round table series to build communities of practice, connect and collaborate.

## 7. Campus Faculty Assembly Updates

- a. Anschutz – Cindy O'Bryant, Chair
  - i. Cindy is now the new Chair and Ethelyn Thomason is the Vice Chair. They had a meeting with Provost Nairn about credit hour documentation and accreditation. VC Regina Richards is working with all faculty, staff and student leaders to address DEI efforts.
- b. Boulder – Robert Ferry, Chair
  - i. They are reviewing pass/fail and satisfactory/unsatisfactory policies. The assembly is creating an Instructor Bill of Rights and working on a policy outlining contracts and grievances. The Professional Rights and Duties document has been renamed: Professional Rights and Responsibilities, the BFA will share once approved.
- c. Colorado Springs – David Weiss, President
  - i. FA Executive Chairs went through spring term changes due to sabbaticals. The campus is widely discussing vaccine distribution, class structure, and instructional modes for next year. UCCS would like to implement something similar to Boulder's Professional Rights and Responsibilities document. The UCCS FA Women's committee is examining how COVID is affecting women's research and work.
- d. Denver – Michael Zinser, Chair
  - i. The campus health center is a point of dispensation for vaccines. A strategic plan is underway with eight subgroups, all including governance representatives. Faculty evaluations during the pandemic have been a modest success with units having flexibility in interpreting, UCDALI led great success in reappointment. Chancellor Marks fully supports a campus retired faculty association and they are moving forward. The Chancellor also appointed an online committee of master services agreement with ODE. The assembly will be reviewing credit hour guidelines in the coming week.

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## **8. Systemwide Disability Committee with Prof. Colleen Donnelly & Heather Albanesi**

- a. Colleen and Heather shared their proposal of reactivating the Faculty Council disability committee and outlined the advantages of reestablishing the committee to address technology, pedagogy, identity, and community.
- b. Faculty Council voted in approval of the formation of an ad hoc committee that will identify their charge, official name, and participants.

## **9. Faculty Council Committee Updates**

- a. Budget - Diana White, Chair
  - i. Members will be meeting with Budget administrators to discuss charge revision and incorporating language to establish better inclusion.
- b. Communication - Carmen Stavrositu, Chair
  - i. Carmen met with Dr. Allen to work on the committee charge, which will be submitted to Executive for approval. The committee is working with Jonelle on the Faculty Council website revision. They are continuing their work on the Faculty Guide and discussing considerations for the Faculty Council newsletter.
- c. CREE – Jorge Chavez, Chair
  - i. The committee is participating in the Social Justice Summit on February 5. Groups began reaching out after their Committee Corner article was published. They are continuing their work with Dr. Allen and are now meeting regularly with Theodosia Cook.
- d. EPUS - David Thompson, Chair
  - i. EPUS finished developing its recommendations to search committees for Regent Policy 3E. For Dean's search, they recommended at least half of the committee should be full time faculty (at or above .5 FTE), should not have Dean or Associate Dean title and should include 1 or more tenure track, IRC, unit head. Members will have voting rights and Deans/Associate Deans could provide guidance. The committee now waits to see how it'll be received.
- e. LGBTQ+ - Ed Cannon, Co-Chair
  - i. The committee needed to push back the film screening as a panelist dropped out last minute. Members held a strategy meeting with Drs. Allen and Zimmer on systemwide gender inclusivity.
- f. Personnel & Benefits – Tamara Terzian, Chair
  - i. The committee will meet with Treasurer Dan Wilson to discuss the Faculty Housing Assistance Program. Representatives from HR and Office of Academic Affairs will attend the February meeting to discuss the Colorado Healthy Families and Workplace Act that went into effect on Jan 1<sup>st</sup>.
- g. Women – Polly McLean, Chair (TABLED)

## **10. CU Retired Faculty Association (CURFA), Tamara Terzian**

- a. A group of faculty governance representatives met on January 11 to discuss reactivating CURFA and campus based RFAs for Anschutz, Denver and Colorado Springs. Boulder already has a strong RFA and Chair Kasso attended to provide guidance.
- b. The next steps are engagement and administering a survey to near and newly retired faculty to gauge interest.

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**11. Faculty Council Home Page Redesign, Jonelle Henning**

- a. Jonelle reviewed the first iteration of the Faculty Council home page, Joanne and Jonelle encouraged members to consider ways to effectively highlight important faculty information on the website.
- b. Faculty suggested creating and having a Professional Rights and Responsibilities document on the website, similar to BFA. Also highlighting relevant aspects of Article 5 that relate to faculty.
- c. A survey on the website was set out following the meeting.

**12. Adjournment, 3:04 p.m.**