



**Faculty Council Meeting
Thursday, March 18, 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, Jorge Chavez, 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)

2. DEI with Dr. Brenda J Allen

- a. Dr. Allen presented a micro training on intentionally cultivating inclusion and empathy, and also addressing implicit bias and microaggressions.
- b. The council held an open discussion over responding to microaggressions and implicit bias in meetings.
- c. The full slide deck and list of resources was set to the listserv.

3. Call for Nominations: FC Officers AY2021/22 & FC Awards

- a. Tamara called for nominations and/or self-nominations for the upcoming Faculty Council AY2021/22 officer elections at the Faculty Senate April 22 meeting.
- b. Members planning to run were asked to provide a written candidate statement and prepare a brief speech on election day.
- c. Joanne called for nominations for [Faculty Council awards](#): Leadership in Public Higher Education, Administrator of the Year, and Distinguished Service.

4. Ad Hoc Disability Committee Update with Colleen Donnelly & Heather Albanesi, Co-Chairs

- a. Colleen and Heather shared their proposed charges for the (Dis)ability and Access Committee
- b. The Co-Chairs will revise the charges based on the council's feedback and bring it to the April meeting for a vote of committee reactivation.

5. ODE Updates with VP Michael Lightner & Talent Development Consultant, Gregory Finkelstein

- a. Michael and Gregory provided updates on service agreements and program term sheets.
- b. A search committee has started to hire a permanent leader for ODE which consists of members from each campus, a firm has been chosen to help with the search.
- c. Intellectual property working group is on their third meeting and noted the noticeably different practices across schools and colleges.

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- d. The council raised concerns over faculty support and shared governance, existing policies independent of ODE, instances of contracts, and the need for more communication.
- e. It was further stressed that they are working to make ODE a services organization to faculty and students.

6. Faculty Council Chair Report

- a. Joanne reported on the committee that will meeting this summer to revise the Faculty Council Bylaws. There are currently 3 members from EPUS on the committee, members were encouraged to reach out if interested in joining. Joanne also stressed representation from each campus.

7. Campus Faculty Assembly Updates

- a. Anschutz – Cindy O’Bryant, Chair
 - i. The Assembly met with the VC of Diversity, Equity and Inclusion to determine the role FA can play with the implementation of standardized curriculum on DEI. Higher Ed is now included on the vaccination list and they are working on in person graduation. The campus is looking into hybrid format for the fall. Strategic Plan working groups have been meeting and holding town halls to discuss the process, FA representatives are on the groups. There have been changes to campus food pantry and the ability to have refrigerated products open to all faculty, staff, and students. FA is also continuing its work on activating Retired Faculty Association (RFA).
- b. Boulder – Robert Ferry, Chair
 - i. The Colorado Alliance of Research libraries recently negotiated a contract with Information Analytics around publication rights to journals and access. The FA still has concerns over John Eastman hiring and reviewing ways in which faculty are hired and roles of departments and units. There was a town hall meeting held around academic freedom and free speech. The Professional Rights and Responsibilities document had a notice of motion, they hope to share soon after they hold a vote on it. The FA is forming a grievance advisory committee as a standing committee of 3-4 faculty and collecting grievances as they occur across the campus.
- c. Colorado Springs – David Weiss, President
 - i. The FA Women’s committee taskforce evaluating the impact of COVID on women and faculty of color has submitted recommendations after research findings, there has been a positive response to their widespread reporting. The Assembly has approved Retired Faculty Association as an advisory committee and hopes to work with the system level RFA. The campus is rethinking instructional modes for spring of next year. FA is also planning to revise their Professional Rights and Responsibilities document this fall. The FA plans to require COVID statements as part of faculty annual reviews and welcome guidance around that.
- d. Denver – Michael Zinser, Chair
 - i. Denver FA is also working on the activating the RFA. They are working with the Provost on accreditation requirements. There are many hiring searches in place, one of note is the Provost with 4 finalists. A case has been made for separating Chief Information Officer and Chief Innovation Officer. The campus is working on fall return especially being B-4 for vaccines. A special FA session was held after Diana White and Tobin Bliss’s work with ODE, a website has been created per the request from faculty.

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8. Faculty Council Committee Updates

- a. Budget - Diana White, Chair
 - i. The committee continues to work on their charge and have seen positive progress as Chad and Todd agreed to share slides before the Board of Regents meeting for consulting. They were also included in the search for the new Treasurer.
- b. Communication - Carmen Stavrositu, Chair
 - i. The committee is working on establishing a Faculty Council newsletter. They are wrapping up Committee Corner pieces. Carmen shared their committee's revised charge, members added feedback/edits. FC voted on the revised charge with council edits, the FC3 charge was APPROVED.
- c. CREE – Jorge Chavez, Chair
 - i. They are continuing their work with Dr. Allen, CDO Cook and still looking into the ad hoc committee for transparency and accountability with DEI.
- d. EPUS - David Thompson, Chair
 - i. The committee is reviewing pass, pass plus, who can develop surveys and FCQs and other surveys. Their committee was requested to review Regent Policy 3C.
- e. LGBTQ+ - Troyann Gentile, Co-Chair
 - i. The film screening of Coded Bias will be April 16 at 6pm with a panel discussion following the film. The committee welcomed collaboration from CREE and Women's committee on the film screening. The committee also began renewing their vision and developing a statement.
- f. Personnel & Benefits – Tamara Terzian, Chair
 - i. Jeanne Baak and Jeremy Hueth met with the committee to discuss the Pay Equity Act. Tamara is pleased to see the work each campus FA is doing to activate Retired Faculty Association in hopes to establish a system wide group. FC voted on the P&B revised charge with council edits, their charge was APPROVED.
- g. Women – Polly McLean, Chair
 - i. Members of the committee joined the Executive committee to present their report on the Symposium. FA Chairs/President and representatives from Colorado Springs and Boulder joined their February meeting to share their work on women's issues and finding ways to align efforts. They are still considering efforts of collaborating more with LGBTQ+ and CREE.

9. Academic Affairs Updates with VP Michael Lightner

- a. A study is being conducted about research experience and lab course over the past 10 years across the campuses.
- b. APS 5060 has a list of titles that raised some challenges in regard to the work on Equity Pay Act. While holding off on changes, discussions are being held system wide.
- c. There has been a request to look into more accessibility across the campuses.
- d. Student mental health challenges have become a big focus and reviewing student support across the campuses.

10. Adjournment, 3:02 p.m.

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