



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

## A JOINT RESOLUTION

### FACULTY COUNCIL | STAFF COUNCIL

#### SHARED GOVERNANCE POSITION ON BUDGET REDUCTIONS VIA TUITION REIMBURSEMENT

Co-Authored by: Chair of UCSC & Chair of Faculty Council

**WHEREAS**, the University of Colorado Staff Council (hereafter, “UCSC” or “the Staff”) and the University of Colorado Faculty Council (hereafter, “FC” or “the Faculty”) recognize that COVID-19 has significantly impacted the experience of all constituencies on campus; and,

**WHEREAS**, the Staff and the Faculty (together, “faculty and staff shared governance”) acknowledges that staff and faculty of our institution are not immune from these impacts, with faculty and staff shared governance navigating challenges such as pay reductions, furloughs, decreased headcount to support students, altered work arrangements, increased training requirements, increased technology investments, and challenges associated with remote working and teaching; and,

**WHEREAS**, faculty and staff shared governance recognizes that students attending CU during the time of COVID-19 are experiencing a campus-life experience that differs dramatically from years-past and under different economic and public health conditions; and,

**WHEREAS**, faculty and staff shared governance has an acute interest in continuing to advance our educational, research, service, and clinical missions of the institution, while continuing to deliver a world-class education to our students that prepare them for the future; and,

**WHEREAS**, additional cuts to our budget are certain to erode current students’ educational experience and spending down our endowment or reserves are certain to erode the capacity of staff, diminish faculty effectiveness, increase furlough, elevate turn-over and harm student learning and achievement; and,

**WHEREAS**, faculty and staff shared governance stands by the principles of shared governance, and the need to involve faculty and staff shared governance in matters of significant financial impact to the campus community, the faculty body, and the staff population; therefore,

**BE IT RESOLVED THAT**, faculty and staff shared governance oppose actions that fail to meet the following stipulations:

- That such an action not impact the teaching mission or the research mission of the university; and,
- That such an action not erode student support services; and,
- That such an action not extend, expand, prolong, or in any way increase furloughs, or layoffs for faculty or staff on any campus or lead to additional layoffs; and,
- That such an action not result in any program elimination directly resulting from said action; and,
- That such an action not extend, expand, prolong, or exacerbate any current or future reduction in services to our students, including mental health, academic support, advising, housing, facilities (including critical capital construction), or any graduate stipends or benefits; and,
- That such an action not extend, expand, prolong, or exacerbate any current or future reduction in services and benefits to current and retired faculty and staff including wellness programs, training, tuition assistance benefit, and insurance.



**BE IT FURTHER RESOLVED THAT**, faculty and staff shared governance insist that, should any such financial decision be considered now, or in the future, the following steps be taken in the interest of shared governance:

- A dollar-for-dollar breakdown be provided in the interest of transparency that demonstrates how such a rebate would be paid for; and,
- FC and UCSC be given time to review said breakdown to offer perspective and share input on such an action, including a seat at the table for faculty and staff shared governance to participate in the decision-making process.

**Drafted: October 21, 2020**

**Adopted (Faculty): November 9, 2020; 7(Y)-0(N)-0(A)**

**Adopted (Staff): November 9, 2020; 10(Y)-1(N)-0(A)**

**Conference & Reconciliation: November 11, 2020**

**Signed:**

---

**Faculty Council Chair**

***On Behalf of the Faculty***

---

**Staff Council Chair**

***On Behalf of the Staff***