



Faculty Senate Meeting
Thursday, April 23, 2020
Noon–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), Eric Baker, Joann Brennan, Neil Box, Ed Cannon, Greg Carey, Stephen Cass, Jorge Chavez, Mary Coussons-Read, Jay Detric, Maureen Durkin, Tabatha Farney, Robert Ferry, Anne Fleming, Vicki Grove, Jonelle Henning, Heather Johnson, Jacqueline Jones, Michael Lightner, Sandy Martin, Cindy O'Bryant, Ravinder, Singh, Carmen Stavrositu, Ethelyn Thomason, David Thompson, Diana White, Michael Zinser

1. **Approval of Last Meeting Minutes:** March 5, 2020 (APPROVED)
2. **Diversity Campaign**
 - a. VP Ken McConnellogue and vendor, Essencialize, met with Faculty Council to report on the the diversity campaign and receive feedback. Requested by the Regents, this campaign is to articulate and celebrate CU's commitment to diversity with an emphasis on respect.
 - b. Faculty Council members raised concerns about the disconnect with the campaign and the reality of diversity at CU.
3. **Online Acceleration Initiative**
 - a. Sheana Bull, Scot Chadwick and Michael Lightner met with the council to report first steps and timelines regarding the online acceleration effort. This initiative is also being supported by EY-Parthenon consultants.
 - b. The Online Acceleration Committee has been created along with working groups addressing these key areas: Academic, Online Services, Finance, Campus Engagement and IT.
 - c. The slide deck was shared with the Faculty Council listserv.
4. **Faculty Council Chair Report, Joanne Addison**
 - a. Joanne announced that Faculty Council will be meeting over the summer to continue work and stay informed during COVID impacts.
 - b. A meeting was held with Kathy and Todd to discuss updates about budget and benefits due to budget impacts. They will be considering specific budget-balancing options around mid-May, after the state budget is better defined and the distributions of federal funds are better understood.
5. **Academic Affairs Update with VP Michael Lightner**
 - a. There are four potential new programs from campuses in the works. Three students received system wide endowment scholarships.
 - b. There was brief discussion held over FCQs and the recent disruption to teaching due to COVID-19.
6. **Report from CU President, Mark Kennedy**
 - a. The President reported on the university's current and future response to the pandemic

with 3 key areas: Stabilization, Triage and Transforming.

- b. The presentation focused a lot on budget, state revenue forecasts and disruptions. CU is jointly working with other state universities to advocate for strong higher education funding.
- c. Mark presented on considerations for classroom and remote office work for summer and fall of 2020.
- d. The pandemic has accelerated their original initiative with online education and the president further reported on the expanded program.

7. Strategic Planning Process Update with President Mark Kennedy, VP Todd Saliman, AVP Angelique Foster & Dean Sharon Matusik

- a. The Strategic Planning process is still moving forward, they are now reviewing deliverables and action steps for each working group. Todd reiterated if deliverables are not achievable, they will not be implemented.
- b. Questions were raised regarding whether assessments can realistically take place due to the current situation. Campuses will be developing their own methods and goal levels will be adjusted.

8. Faculty Senate Privilege and Tenure

- a. Sandy reported on upcoming P&T hearings in May and introduced the new Chair, Stephen Cass.
- b. Patrick O'Rourke is currently working on a draft of P&T revisions.
- c. Faculty Council unanimously voted in approval of 2 reappointments from Boulder and 2 from Denver.

9. Faculty Council Resolution and Elections

- a. Faculty Council Executive shared a resolution to extend officer terms for AY2020-2021 stressing the need for continuity during the pandemic.
- b. Majority voted in favor of suspending the bylaws for AY2020-2021 officer elections and to adopt the resolution.
- c. The following will remain as officers for AY2020-2021:
 - i. Chair, Joanne Addison, CU Denver
 - ii. Vice Chair, Maja Krakowiak, CU Springs
 - iii. Secretary, Tamara Terzian, CU Anschutz

10. Campus Faculty Assembly Updates

- a. Anschutz – Jacqueline Jones, Chair (TABLED)
- b. Boulder – Vicky Grove on behalf of Robert Ferry, Chair
 - i. Boulder Faculty Assembly voted on a similar resolution to extend chair terms due to the pandemic.
 - ii. The Provost is creating a committee to address the campus's transition planning for 2020-2021.
- c. Springs – Maja Krakowiak on behalf of Mary Coussons-Read, President
 - i. Springs is working closely with campus administration to ensure shared governance processes are reliable during and after the COVID pandemic, focusing on open discussion of hiring, online programming, faculty compensation, and merit review, and student concerns.
 - ii. UCCS will use their existing FCQ, and although these reviews will be available to faculty and their supervisors, they will likely not be available to students. There is also consideration of whether or how these FCQs are used in upcoming merit or RPT evaluations.
 - iii. Faculty are communicating with the research office and the campus on plans for sustaining and supporting faculty research and creative work that requires campus access during the summer, as classes will be entirely online. They are also working to establish a faculty governance presence in the ad hoc Position Review Committee, which is now reviewing all open positions for all staff and faculty.
 - iv. Springs FA passed a resolution of appreciation for the work of the entire UCCS campus at our last meeting, which emphasizes continued flexibility, respect, and collaboration.
- d. Denver – Michael Zinser, Chair

- i. Chancellor Horrell gave a heartfelt farewell at the April assembly meeting.
- ii. The assembly received more updates on the new pass/fail policy.
- iii. There is discussion regarding a policy in place to pause the tenure clock by one year, but they will give faculty the option to opt out of the pause.

11. Faculty Council Committee Updates

- a. Budget – Diana White, Chair
 - i. The committee will be meeting over the summer.
- b. Communication – Carmen Stavrositu, Chair
 - i. Carmen updated the committee on the communications guide and their collaboration with Jonelle on the website redesign. The committee is working with Brenda Allen on long term goals related to diversity, equity and inclusion. They also met with Essencialize about the diversity marketing campaign and voiced the same concerns. Carmen discussed the possibility of having a Faculty Council Twitter account and the work that would be involved.
- c. CREE – Jorge Chavez, Co-Chair
 - i. CREE is currently working on a video addressing racism towards Asian communities. They are working with Communications committee to distribute the video. They are also continuing their efforts with Dr. Allen.
- d. EPUS – David Thompson, Chair
 - i. The committee submitted feedback for APS 5060 on faculty appointments. They will be reviewing 5005 related to employee communication with regents. Faculty Council will recommend a statement or changes related to it.
- e. LGBTQ+ – Ed Cannon, Co-Chair
 - i. The committee is hosting a virtual film screening on Friday, May 8 at 7pm via Zoom. The director and a guest from the film will join for a Q&A session following the film.
 - ii. LGBTQ+ & CREE co-chairs will be discussing collaboration with the Women’s committee meeting on May 15.
- f. Personnel & Benefits – Tamara Terzian, Chair
 - i. After their April meeting, the committee is looking into creating a taskforce for a faculty advocacy role.
 - ii. The committee met with Brenda and were happy to have her join to discuss diversity, equity and inclusion.
 - iii. The committee also discussed COVID impacts to benefits with System’s administration.
- g. Women – Heather Johnson, Co-Chair
 - i. Chancellor Horrell was the keynote speaker and held a very great discussion at the symposium. Dr. Mary Ann Cutter was awarded the Gee Award.
 - ii. There was a fair number in attendance, but the report continues to show a lot of staff attend this event opposed to faculty.
 - iii. Dr. Allen also met with committee at their April meeting.
 - iv. The committee looks forward to collaborating with CREE & LGBTQ+ in May.

12. Resolution on Faculty Teaching Loads

- a. Open discussion held over a resolution regarding faculty teaching loads. This was presented to the council for review and sent to the listserv.

13. 3:03 p.m. Adjournment