



**Faculty Senate Meeting  
Thursday, October 22, 2020**

**12:00 p.m.–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, Greg Carey, Jorge Chavez, Mary Coussons-Read, Jay Detric, Maureen Durkin, Robert Ferry, Anne Fleming, Troyann Gentile, Vicki Grove, Mike Harper, Jonelle Henning, Jacqueline Jones, Michael Lightner, Sandy Martin, Polly McLean, 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:** September 24, 2020 (APPROVED)

**2. CU Updates with President Mark Kennedy**

- a. Members were updated on the 2020-2021 financial drivers such as COVID-19 short- and long-term impact, state relief, ballot measures and amendments, enrollment and retention, and expenditure for debt service.
- b. There was discussion over concerns of sports betting and whether this aligns with CU's overall mission and vision.
- c. A presentation was shared regarding updates about online education, their focus is to extend reach while campuses maintain control of academic functions associated with online education. The Office of Digital Education is partnering with campuses and departments as a collaborative approach.

**3. Pay Equity Updates with Chief HR Officer Felicity O'Herron & Ken Abosch from Aon**

- a. Felicity and consultant, Ken Abosch updated the council on the pay equity project, they have been collecting all policies and practices that are in place system wide.
- b. They are engaging many people and departments to make this as fair and transparent as possible. They also recognize this will be an ongoing process and have a plan in place to establish consistency and address discrepancies as they are discovered.

**4. Academic Affairs Update with VP Michael Lightner**

- a. Awards and grant scholarship deadlines are coming up in November.
- b. Mike thanked EPUS committee's feedback and response to proposed changes to Regent Policy 3E and their Chair's presentation at the Regents Governance Committee meeting.
- c. Mike also updated the council on the October Regents University Affairs Committee meeting. Full agenda and details can be found on [Board Docs](#), Meetings →Oct 15 2020→View Agenda.
- d. There were updates on the Colorado Department of Education Academic Council October meeting, public meeting notes can be [found here](#).

**Next Meeting:** Faculty Council, December 3 from 12pm – 3:00pm  
Zoom Video Conference

## **5. Faculty Council Chair Report, Joanne Addison**

- a. Committee membership terms and dates have been finalized and sent to each Faculty Assembly Chair for review and revision if necessary.

## **6. Campus Faculty Assembly Updates**

- a. Anschutz – Jacqueline Jones, Chair (TABLED)
- b. Boulder – Robert Ferry, Chair
  - i. PRD document draft is still under consideration. Faculty and administration have been discussing continuation of pass-fail policies from the last semester. The BFA drafted a letter in response to Regent Policy 3E changes to committee searches.
- c. Colorado Springs – David Weiss, President
  - i. Faculty survey has been sent out. Teaching remotely and modes of instruction model was sent out to faculty as well, David thanked the Denver campus for sharing their model. Faculty are discussing merit reviews and assessing how to evaluate differently given the current environment. There are listening sessions on campus with faculty and staff.
- d. Denver – Michael Zinser, Chair
  - i. Denver FA held a special session regarding campus policing with many guests. There is an online education committee with representatives from schools and colleges to advise on ODE support. A committee has formed to run focus groups on safe return. They are also rethinking how to evaluate faculty and FCQs given the current environment.

## **7. Faculty Council Committee Updates**

- a. Budget - Diana White, Chair
  - i. The committee is meeting with Treasurer Dan Wilson to learn more about their office and CU investments. Dr. Allen is providing DEI micro-trainings to the committee and advising on their charge revisions. They're focusing on establishing more inclusion and collaboration efforts with System administration.
- b. Communication - Carmen Stavrositu, Chair
  - i. Carmen reminded all committee chairs about the Committee Corner schedule and to advise if it works well for their committee. The committee continues their work with Committee Corner, Faculty Voices, the faculty guide and plans to meet with Dr. Allen again in November.
- c. CREE – Jorge Chavez, Chair
  - i. The committee continues their work with Dr. Allen. Theodosia attended the October committee meeting to discuss collaboration opportunities and provide updates on the EIE report.
- d. EPUS - David Thompson, Chair
  - i. The committee received feedback from all campuses on dean search committees in response Regent Policy 3E changes. The committee recommended one research and one clinical faculty member at the Regents Governance Committee meeting, they agreed with their proposed changes.
- e. LGBTQ+ - Troyann Gentile, Co-Chair
  - i. There are more members this year including a UCCS representative. Theodosia met with the committee at the October meeting to discuss DEI projects and collaboration opportunities.

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- f. Personnel & Benefits – Tamara Terzian, Chair
  - i. Theodosia joined their October meeting, providing updates on current and future DEI projects. Felicity updated the committee on the Pay Equity project and former president of CURFA, David Kassoy joined to discuss their inactive status. Michael Lightner and David Kassoy have been invited to the November meeting to further discuss reviving CURFA.
- g. Women – Polly McLean, Chair
  - i. Women’s committee continues to revise their charge and reassess the Gee Award and Women’s symposium.

**8. Chair Report for Faculty Senate Privilege & Tenure Committee, Sandy Martin**

- a. The committee conducted two dismissal hearings and reviewed five other grievances, including two that carried over from last year. The committee is also working on revising their Bylaws.
- b. Brief discussion held on the search committee and bidding process for new outside counsel.

**9. DEI Micro-Training with Dr. Brenda J Allen**

- a. Dr. Allen presented on micro affirmations – tiny acts of opening doors to opportunity, gestures of inclusion and caring, and graceful acts of listening.
- b. The council engaged in open discussion providing examples of micro-affirmations.
- c. The presentation was shared with the Faculty Council listserv.

**10. 3:02 p.m.           Adjournment**