



**Faculty Council Personnel & Benefits Committee Meeting**  
**April 3, 2020, 1:00 PM – 3:00 PM**  
**Zoom Videoconference**

**MINUTES**

**Attending:** Tamara Terzian (Chair, AMC), Jeff Zax (Vice Chair, UCB), Rob MacLaren (Secretary, AMC), Inge Wefes (AMC), Lindsay Yates (AMC), Larry Cunningham (UCD), Dorothy Garrison Wade (UCD), Joe Craig (UCCS), Matt Metzger (UCCS), (Tom Zwirlein, UCCS, Emeritus), Michelle Martinez (Employee Services), Jonelle Henning (Faculty Council); **Others Attending:** Joanne Addison, Brenda J Allen, Eric Baker, Mary Coussons-Read, Maja Krakowiak, Pamela Laird, Weldon Lodwick, Nelia Viveiros

**Approval of Last Meeting Minutes:** February 24, 2020 (APPROVED)

**Discussion Items:**

**1. Faculty advocacy with invited guests:**

- a. Joanne Addison, Eric Baker, Mary Coussons-Read, Maja Krakowiak, Pamela Laird, Weldon Lodwick, and Nelia Viveiros joined the committee to discuss the role of a faculty advocacy position.
- b. Last year's APS on bullying focused on faculty advocacy and Tamara would like to look into the details involved with creating this position. She posed the following questions to the group:
  - i. What can be done to boost this recommendation?
  - ii. Should this be on every campus or be centralized?
  - iii. Where should this position sit in the organizational structure?
- c. Weldon Lodwick explained his background with faculty advisor role at the Denver campus and challenges involved. Professor Lodwick identified 4 points:
  - i. It needs to be in the organizational chart of the university, he recommended being above the dean but below provost.
  - ii. There needs to be a good balance between administration and faculty member, but faculty point of view is key. The position needs to be inserted officially into faculty affairs and be actively involved in Faculty Assemblies.
  - iii. Faculty advisor insights and recommendations need to be accepted, but not violating regents, civil and federal laws.
  - iv. What does the advisor do in their downtime?
- d. Pamela Laird reported that the main inspiration for creating this role is that faculty members sometimes don't know where to go and there is a lack of trust involved. The hope of this position is to generate some accountability and have a neutral advisor/mediator.
  - i. Many continuously emphasized the importance of this position being a faculty member and to create trust.
- e. Nelia commented that this space needs to include university allies with diversity and inclusion.
- f. Discussion held over the name of the position - advisor vs. advocate.



- g. Tamara would like to organize a taskforce on creating this position and begin the following:
      - i. Send out an email inviting interested parties to join
      - ii. Research university's that are currently doing this
      - iii. Create a description for the position
    - h. Taskforce recommendations from members and guests:
      - i. Figure out the level of authority for this position, organizational structure needs to be explicit
      - ii. Review the autonomy of Privilege & Tenure
      - iii. Potentially have an advisor role at systems level and then an advisor at each campus
      - iv. When making the case, the incentive needs to be beyond fairness and more about morale
      - v. It would be useful to work with university counsel on this
      - vi. Beneficial to converse with Boulder OMBUDS since there are faculty emeritus members in that office
- 2. Diversity, Equity & Inclusion with Dr. Brenda J Allen**
  - a. Dr. Allen reviewed her work on DEI with Faculty Council and the committees over the last academic year.
  - b. She invited members to consider the following:
    - i. How are you all working inclusively as a committee and how are members recruited?
    - ii. How does your work align with what Faculty Council does overall?
    - iii. Consider virtual space where you can engage, e.g. Google drive.
    - iv. Review the committee's charge and how diversity, equity and inclusion could be connected, obvious or implied.
  - c. Dr. Allen reported on the spring retreat results and action items that Faculty Council is going to work on for the upcoming academic year.
- 3. Discussion on impacts from COVID-19**
  - a. Michelle updated the committee on broad level developments concerning COVID-19 [benefits](#) and [retirement](#). She also gave updates on the CARES Act.
  - b. The issue of parking fees continuing to come out of paychecks was brought up.
  - c. Open discussion was held over retirement and TIAA.
- 4. Adjournment at 3:03 pm**