



Faculty Council

Thursday, October 23rd, 2025

1:45-3:00 p.m.

Via Zoom Video Conference

Minutes

Attending: Jorge Chavez (Chair, UCD), Diana White (Chair-Elect, UCD), Monica Yoo (Secretary, UCCS), Alastair Norcross (Past-Chair, UCB), Katie Sparks (UCB), Kerry Peterson (Anschutz), Carlos Reali (UCD), Jay Detrick (SYS), Joanne Addison (UCD), Wendy Bolyard (UCD), Kathy Shaw (Anschutz), Michael Lightner (SYS, VP, Academic Affairs), Anne Fleming (SYS), Ravinder Sing (UCB), Tony Kong (UCB), Greg Kinney (Anschutz), Jeffrey Schrader (UCD), Rhonda Glazier (UCCS), Karin Larkin (UCCS), Suzanne Cook (UCCS), Caitlin Cooke (UCD), Sherry McCormick (UCCS), Avedan Raggio (UCB), Katy DiVittorio (UCD), Leigh Holman (UCB), Melanie Joy (Anschutz), Claudia Amura (Anschutz), Amanda Stewart (UCB), Deborah Kenny (Anschutz), Anna Kosloski (UCCS), Elizabeth Novosel (UCB), Hayley Blackburn (UCCS), Sloan Speck (UCB), Yelena Gordiyenko (UCD), Gordon Stringer (UCCS), Madiha Abdel Maksoud (Anschutz), Gwendolyn D'Elia (Staff Council, SYS)

1. 1:45 p.m. Call to Order & Approval of September Faculty Council Meeting Minutes

- Motion to approve minutes (Approved)

2. 1:45-1:50 p.m.

Faculty Council Chair's Report—Jorge Chavez

a. Erin Willis, Associate Professor of Advertising, Public Relations and Design in the College of Communication, Media, Design and Information, approved as CU Boulder rep to Faculty Senate Grievance Committee.

3. 1:50-2:15 p.m.

System Sustainability Steering Committee- David Paradis

- Boulder campus forming cross-campus teams for sustainability initiatives.
- Graduate students teaching undergraduates on reducing Scope 3 emissions (commuting, business travel, etc.)
- These projects support the Campus Climate Action Plan and provide hands-on learning.
- System-level Climate Inventory: Discussion about establishing a system-wide inventory of emissions (Scope 1-3) and developing reduction targets.
- Meeting Format: Suggestion to include Zoom options for in-person sustainability meetings to allow broader participation.
- Emphasis on environment and climate justice as integral to sustainability education and planning.



4. 2:15-3:00 p.m.

Resolutions Discussion (Introduced by Alastair Norcross)

- a. Topic: Two proposed resolutions originating from the Boulder Faculty Assembly and supported by Denver Faculty Assembly.
 - Mutual Defense Compact Resolution
 - Resolution to Reject Loyalty Oaths
 - Both were already endorsed by AAUP CU Boulder, UCW Colorado, and CWA 7799
- b. There was confusion in the wording, ensuring Faculty Council is joining with, not speaking for, other organizations.
- c. Revised versions will clarify that endorsement from external groups appear in “Whereas” clauses.
- d. Several members urged caution and clarity about FC’s scope, which is to represent all faculty, not just AAUP or UCW members.
- e. Debate centered on whether referencing outside organizations is appropriate.
- f. FC voted on the proposed amendment from Alastair Norcross to modify both resolutions. The amendment moved all references to outside organizations from the “Be It Resolved” clauses into a new “Whereas” clause. Results: approved by the majority.
- g. FC Chair confirmed that the amendments were approved, and the resolutions would be revised accordingly. FC then discussed whether to table further action. Ultimately, members agreed that the final vote on the amended resolutions would occur at the next FC meeting, after members had time to review the revised language and consult their constituents.

5. 3:00 p.m.

Campus Faculty Assembly (FA) Updates

- a. Boulder – Alastair Norcross, Chair (*written update provided after meeting*)
 - i. Ad Hoc Committee on IT Security
 - The BFA ad hoc committee on IT Security submitted its interim report to the BFA, the Provost, and the Chancellor. The report details concerns about mandated IT security procedures coming into conflict with academic freedom, potentially impeding some research projects, and opening the possibility of politically motivated persecution of some faculty, based on the details of their research that are saved by the security companies. The Provost, on behalf of the CU Boulder OIT, sent a response to the BFA and the ad hoc committee. More dialogue between OIT and the BFA is upcoming.
 - ii. Faculty Salaries Working Group
 - The Faculty Salaries WG, with past BFA Chair Shelly Miller as one of its co-chairs, worked over the summer, and presented interim findings to the BFA and to the meeting of Chairs and Directors. The committee intends to release a full report in the new year, which will include guidance on changes to the annual



merit increase process. The upcoming process will see no changes from recent years, but we expect that the new guidelines will be in place for the process next year.

iii. Common Curriculum Implementation Committee

- The BFA formed a Common Curriculum implementation committee, with faculty representatives from all units that teach undergraduates, including one from each division of the College of Arts and Sciences. The committee's charge is to develop procedures and standards to be used in implementing the new Common Curriculum, in particular with respect to decisions about which courses will satisfy which aspects of the Curriculum. The committee is expected to work for the rest of the semester, and next semester. We expect the Common Curriculum to be implemented with the incoming class of 2027.

iv. Climate Action Plan

- The BFA has started to work with individual units to encourage creative thinking about how to reduce scope 3 emissions, as part of the effort to implement the Climate Action Plan.

v. Budget Allocation Model Design Review

- The BFA is involved with this year's reevaluation of the Budget Allocation Model Design Review, with representation on the Financial Stewardship Steering Committee, the Strategic Alignment Committee, and the Design Review Committee.

vi. Mutual Defense Compact

- The BFA at its October meeting discussed, and later passed (by Qualtrics vote), a resolution calling on the Chancellor, President, and Board of Regents to support the establishment of a "mutual defense compact" of Colorado institutions of higher education.

b. Colorado Springs – David Havlick, Chair (*written update provided after meeting*)

- i. Discussion of multi-year contracts for IRC faculty at UCCS. To date, very few of these have been granted outside of the College of LAS and those contracted have been limited to three years. FA is working with the Provost's Office to encourage MYCs to qualified faculty. Three colleges – College of Business, College of Education, and Kraemer Family Library – have a total of 0 MYCs.
- ii. FRA approved two policies: PRR and Program Discontinuance.
- iii. The UCCS Office of Faculty Affairs is up and running.
- iv. UCCS celebrated its 60th anniversary at a recent State of the Campus event hosted by Chancellor Sobanet.



- c. Denver – Wendy Bolyard, Chair (*written update provided after meeting*)
 - i. Progress continues on the Program Viability and Curricular Innovation work, with the first deadline on December 1 for the Program Check-In self-studies.
 - ii. FA is forming an ad hoc committee to revise its bylaws.
 - iii. A fifth Academic Transformation Working Group on administration will likely be convened this semester.
 - iv. Concerns have been raised about the federal shutdown as SNAP benefits cease, and the CU Denver food pantry has limited resources.
 - v. A report was released in response to a Faculty Assembly resolution on FCQs. A summer work group analyzed FCQs over the last seven years, 30,000 courses, and 4,000 faculty. Research included focus groups and students were consulted. The full report is available on FA’s website.
 - vi. FA notified the Provost and an Executive Vice Chancellor that faculty were excluded from a search for a key administrator, in violation of Regent policy.
- 6. 3:00 p.m. **Faculty Council Committee Updates**
 - a. Communication – Katie Sparks, Co-Chair (*written update provided after meeting*)
 - i. Committee is considering shifting to more of a blog post style of information sharing, and would like to talk with Faculty Council about including any posts we create in other communications that go out to our constituents, rather than having a big newsletter every semester. This allows the committee to be timelier with sharing news, and to spread our work out more sustainably, and will perhaps increase readership. Committee is also working on diversifying format – including some podcast-style interviews, etc. Feedback is welcome!
 - ii. Committee wanted to make a call, as usual, for Faculty Voices if anyone has thoughts they’d like to share in that format or knows someone who has ideas to contribute that relate to the CU system.
 - iii. Still hoping for two Anschutz members and one Denver member.
 - b. LGBTQ+ – Troyann Gentile (*written update provided after meeting*)
 - i. Update- committee had a visit from Judi Bonacquisti and discussed a climate survey that was conducted across the system campuses about how LGBTQ + faculty, staff, students are feeling in the midst of all that is going on with the current administration and how they feel as a CU community member. The overall takeaways were wanting more visible support from the administration. Also, people are generally concerned for how they will be supported and protected. This is not necessarily news, but wanted to get real data to support the notion.
 - ii. Further, the committee is working on a resource site with information for LGBTQ+ student, faculty, staff resources on each campus, as all campuses are doing it differently and now more than ever, it’s important to have clarity of support and where to access support.”
 - c. Women – Anna Kosloski, Co-Chair (*written update provided after meeting*)



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- i. Committee has been discussing inconsistencies in responding to the federal transitions on the campuses.
- ii. Judi Diaz Bonacquisti joined our meeting on 10/9/25 and discussed the message from the Board of Regents and President Saliman on CU's commitment to academic freedom. Committee would like to request continued messaging from CU leadership and the BOR support of faculty and academic freedom, which would help provide consistent responses across and within the 4 campuses.
- iii. Committee is hosting an in-person event with the women's committees on all the campuses in December. This will help us explore commonalities for our efforts in the spring and provide opportunities for networking.

7. 3:05 p.m.

Adjournment

Next Faculty Council Meeting: November 20th, 2025