



## CU Denver Faculty Assembly Monthly Meeting

October 7, 2025

12:30 PM to 2:30 PM

Hybrid Meeting (Zoom & Learning Commons Building, Lecturer Landing Zone)

[Agenda Document](#)

### Chair's Update (Dr. Wendy Bolyard)

- Welcome
- Called to order
- Discussion of Voting Members:
  - Voting members will include our executive committee members, standing committee chairs, and official representatives from schools, colleges, and the library. This aligns with processes of years past.
  - Concerns about meeting quorum if all Subcommittee members are voting members also.
- Approval of minutes from September 2025
  - 97% approval and 3% abstentions
- Addition to Agenda: Diana White, FA representative to the FACAB.
  - Diana provided an update on the KPMG study of AHEC, noting that the study aims to address funding double-counting issues and that faculty and staff are working to secure voting rights for student and faculty representatives on the AHEC board, though this faces potential opposition from other institutions.
  - **Action:** Please mention this at next faculty/dept meetings. Send Diana feedback asap if you want her to have info for her interview.
- Next FA meeting, November 4, hybrid
  - Same location – Learning Commons, 3<sup>rd</sup> Floor, Lecturer Landing Zone
  - Brown Bag or someone can plan a potluck style lunch. No lunch provided.
- Faculty council personnel and benefits update – Employees may be eligible for up to four cleanings on dental plans. Under age 13 dependents are free. Oct 15-29 open enrollment. Always update your selections on the portal.

- Per a message from the Provost: **Please put all public events on the CU Denver public facing calendar.** This is for awareness.

## Bylaws Amendment

- The Faculty Assembly discussed and approved a bylaws amendment to define immediate past officer roles, with 94% voting in favor.

## Request for Committee and Working Group Members

- Ad-hoc committee will be formed to review and potentially revise the Faculty Assembly bylaws, with the goal of completing this before the next election in the spring. Several members volunteered to serve on this committee.
  - **Please volunteer** or Wendy will reach out to individuals.
  - Thank you to Jason Machado, Erin Hauger, Diana White, Thorsten Spehn
  - Expect an update at Nov meeting
- Academic Transformation Working Group (ATWG) #5
  - Approved by the Provost recently.
  - The focus is on administration, and is currently seeking committee members across faculty, staff, students, and administration.
  - **We need someone from Faculty Assembly to co-chair.** Please let us know if you're interested in serving as co-chair or as a member of the working group.
- Faculty Council representatives needed:
  - 1x Communications Committee – Encourage other colleagues to consider the position. Reach out to Wendy with interest.
- Strategic Plan refresh
  - There is a message from the Chancellor to attend Staff or Faculty forums in your email today.
  - When you see opportunities to discuss the refresh, you are encouraged to participate so it happens with us and not around us.
  - [Goals | 2030 Strategic Plan | CU Denver](#)

## FCQ Report (Dennis DeBay)

FCQ report revealed systematic biases in course evaluations affecting BIPOC and first-year faculty and discussed recommendations for improving the evaluation process to support faculty development and innovation.

- Looked at FCQs over the last 7 years, 30,000 courses, and 4,000 faculty. Research included focus groups and students were consulted. We learned that we don't know what exactly we get from course evaluations. Should not be a check the box activity.
- Recommendations are in the report. They need to not get lost or packed away.
- Further discussion around moving recommendations forward while considering student success, innovation, and lowering/removing biases.
- Confirmed the data sets were statistically significant. They did not include response rates and found that first-year teachers needed more support.
- The discussion revealed a surprising finding that male faculty received systematically lower ratings than female faculty, and participants expressed concerns about the outdated nature of FCQs and the need to move beyond using just two questions for promotion and tenure decisions.
- The group discussed faculty perceptions of innovation being punished through FCQs which was a recurring theme in qualitative analysis.
- FCQs are just one metric of many and not the only measure. Discussion around reforming teaching evaluation methods.
- There are four papers in the works to be published.
- **FCQ report can be shared with colleagues.**

## Provost Karen Marrongelle

- Student Success
  - The administration is working to establish standards of care for students and elevate existing excellence through working groups, pilot programs, and departmental innovations.
  - Keep your ideas coming! Thank you for your dedication. We want to make sure everyone is getting the support they need.
  - [Student Success Transformation Initiative](#)
- Graduate Education
  - Graduate education reforms are being led by Mike Wonder, who will run ideas by Faculty Assembly.
  - Plans include streamlining processes and reducing unnecessary barriers for faculty.
  - We need some centralized processing, and a place where students can go if they are experiencing problems.
  - Expect no changes to be implemented this year due to timing constraints.
- Program Viability and Curricular Innovation

- Working groups identified improving student retention and graduation rates, particularly for undergraduates, as their top priorities, along with exploring AI opportunities.
- Concerns that the public has lost trust in higher education and taking this into consideration. But we must show the public that we take our work seriously, and they're not just going to believe us because we're experts in our fields, and because we've been at this for a while. They actually want to see something to demonstrate that.
- The Regents are considering program viability and curricular innovation efforts standard across campuses. We are ahead of it with our efforts underway.
- We're open to making changes and implementing this year.
- Thank you for the work you're doing on this.
- Dean's Reviews
  - Reviews are underway for Dean Jansma and Dean Dunn. Committees convene this week.
- Federal Shutdown
  - Direct impacts are minimal.
  - Most of the impact is on research; 99% of our grants are fully funded and won't be withheld because of the shutdown.
  - It's disruptive, but students should be fine as financial aid won't be impacted.
- Q&A
  - What have you been pleased with/surprised by?
    - Provost Marrongelle has been thrilled to see what's already in place – processes, intellect, dedication. There is a lot of positivity and positive direction.
    - She's committed to digging in and solving problems. She's here to help take down barriers and move boulders.
    - Campus is a hopeful environment. Students are looking forward to the future and we are contributing to that.
    - Be honest with her and let her know what's going on so she can be well informed.
  - Recommendation: We need innovation in administration also and it was recommended that the Provost be part of the ATWG 5th working group. She has fresh eyes, depth of knowledge, and the effort will not advance without leadership.

- While she has ideas about administrative efficiencies, she must consider her full plate and timing.
  - She needs to hear and understand where the administration is not working for faculty and students.
- What is highest on your To Do list?
  - Graduate Education.
  - Why we aren't seeing better numbers on undergraduate graduation rates.
  - IRC Faculty issues/concerns.
- Do we still have an online strategy? TIPS was created for online education. We did all the work, but it never went anywhere. What is our vision for developing teaching, online strategies?
  - [The Division for Teaching Innovation and Program Strategy \(TIPS\) | CU Denver](#)
  - There is a recognition that we need to define the online strategy and what it's going to be. Wheels are starting to spin.
  - The online strategies may be uneven among different schools/colleges.
  - We need to develop a clearer vision for serving adult learners and other non-traditional students.
- Lifelong learners and addressing the demographic cliff. What is the plan?
  - Expanding to fill the holes from the demographic cliff means we will need new markets – online ed, international, reaching out to those that stopped out (those with some college but no degree).
  - DPS school students have a new direct admission program. TBD if we see an increase.

## Discussion Topics

- International enrollment
  - We are considering crafting a non-political statement about how faculty values international students
  - International students bring insights and perspectives. We need to continue to build a sense of community.
- IRC roadmap (Turan Kayaoglu)
  - IRC Progress Assessment Committee – will assess and recognize progress that has been made since the task force.

- Strengthening shared governance at the schools and colleges. Recommendations were issued and we are doing follow-through activities including a plan to bring shared governance leaders in the schools, colleges, and library together with campus shared governance leaders

- **Collective Action Strategy:**

- Proposal to move beyond symbolic resolutions and develop a strategic plan to respond to perceived attacks on science and academic freedom.
  - Wendy will draft a statement for review by the Executive Committee. Once finalized, it will be presented to the full Faculty Assembly for endorsement.

### Search Process Reform:

- Concerns were raised about a recent search committee not following university policy by excluding faculty representatives.
  - Ann Sherman followed up and will respond to FA's concerns.

### New Business

- Bombarded with campus level emails making it difficult to track them all. Is there an internal only location to locate them all? Provost will follow-up.
- Program Viability concerns about adding additional workload
- We need to get focus groups and studies on IT usage. Provost will follow-up.

### Meeting Adjourned (at 2:27)

### Attendance

|                    |                    |                   |
|--------------------|--------------------|-------------------|
| Cheryl Ansaldi     | Maryam Darbeheshti | Stephen Hartke    |
| Peter Anthamatten  | Dennis DeBay       | Stephen Hartke    |
| Andrew Bateman     | Katy DiVittorio    | Amy Hasinoff      |
| Thomas Beck        | Colleen Donnelly   | Erin Hauger       |
| Rod Blunck         | Miranda L. Egger   | Jamie Hodgkins    |
| Wendy Bolyard      | Nan Ellin          | J. Haadi Jafarian |
| David Bondelevitch | Larry Erbert       | Julia Kantor      |
| Kelsey Brett       | Sarah Fields       | Turan Kayaoglu    |
| Edelina Burciaga   | Bryn Harris        | Jiban Khuntia     |

|                              |                  |                  |
|------------------------------|------------------|------------------|
| Jim LoPresti                 | Carlos Reali     | Thorsten Spehn   |
| Jason Machado                | Jennifer Reich   | Christoph Stefes |
| Fernando Mancilla            | Pepe Sánchez     | Rachel Stein     |
| Provost Karen<br>Marrongelle | Kathryn Schamu   | Esther. Sullivan |
| Kelly McCusker               | Jeffrey Schrader | Anthony Villano  |
| Alejandra Medina             | Jeffrey Schrader | Kat Vlahos       |
| Katy Mohrman                 | Kelly See        | Diana White      |
| Rhiana Murphy                | Matthew Shea     | Kai Yu           |
| George Quansah               | Vivian Shyu      | Gabriel Zamosc   |
|                              | Traci Sitzmann   |                  |