



Faculty Assembly

UNIVERSITY OF COLORADO **DENVER**

CU Denver Faculty Assembly Meeting

November 4, 2025 | 12:30pm to 2:30pm





Learning Commons, third floor **or** Zoom (<https://ucdenver.zoom.us/j/93440986999>)

Chair's Update (Wendy Bolyard)

- Welcome
- Called to Order 12:33pm
- Minutes Approved from [October 2025](#)
- Search Process Reform
 - Faculty Assembly Executive Committee raised concerns about faculty exclusion in the AVC for HR search.
 - A response from Anne Sherman was received and will be discussed in the next full Faculty Assembly meeting.
- Strategic Plan Refresh (<https://www.ucdenver.edu/strategic-plan/plan-refresh>)
 - The Strategic Plan Operations Team (SPOT) is collecting feedback through conversations in schools/colleges and a **feedback form** (anonymous).
 - Concerns raised:
 - Lack of transparency in how feedback is used.
 - Suggestion to make feedback public to foster dialogue and accountability.
 - Response:
 - We want to make comments public and create a feedback loop enabling us to see similarities and differences. We are richer because of diversity of thought and others' ideas will help lift our ideas and bring more thought and discussion. We don't want it to happen in a black box.
- MS Teams calling project
 - Reference Links:
 - [CU-Denver-911-Links.pdf](#)
 - [Microsoft Teams Calling Project](#)
 - [Upcoming Phone System Change](#)
 - This project is to transition from landlines (Cisco phone system) to Microsoft Teams for campus communication.
 - Concerns raised:
 - Privacy: Location tracking on university-owned devices.
 - Cost: Ongoing charges per phone line. Are there other cost effective options?
 - Equity: Some faculty use personal phones for work.

- Functionality: Teams vs. Zoom for teaching. Will we lose other platforms if we get more embedded in MS products?
- Action: **Invite OIT to a future meeting to address concerns.**

FA [Committees](#) Updates | Policies Under Review

- [Mutual Defense Compact](#) (Tom Beck)
 - CU System [response](#)
 - Compact is still conceptual; CU system has not committed.
 - We have not received a response from leadership regarding participation.
 - Emphasized importance of legal support for faculty amid political pressures.
 - Event titled “Academic Freedom in a Time of Political Pressure” held and was sponsored by Ethnic Diversity Committee, multiple departments, and student government.
- **Send feedback** to Stephen Hartke, Chair, EPPC
 - **CAP 1031:** [Syllabus](#)
- **Send feedback** to Kat Vlahos, Chair, APC
 - **1004D** Draft:  [1004D - 06 Reappointment Tenure and Promotion Review.docx](#)
 - 1004D Justification:  [1004D - Justification.docx](#)
 - **1022D** Draft:  [1022D - 02 Comprehensive Review of Deans.docx](#)
 - 1022D Justification:  [1022D - Justification.docx](#)

Discussion Topics

- Federal shutdown - impact on student, staff, and faculty well-being
 - [Food fight](#) competition with UCCS, let's stock [Milo's Market](#)!
 - CU Denver leads in Food Fight competition with UCCS.
 - Milo's Market needs hygiene products.
 - Discussion:
 - Coordinating donations
 - Creating a broader emergency fund
 - Improving visibility and funding of the [Loving Lynx Fund](#)
 - Work with the [Care Team](#) when necessary
 - Concerns were raised that students may be dealing with additional struggles beyond food, such as housing and transportation.
 - Suggestions:
 - Donation boxes on campus
 - Naming emergency funds after major donors
 - Messaging clarity for students in crisis
 - Action: **Faculty Assembly will put a donation box** outside the FA office in the Lecturer Landing Zone in the Learning Commons Building.
 - Links shared in chat:
 - <https://ccdenver.org/housing/tax-credit/>

- <https://goldenspikeapartments.com/>
- <https://rhf.org/guadalupe-senior-apartments/>
- <https://www.mercyhousing.org/mountain-plains/franconia-apts/>
- <https://www.mercyhousing.org/mountain-plains/aromor-apts/>
- https://www.myhousingsearch.com/dbh/SearchHousingSubmit.html?city_id=30020&ch=CO&type=renta...
- <https://www.ucdenver.edu/housing-and-dining/off-campus-housing>
- <http://hopecommunities.org/affordable-housing/>
- <https://www.mercyhousing.org/mountain-plains/parkside-apts/>
- <https://www.mercyhousing.org/mountain-plains/holly-park/>

Request for Committee and Working Group Members

- Ad-hoc committee on FA bylaws
 - We have formed this group and will begin work with a plan to complete by spring, prior to FA elections.
- Academic Transformation Working Group (ATWG) #5
 - There is a small group that will meet to discuss the charge for the committee and the plan. They'll bring this to the Provost and Faculty Assembly to see how to move this work forward.
- **Faculty Council representative needed:**
 - 1x **Communications Committee**
 - **Reach beyond those currently engaged in Faculty Assembly and subcommittees.**
- FCQ Working Group (Dennis DeBay)
 - Full report is posted on FA website ([LINK](#))
 - Ready to move forward. Next step is forming a group to submit a proposal for resources.
 - Also considering how it links to strategic plan refresh
- System Sustainability Steering Committee
 - How to advance sustainability across the CU System. The most immediate task is to make recommendations for the sustainability goals and metrics that will be included in the next system-wide strategic plan.
 - Could potentially have a connection or opportunity with the Executive MBA. Could be a great case study for a class.
 - **Needed: Two Representatives from CU Denver**
 - Email Wendy if you're interested

Provost Karen Marrongelle

- Student Success
 - Inventory of student success initiatives underway across campus as there's a wide variety of activity depending on the school/college.
 - Need to define and be consistent on student experience and "standard of care" across departments.
 - Chat comment: The term "Standard of Care" in the health professions is NOT necessarily Blue-Ribbon Care (best practices). Rather, it is what is

required for compliance (by insurance, professional organizations, etc.)

Perhaps we might use a better term?

- Emphasis on improving their feeling of *belonging* and equitable access to resources.
- Graduate Education
 - Working groups addressing:
 - What our policies are and what they should be
 - Structure of a centralized office or school to oversight, coordination, financing.
 - Funding - \$455K in recurring funds and \$1.5M in one-time funds available.
 - By mid-December they will have reports to provost.
 - Simplification of graduate faculty appointment process in progress.
- Ad-hoc committee on Faculty Compensation

Provost Karen Marrongelle

- Opportunity in India (with Deans Pam Jansma, Martin Dunn, and Scott Dawson)
Proposal to partner with Emeritus to establish a CU Denver campus in India. Location has not been set. Motivated by high demand from Indian students and visa challenges. India has the opposite of enrollment cliff, and the government recognizes they don't have enough universities for the demand in country.
 - CU Denver is working to ensure the student experience meets U.S. standards and is taking a critical eye to student services and faculty integration. The discussion covered revenue projections of around \$4 million in the first couple of years, (need more specific figures).
 - Colleges to partner on proposal and initial academic offerings: Business, Engineering, CLAS
 - Faculty may teach in India, study abroad options available
 - Concerns raised about:
 - For-profit partnerships
 - Cultural sensitivity
 - Faculty collaboration
 - Accreditation and quality assurance
 - Contract terms and protections
 - Past experiences with ICB. Need to understand failures as well as lessons learned.
 - Launch targeted for Fall 2027 pending approval.

Program Viability – [Academic Program Check-Ins](#)

- Overview of the process
- [Metrics dashboard](#) (CU Login and VPN required)
- [Self-Study Template](#) – due December 1
- Discussion
 - Jody Beck and Joanne Addison, co-chairs of the Program Viability Working Group, provided background on the Program Viability process with an emphasis on faculty involvement and transparency. This is a faculty-led initiative to assess

program health using dashboards and qualitative self-studies that is intended to be simple and transparent.

- Concerns raised about:
 - Time burden on chairs
 - Specifically, the formality of the process including training, websites and guidance made it feel less casual and more imperative to “pass the test.”
 - Clarity of expectations and accountability
 - What happens after Deans review? Who is responsible? Who does the action steps?
 - Use of comparative metrics (e.g., red/yellow/green indicators)
 - Fear of program closures
- Provost clarified that the process is not intended to close programs but to inform strategic resource allocation.
- Ongoing feedback is encouraged. Please email (Jody, Joanne, and/or Wendy) additional thoughts by the end of the week and they will be taken forward—anonymously if you’d like.

New Business

- No New Business

Meeting Adjourned

Attendees

Joanne Addison
Cheryl Ansaldi
Peter Anthamatten
Eric Baker
Gisella Bassani
Thomas Beck
Wendy Bolyard
David Bondelevitch
Sasha Breger Bush
Edelina Burciaga
Maryam Darbeheshti
Scott Dawson
Dennis DeBay
Dave Deffenbacher
Colleen Donnelly
Joni Dunlap
Martin Dunn
Miranda Egger

Nan Ellin
Sarah Fields
Rashmi Gangamma
Xiaofe Gao
Bryn Harris
Stephen Hartke
Amy Hasinoff
Erin Hauger
Kevin Hirth
Jamie Hodgkins
Haadi Jafarian
Dean Pam Jansma
Betsy Jose
Julia Kantor
Turan Kayaoglu
Kristin Kilbourn
Julien Langou
Jason Machado

Fernando Mancilla-David
Provost Karen Marrongelle
Alejandra Medina
Andrey Mikhailitchenko
Katherine Mohrman
Rhiana Murphy
Shuyang Peng
Jennifer Reich
Kathryn Schamu
Jeffrey Schrader
Kelly See
Matthew Shea
Vivian Shyu
Traci Sitzmann
Thorsten Spehn
Rachel Stein
Diana Tomback
Alan Vajda

Anthony Villano
Kat Vlahos

Diana White
Kai Yu

Gabriel Zamosc

Events Announced

Academic freedom in a time of political pressure: [A campus forum](#)

Sponsored by Political Science and SGA, and others

Tuesday, November 4, 5:00-6:30pm | Student Commons Room 2504

Faculty Assembly LGBTQ+ Committee | [LGBTQ+ Inclusion Workshop](#)

In partnership with TIPS, CFDA, and CACE

Thursday, November 6, 12:00pm-1:30pm | Lecturer Landing Zone, 3rd floor Learning Commons

Faculty Assembly Disability Committee (DisC)

[The Right to Access: Content Creation for All](#)

Friday, November 14, 9:00am-4:30pm | North Classroom 1535
