



Faculty Assembly

UNIVERSITY OF COLORADO DENVER

CU Denver Faculty Assembly -- Meeting Minutes

March 4, 2025

Zoom

Attendees: Sasha Breger Bush, Dennis DeBay, Colleen Donnelly, Jamie Hodgkins, Sarah Fields, Wendy Bolyard, Diana White, Katy Mohrman, Amy Hasinoff, Tom Beck, Jose Ibarra, Vivian Shyu, Peter Anthamatten, Alejandra Medina, Jeff Schrader, Kristin Kilbourne, Manish Shirgaokar, Rachel Stein, Gisella Bassani, Karen Sobel, Bryn Harris, Florian Pfender, Shuyang Peng, Larry Erbert, Eric Baker, Jessica Valdez, David Bondelevitch, Jim Lopresti, Matt Shea, Erin Hauger, Rashmi Gangamma, Katy Divittorio, George Quansah, Traci Sitzmann, Alan Vajda, Anthony Villano, Jason Machado, Pam Jansma, Dan Maxey, Turan Kayaoglu, Teri Engelke, Jody Beck, Chloe East

Chair's Update (Sasha Breger Bush)

- Approve minutes (February 4, 2025)
- Motion was made to Approve, motion was seconded; Poll posted.
 - Results for February 4, 2025, Minutes: approved by a majority.
- **Geoengineering Discussion:** FA Chair shared a flyer for an upcoming event on geoengineering at CU Boulder. Event will explore risks and potential benefits of intentionally altering parts of our atmosphere, oceans, and lands to address climate change. Details: Thursday, March 13th, 2025, from 2-4 PM at the University Memorial Center, Room 235. Event is free and open to the public.
- **FA Newsletter:** First FA newsletter was emailed out and it noted that the Office of Equity is no longer generating letters regarding FCQs. Data mining continues, but the Office of Equity is now handling these reports differently. A query has been submitted regarding the letters that have already been sent, with a request to consider withdrawing those letters from university records. No response yet.
- **Council for Graduate Studies:** Council is on campus this week, holding several meetings with a variety of groups, including faculty from different schools and colleges, deans, shared governance, etc. Consultants could take up to eight weeks to finalize reports/recommendations, which would not be available for review until mid-May. Provost Jansma stated that she would be able to share a preview of the recommendations prior to May.
- **Library Update:** Auraria Library is seeking faculty to showcase. Faculty are encouraged to submit and be part of this invitation. This is an opportunity to support and collaborate with one another.
- **Salary Data on FA Website:** The most up to date information is available on the FA website, which now requires credentials to log in.
- **Regent Resolution- Statements on Matters of Public Concern:** FA Chair resent a copy of the April 2024 resolution, as it has recently been discussed at the Faculty Council meeting. Michael Lightner was clear on how it should be interpreted. The resolution states that faculty are permitted to issue statements of social concern, while administrative units cannot issue such statements unless approved by higher leadership. Faculty can have a dedicated shared governance webpage that allow for statements of concern, as long as they are not issued by administrative units. Additionally, there have been recent issues related to harassment tied to research. If you experience any type of

harassment in your role as a faculty member, please report it to Pamela Jansma, Turan Kayaoglu, and your dean. For staff related concerns, HR is the appropriate place to report. For students, they should be reported to Student Affairs.

Secretary's Update (Jamie Hodgkins)

- An email was sent out in early February regarding elections for the FA Chair. Please submit your nominations with your CV and bio. This vote will be held at the next FA meeting on April 1st.

Commencement Update (Marissa Dienstag and John Rogers)

- Updates: Faculty End-of-Year Celebration: May 13th, Location: Corridor 44, Time: 2-5 PM.
- Commencement Details: Ceremony will be split into two sessions, AM and PM, at the Denver Coliseum.
- 9:30 AM: CAP, CEDC, BUS
- 2:30 PM: SEHD, CAM, SPA, CLAS
- March 23: Last day to register for cap and gown rental
- April 13: Deadline to register for ceremony
- Honorary Degree Presentation: Former State Representative Wilma Webb (morning only)
- No posthumous degrees will be awarded
- Faculty support needed: Requesting four faculty members to serve as faculty marshals from each school/college. Name readers are also needed. All faculty volunteers should arrive at the specific given time for breakfast, check-in, walk through, etc.

Provost's Update (Pamela Jansma)

- Program Viability email was sent out. Pamela Jansma thanked Wendy Bolyard, Jody Beck, Joanne Addison, Rich Allen, and Beth Myers for their contributions. There is information about upcoming workshops that you can attend to learn more about the goals for the check-ins. The aim is to keep this process as simple and minimal in terms of work as possible. FA Chair asked when it would be appropriate to discuss what program viability means for faculty and staff and the potential discontinuation of a program. Provost clarified that program viability is not being used as a tool for budget cuts. The focus is on what can be done to move faculty and staff around as necessary.
- CGS visit will take place this Wednesday, Thursday, and Friday. Provost's office will receive some preliminary feedback prior to the 8-week mark and will share that information.
- Currently conducting a search for a new Library Director. The search closes on March 14th. Dean Lynn will serve as Co-Chair.
- CAP Dean candidate visits occurred last week, and more updates will be provided soon.
- We are monitoring all federal actions, including the potential government shutdown, which could impact grants. The primary focus is on activities related to student success.

Integrative Planning Group (IPG) Representative Discussion (Jody Beck)

- IPG is a body with representatives from all three campuses, including both faculty and administrators (focus: building maintenance and budget). The membership is still being finalized and there has not yet been a full meeting. The group's role is to evaluate projects as they come forward, particularly with respect to construction and infrastructure projects. Several of these are already far along, including Auraria Campus Safety Center and the MSU Student Housing and Health Institute.

- IPG has requested AHEC provide a one-page document for every proposed project, outlining key details like finances, location, private partnerships, etc. This new protocol will provide much more clarity on project details.
- The goal is to proactively start defining optimal sites for future projects, determining which sites should be developed next, for what purposes, and with which partners. Goal is to establish a strategic campus plan.
- There is a need for a new permanent member of the IPG. Meetings are held monthly, including throughout the summer. While expertise in these issues is not required, it would be helpful. The aim is to work with the IPG to outline the terms of developers' use, how contracts are structured, and to create a resource for new members to familiarize themselves with these topics.
- FA member asked if the IPG is an actual shared governance body. FA Chair and Jody Beck clarified that it is not entirely clear. The document that created the IPG was the master plan, which faculty, staff, and student groups advocated for. However, the exact role and authority of the IPG are still uncertain.
- SACAB and FACAB membership: meeting individually with each board member to discuss incorporating student and faculty membership. IPG still needs legislative approval. The plan is to go through the legislative assembly by Spring 2026, though it may face lobbying against it from other higher education institutions.

Discussion on DEI (Chloe East)

- Recent raids in Denver following the inauguration have raised concerns among students about their safety on campus. Many students have approached faculty to ask if they are safe at CU Denver. ICE has rescinded protections for safe communities, hospitals, and religious spaces, meaning ICE can now come to campus. This creates an environment where students feel that coming to campus has become riskier.
- The CU Denver federal transition website provides basic FAQs but lacks specific information on how student safety is protected.
- CU Boulder has issued more detailed guidance on public vs private spaces on campus, specifying that ICE is not allowed in private areas. CU Denver offers a shortened version of Boulder's page.
- The Undocumented Student Resource Center's webpage is now inactive.
- CU Denver's response under the current administration contrasts with how CU Denver responded during the first administration.
- Metro State University (MSU) has a comprehensive resource page with detailed instructions on ICE presence on campus and a hotline for support. They also have a local rapid response team.
- CU Denver's Student Government Association (SGA) issued a statement in support of immigrant students on campus and called on faculty and administration to take more action. They also requested that FA issue a statement. FA Chair noted that a signed resolution to create a statement has not yet been received, however, she will reach out to SGA after the meeting.
- The SGA provided useful links, including a hotline: 1-844-864-8341.
- Chloe East offered to connect directly with anyone who has questions about these issues.

Comprehensive Compensation Collaborative (CCC) Update (teri engelke)

- CCC was launched in 2022 as part of an initiative to become a people-centered, best place to work. Teri engelke came to present findings and outcomes from the CCC analysis. She demonstrated how to use and analyze this data using the new dashboard.

- Dashboard now includes a job library with salary grades for university staff. This market data is available to everyone and is no longer locked down. You can also explore career ladder, development opportunities, and job descriptions.
- Three training sessions on compensation topics are being offered, with additional dates being added for the spring.
- University had previously suspected that employee pay was not keeping pace with the market, and now they're addressing this with both faculty and staff.
- A distinction was made between CCC and Equal Pay efforts. CCC is external analysis, while Equal Pay is internal analysis (comparing from within departments, similar work, etc.).
- Next steps will be to identify several work groups focused on staff and faculty findings and recommendations.

End Meeting