



Faculty Assembly

UNIVERSITY OF COLORADO **DENVER**

To: Joanne Addison, Chair, CU Faculty Council
Michael Zinser, Chair-Elect, CU Denver Faculty Assembly
Jaqueline Jones, Chair, CU Anschutz Faculty Assembly

Cc: Dorothy Horrell, Chancellor, CU Denver
Rod Nairn, Provost, CU Denver
CU Denver Faculty Assembly Members

From: Peter Anthamatten, Chair, CU Denver Faculty Assembly
CU Denver Faculty Assembly Executive Committee

Re: **CU Denver Faculty Assembly Report of Activities, 2018-2019**

Date: 10 May 2019

Executive Summary

The CU Denver Faculty Assembly (FA) has had an eventful and productive 2018-2019 academic year. The Assembly made efforts to strengthen faculty governance and the structures that govern it, participate in the development and discussion of campus and university policies and procedures, contribute to hiring key administrative roles, serve as a point of vigilance to monitor activity that pertains to the well-being of faculty and other campus groups, collaborate with other constituencies on campus to pursue common goals, and issue awards and scholarships to recognize individuals within our community.

Its key activities this year include:

- Revision of the CU Denver Faculty Assembly Bylaws
- Establishment of new faculty governance position, a Representative to the Colorado Advisory Council
- Review of Article V and other associated policy revisions
- Response to the CU Regent's Civics Education Resolution
- Participation in the discussion and review of the presidential candidate, Mark Kennedy
- Collaboration with the CU Denver offices of Undergraduate Experiences and Student Access and Achievement on reviewing pertinent policies and initiatives
- Participation in hiring key administrative positions (e.g., the Associate Chancellor of Faculty Affairs)
- Advocacy and discussion of the Student Grade Forgiveness Policy (formalized as policy #7037)
- Participation and discussion of the implementation of the incentivized budget model
- Review, discussion, and input regarding changes around the annual review process
- Monitoring of digital initiatives and participation in strategic priority development
- Formal establishment of the University Curriculum Committee (UCC)
- Continued work on the implementation and use of faculty course questionnaires (FCQs)
- Oversight and implementation of an Association on Disability in Higher Education (AHEAD) review
- Investigation of Title IX processes and procedures
- Investigation of Faculty and Staff Threat Assessment (FaST) policies and procedures
- Advocacy of and support for a student initiative to provide free menstrual products on campus
- Establishment of an annual CU Denver Faculty Assembly Award
- Establishment of the Pam Laird Endowed Scholarship

One of the purposes of this rather lengthy report is to provide future stakeholders with a comprehensive record of the Assembly's activities. We have provided a detailed description the committee's primary activities and accomplishments of the year in the narrative of the memo just below. Following that, we have also presented bullet points highlighting the key accomplishments and activities of the **primary sub-committees** serving under the FA (Appendix 01), the **formal votes** of the Assembly (Appendix 02), its **presenters** during its eight standard meetings of the year (Appendix 03), as well as its current roster of **active officers and members** (Appendix 04).

Summary of Primary Activities over the 2018-2019 Academic Year

Improvements in Faculty Assembly Governance and Management

Last year the Faculty Assembly identified a need to improve its record-keeping and management activities. Lee Potter, Administrative Coordinator, overhauled and revised the Faculty Assembly website, which was functional at the beginning of the year. Additionally, the Faculty Assembly leadership began to maintain careful records of agendas, memos, meeting materials, and correspondence in a shared OneDrive system. This memo serves as a record of activities, intended in part to guide and inform future efforts.

In February, the Assembly began to review and revise its by-laws. After discussion about these revisions at the February and March meetings, the Assembly voted unanimously to approve them at its May 7th meeting. One notable change of the by-laws is that the college representation was recalculated to more closely match the faculty populations. As a consequence of this work, SEHD now has *four* representatives (it previously had three) and the College of Architecture and Planning has *two* representatives (also previously three). We have also formalized the role of the **CU Denver Representative to the Colorado Advisory Council (CFAC)**, who will attend and report on CFAC meetings. This new role will serve as a member of the Faculty Assembly Executive Committee.

Article V and Policy Revisions and Review

Early in the academic year, the Faculty Council reported that a key issue that continues to be problematic regarding proposed revisions to Article V was under Article 5.D.2, pertaining to the rules for tenure. The committee compiled and voted on a memo requesting changes to the article and voted to approve them in its September 04 meeting. We learned that the article was revised to the satisfaction of the Faculty Council a few weeks later.

Throughout the year, the Faculty Assembly Academic Personnel Committee (APC), chaired by Eric Baker, reviewed policies forwarded for faculty input by the Provost's Office of Academic Affairs. When appropriate, the policy drafts or revisions were presented to the general Faculty Assembly for voting.

Search for a CU President

In late spring 2018, the CU community learned that President Bruce Benson announced his retirement from position as President of the University and that, starting in 2019, another individual will fill that role. At a Faculty Council Executive Committee meeting on August 14, 2018, Joanne Addison, Chair of the Faculty Council, requested that the chairs of the respective CU campus Faculty Assemblies solicit feedback from their membership about the presidential hire. At its September Faculty Assembly meeting, the members compiled ideas and wishes regarding the hiring process, which it communicated with the Faculty Council. Additionally, the Assembly nominated two of its members to serve on the Regents Presidential Search Committee.

Bruce Benson attended the April 2nd, 2019 Faculty Assembly meeting, when he addressed the faculty. The Assembly expressed its appreciation to Benson for his work by presenting him with a framed image of the CU Denver campus, produced with the assistance of University Communications.

On April 10, 2019, the Board of Regents announced that Mark Kennedy, president of the University of North Dakota at the time, was the finalist for the position of President of the University of Colorado. The Faculty Assembly played an active role, through ad-hoc meetings and electronic discussion, in assisting the Faculty Council to engage in discussion about the candidate as well as to participate in and provide feedback for the open forum to introduce the candidate to the University of Colorado Denver campus on April 25th. In addition to working closely with CU Denver administration to select the questions for the

open forum and provide the structure of the forum, the Assembly leadership participated in a small-meeting discussion with Kennedy.

Search for a CU Denver Associate Chancellor of Faculty Affairs

Early in the spring, we learned that the Provost reorganized his office and that Laura Goodwin stepped down from her position as Associate Chancellor of Academic Affairs. In February, Provost Nairn announced that a hiring committee would be formed to fill the position. The Chair of the Faculty Assembly, Peter Anthamatten, was nominated to serve as a member of this hiring committee to represent the faculty voice in the hiring deliberations.

CU Denver Budget Model Revisions

The transformation from an incremental to an incentivized budget model at CU Denver has important implications for faculty and university governance, with profound and broad-reaching impacts to the university community. CU Denver's Vice Chancellor for Administration and Finance, Jennifer Sobanet, has actively collaborated with members of the Faculty Assembly to engage with faculty representation with the process. In addition to collaborating closely with the FA Budget Priorities Committee, two members of the Faculty Assembly (Peter Anthamatten, Chair of the Faculty Assembly and Diana White, Chair of the Budget Priorities Committee) participated as members of the Chancellor's Advisory Committee on Budget (CACB) and attended its meetings and retreats throughout the academic year.

Jennifer Sobanet, Senior Vice Chancellor for Administration and Finance, and Todd Haggerty, CU Denver Assistant Vice Chancellor for Budget, presented budget updates to the Faculty Assembly at its March 5th, 2019 meeting.

Faculty Annual Review and the Electronic Faculty Report of Activities (eFRPA)

Due the pending retirements of key members of administration in the Office for Institutional Research and Effectiveness (OIRE), the established process for communicating with faculty about eFRPA became unsustainable. Leadership of the FA Academic Personnel Committee (APC) has worked with administration to establish a process and structure to continue the necessary two-way communication between university administration and faculty about the eFRPA system.

In spring, administration began discussing the adaptation the campus-wide adoption of a Faculty Information System (FIS) through a vendor. Members of the Executive Committee and Academic Personnel Committee attended the vendor demos and partook in discussion about their merits. Terry Potter discussed the preliminary work to select an FIS vendor at the March 5th, 2019 Faculty Assembly meeting.

Digital Education Initiatives and Faculty Governance of Digital Curriculum

The inter-campus Office of Digital Education was established in the Fall with the appointment of Sheana Bull as the Assistant Vice Chancellor of Digital Education and Scot Chadwick as Executive Director. They consulted monthly with the Faculty Assembly LETTS Committee, as they respond to the Board of Regents' digital charge, establish a vision and mission for the office, and create a planning document for budgeting and planning.

In late April, the Office of Information Technology (OIT) announced the initiation of a year-long strategic planning process, to which they have invited participation from the CU Denver faculty. David Lowry, Director of Operations and Infrastructure, Office of Information Technology attended the Faculty Assembly meeting in September 2018, to discuss this planning initiative. This strategic planning process was ultimately delayed and then reinitiated in the Spring 2019, in which Brent Wilson (Chair) and other representatives the LETTS committee will also participate.

University Curriculum Oversight

In Fall 2017, the CU Denver Curriculum Oversight Steering Committee, consisting of faculty representatives from each of the University's colleges, the Graduate School, Professional Education and Courses, the Faculty Assembly, and the Associate Vice Chancellor of Undergraduate Experiences met and proposed a structure and basic process for university-wide course oversight. After some discussion of the proposed structure with members of the Steering Committee, the Provost agreed to initiate the work in early March 2018. Pam Laird, Professor of History and Faculty Assembly member, agreed to serve as *Chair ProTempore* of the newly established University Curriculum Committee (UCC) through the remainder of the Spring 2018 semester to establish a process for its operation. The Faculty Assembly voted unanimously to approve the proposed UCC by-laws at its April 3, 2018 meeting.

With experience managing the committee in Fall 2018, and after discussing those by-laws with Provost Nairn to seek his approval of them, the UCC presented a revised set of by-laws to the Faculty Assembly on February 5, 2019, which it voted to approve.

Faculty Course Questionnaire (FCQ) Revisions

During the May 1, 2018 FA meeting, Provost Nairn expressed support of the idea of moving forward with the revised FCQs, discussed in the Faculty Assembly during the previous academic year, and the new FCQs were implemented in Fall 2018. During the academic year, the Faculty Assembly discussed the challenges and successes of the FCQ system.

Student Grade Forgiveness Policy

In Spring of 2017, the Student Government asked Faculty Assembly to examine the feasibility of reinstating grade forgiveness on the CU Denver campus. The Educational Policies and Planning Committee (EPPC) has since worked closely with CU Denver's student government to propose and advocate for adoption of a grade-forgiveness policy. The fundamental purpose of this policy is to enable students who take a course to replace their grade with an improved grade through a repetition of the course.

On December 21, 2018, CU Denver Policy #7037 on Grade Forgiveness was approved and will take effect on July 1, 2019.

Association on Disability in Higher Education and Disability (AHEAD) Consultation and Review

The Faculty Assembly Disabilities Committee (DisC) has met regularly with administrators and faculty leadership throughout AY 2017-2018 to investigate, discuss, and construct a proposal to conduct a campus-wide, external consultation and review by the AHEAD. The rationale of the proposal is to "promote and evaluate our efforts to make CU Denver inclusive for members of the university committee with disabilities, including students, staff, faculty, and administrators. This review will provide a chance for us to highlight our strengths and recent activities." The FA expressed informal consensus in favor of pursuing the proposal. The AHEAD review was conducted in April, 2019. At the time of this writing, we anticipate that the report will be delivered in June and made open to faculty governance for review.

Investigation of Title IX Processes

In the fall, Cristina Gillanders, other members of the Faculty Assembly Committee on the Status of Women (CSW) and concerned voiced concern about the prosecution of Title IX cases at UC Denver. After meeting with representatives from the Office of Equity and Human Resources, the CSW worked with Nelia Viviros, Assistant Vice Chancellor of Academic Affairs, to discuss this matter and how to move forward.

Cristina Gillanders, Chair of Committee on the Status of Women, presented a memo articulating concerns about the procedures around Title IX and Title VII cases. On March 5th, 2019, the Assembly voted unanimously to endorse the memo and forward it to relevant members of the university administration.

Faculty and Staff Threat Assessment and Response Team (FaST)

The Chair of the Disabilities Committee, Colleen Donnelly, raised several concerns pertaining to the function and practice of the Faculty and Staff Threat Assessment and Response Team (FaST), covering the constituency of its membership, protocol, subject rights, and transparency. Dr. Donnelly presented this memo to the Faculty Assembly at its May 7th meeting and the Assembly voted unanimously to support the memo and the ideas therein.

CU Regent's Civics Initiatives

In the Spring and Fall semesters of 2018, the faculty leadership learned that the Board of Regents University Affairs Committee “charged the administration with exploring options and cost estimates for delivering civics education at each of CU’s three general campuses.” Following discussion at the CU Faculty Council, the CU Denver Faculty Assembly formed a task force to formulate a response to this call (October 3, 2018). The task force, consisting of faculty from representatives from the Departments of History and Political Science and faculty governance more broadly, constructed a memo that was presented to the CU Denver Faculty Assembly prior the following regular meeting (November 6th).

After reviewing the memo, the Assembly voted to support it. The memo articulated the consensus of faculty that (1) CU Denver already offers opportunity for its students to learn civics, (2) many civics courses are already required through the Guaranteed Transfer (GT) Pathways General Education Curriculum, to which CU Denver adheres, (3) the faculty believe that students should be given as much latitude in their study as possible, and that implementing a civics requirement constrains this, (4) its students are best served by learning about civics through existing curricular structures, and (5) the faculty are concerned about the cost of such an initiative.

Faculty Assembly Award

Modelling a practice of the Faculty Council, the Faculty Assembly voted to establish the “CU Denver Faculty Assembly Award”, which “recognizes a member of the CU Denver community (encompassing administration, faculty, and staff) for contributions to shared and faculty governance at CU Denver.” We presented to the inaugural award to Margaret Wood, Director of the Center for Faculty Development, for the 2018-2019 academic year.

Provision of Menstruation Products in Women’s Bathrooms

Student government representatives spoke at April Faculty Assembly meeting to seek support in their effort to install free menstrual products in women’s bathrooms across CU Denver’s building. Following that meeting, the Student Government Association worked in collaboration with the Faculty Council and several of the Faculty Assembly’s subcommittees to support these efforts. On May 9th, the SGA reported that the Chancellor’s Office agreed to install and stock ten tampon-and-napkin dispensers in each of five CU Denver buildings.

Pam Laird Endowed Scholarship

During the previous year, the Faculty Assembly organized the establishment of an endowed scholarship to recognize one of its distinguished alumni, Pam Laird, who recently retired. After the scholarship was fully funded through donations, members of the Assembly worked with Donor Relations and the Office of Advancement to put the process for the annual award in place. The language on the scholarship reads:

Pam Laird was a professor of history whose thoughtful service touched the lives of countless students and faculty. Pam was a university citizen in the best sense, helping us strengthen the

institution and culture through positive change. With this award we honor one or two students each year who embody a similar commitment to service and being a good university citizen. In 500 words or fewer, tell us about your contributions to the university community during your time here as a student and how these relate to a larger commitment to the common good.

The award is currently being advertised to students, and the Faculty Assembly Committee plans to select the first recipients in the Fall 2019 semester.

Anticipated Initiatives for the 2019-2020 Academic Year

The leadership of the Faculty Assembly will change over the next year with the following faculty serving as its officers:

- Michael Zinser (Psychology), **Chair** (2019-2021)
- Diana White (Mathematics), **Vice-Chair** (2019-2020)
- Lucy Dwight (Public Affairs), **Secretary** (2019-2020)
- Rebecca Hunt (History), **Representative to CFAC** (2019-2021)
- Peter Anthamatten (Geography), **Previous Chair** (*non-voting*; 2019-2020)

Several pertinent issues remain on the agenda for the CU Denver Faculty Assembly for the next year, many of which extend current activities. Some of these activities include:

- Improving faculty governance by encouraging full representation from all of CU Denver's colleges and work to ensure that faculty governance is practiced effectively and meaningfully throughout CU Denver's seven colleges and the Library
- Continued attention to matters raised around Title IX and FaST processes
- A memo and report to address concerns around support for faculty who are members of vulnerable groups, drawing from Dr. Farah Ibrahim's research on the topic
- Work with the new president, Mark Kennedy, on shared governance initiatives, particularly as they pertain to CU Denver and its faculty
- Continued work to engage with the Regents on developing civics curriculum and ensuring that the Regents respect the faculty authority to govern curriculum
- Work to examine the "drop deadlines" policy across the colleges to ensure that it is consistent and transparent
- Monitoring of the process to develop on-line courses and ensuring that the development of on-line curriculum supports the faculty who do the work
- Renewed attention to the use of FCQs, possibly with the idea of advocating for the complete removal of the "omnibus questions" in favour of a greater focus on the other FCQ items
- Attention to the effects of the new budget model on the faculty raise pool
- Continuation of the *Faculty Assembly Award* and the *Pam Laird Endowed Scholarship*

Updates to FA activity will be posted on the revised FA website on a continual basis.

Sincerely,



Peter Anthamatten
Chair, CU Denver Faculty Assembly

Appendix 01:

Highlights from CU Denver Faculty Assembly Committee Activity (2017-2018 Academic Year)

Academic Personnel Committee (APC)

- Reviewed the Faculty Advisor Weldon Lodwick’s most recent report to discuss activities & plans for the upcoming year.
- Welcomed Nelia Viveiros as our new liaison from the Provost’s Office. With able assistance from Mark Heredia, we have benefited from a stronger & more proactive relationship in policy development & review.
- Extensive CU-Denver campus & CU System Policy reviews
 - APS 1008 – Faculty Transfers
 - APS 1010 – Distinguished Professorships
 - APS 1011 – Faculty Emeritus/Emerita Designation
 - APS 1021 – Tenure on Appointment
 - APS 1025 – Grading Policy
 - APS Academic Program Discontinuance
 - APS 1028 – Non-Tenure Track Faculty Performance Review
 - APS 1029 – Standards for Notice of Non-reappointment for Non-tenured Faculty
 - APS 1043 – Independent Teaching & Scholarly-Creative Work
 - APS 1044 – Faculty Consulting
 - APS 5059 – Anti-Bullying Policy
 - CAP 1021 – Hire with Tenure
 - CAP 3056 – Parking Policy
 - Regents Policy 11E – Leave for Staff & 12 Month Faculty
- The APC has also become engaged in a long-term project involving recommendations from the Faculty Advisor, the Provost’s Office, the CLAS Council & the Committee on the Status of Women to address issues involving equity, professionalism & grievance process here on the CU Denver campus.

Budget Priorities Committee (BPC)

- Helping faculty understand higher education budgeting
 - Committee read and discussed a chapter each month of a book called “Higher Education Budgeting and Finance” and discussing how it applies here at CU Denver.
 - Continued to work on more broadly expanding baseline faculty understanding of budgeting in higher education
- Continued to learn about the new budget model and implications
- New degree proposals

- Reviewed and approved new BA in Computer Science
- In-depth discussion of degree approval process in general
- Input to administration
 - Provided ongoing input to Chancellor’s Advisory Committee on Budget
 - Provided ongoing input to Budget office
- Continued to work on role of BPC as component of faculty governance
- Main concerns moving forward: lack of budget transparency and faculty input/shared governance at School/College level, implications of budget model on cross-unit collaboration, feasibility of \$15K degree and sustainability of online initiatives, enrollment/retention strategy, how to diversify revenue streams, finding way to continue CBO/CFO and Provost attendance at meetings (which was a struggle this year)

Committee on the Status of Women (CSW)

1. **Investigation of Title IX and Title VII Processes:** On March 2019, after a series of meetings with Nelia Viveiros (Office of Equity), Carolyn Brownawell (Human Resources), and other groups at the University, the Committee sent a letter to Chancellor Horrel, the Office of Equity, Human Resources and other members of the administration, expressing our concerns regarding the procedures around Title IX and Title VII. This concern was shared by other entities at the university such members of the CLAS Council. As a result of our letter and the one from CLAS Council, the administration sent a letter in response explaining their plans to address these issues.
2. **Resources for Child Care for Faculty:** The Committee examined the opportunities for Faculty and staff to find reliable child care. CU Boulder offers their employees and Faculty a website that allows individuals to find child care. Unfortunately this benefit is not available for CU Denver employees. Consequently, our Committee created a list of web resources with information about child care resources. We also included in this list CU Denver Handshake, which is a resource available at the Career Center for posting employment opportunities for students including child care. As indicated by Carolyn Brownawell the list of resources will be added to the redesigned Faculty and Staff website in the Fall.
3. **Women’s Vote Centennial:** Members of our Committee have met on several occasions with the organization committee for the celebration of the Women’s Vote Centennial. Our Committee is working collaboratively with this committee to plan events in campus to celebrate this important milestone during the 2019-2020 school year.
4. **CU Denver Menstrual Products Proposal:** This initiative has been recently proposed by the Student Government and our Committee fully supports it. A letter supporting this

initiative has been sent to Chancellor Horrell.

5. **Sick Leave:** Our Committee was interested in obtaining more information regarding the Sick Leave. The CLAS HR representative confirmed that faculty with 9-month appointments do accrue sick leave and can use this leave when needed by coordinating with their HR representative. In our inquiry we learned that the Regent Policy and the policy in the online faculty handbook are currently being revised. Sara Yeatman will follow up with the representative in the fall to confirm that the revisions are indeed in place and correspond with what was expected.

Disabilities Committee (DiscC)

- Made sure the AHEAD study was approved, the contract finalized, and the visit scheduled in Spring. Also attending the faculty session(s).
- Investigated the FaST procedures which results in our memorandum report.

Educational Policy and Procedures Committee (EPPC)

- Continued advocating for and overseeing/monitoring progress of the Grade Forgiveness Policy through Dean's Offices and the Provost's Office. Provided ongoing review of the policy and recommended adjustments based on stakeholder feedback.
- Solicited and welcomed three new members to the Committee to take the membership to its recommended levels.
- Provided feedback to Assistant Dean Carol Morken and John Wilson (CLAS Advising) on an APS regarding changes to Probation requirements and process.
- Discussed and provided feedback to Faculty Assembly on Campus Administrative Policy regarding Academic Integrity.
- Provided input and authorship to Faculty Council on a memo to the Regents regarding Civics education in the CU System.
- Reviewed and provided comments to Faculty Assembly/Provost's Office on APS 1025 – Uniform Grading Policy.
- Provided input to the Fresh Start Initiative being driven by Associate Dean Sarah Fields (CLAS)
- Reviewed EPPC Organization, Goals, and Procedures documents to limit redundancy with other committee roles.
- Provided input to Vice Provost Linda Bowman and Associate Vice Chancellor Jeff Franklin on their “metamajors” initiative and recommended presentation to Faculty Assembly.

Ethnic Diversity Committee (EDC)

- Reviewed CU Denver’s policies and services for undocumented students, and considered how to improve them
- Discussed and decided to endorse Farah Ibrahim’s recommendation that a point person be appointed by the University to help non-dominant group and women faculty to explore issues that concern them
- Suggested revisions to Faculty Assembly By-laws;
- Re-elected our committee secretary for another term;
- Formulated and submitted questions to CU System Presidential Candidate, former Congressman Mark Kennedy.

Learning, Educational Technology, Teaching, and Scholarship Committee (LETTS)

- *Online teaching and programs.* Consulted with ODE and CU Online leaders to determine needs and priorities for faculty support and program development
- *\$15K Initiative.* Worked with support staff to respond to the Regents’ charge for a \$15 undergraduate program – with a focus on faculty development in teaching online.
- *Pedagogy leadership.* Reviewed and supported initiatives for innovative pedagogy through, e.g. the undergraduate symposium, CU Online symposium, and ThingStudio.
- *OIT strategic planning.* Contributed faculty perspectives to help shape an OIT strategic plan for the downtown campus, with LETTS participation in all phases of the planning.
- *Accessibility.* Reviewed and endorsed the Ally accessibility tool, which reviews resources within Canvas shells to make them more accessible for students with visual and hearing limitations.
- *Unit-level concerns.* Began discussion of concerns of faculty within our various academic units – to establish priorities for the coming year.

Continuing Plans

Issues and challenges remain for the institution and LETTS plans for coming years; many of the items above are continuing year to year. A few priorities include:

- *Unit-level priorities.* LETTS is establishing a list of concrete needs and priorities of faculty within academic units. This list will guide our agendas for the 2019-20 school year.
- *OIT oversight.* The OIT strategic plan will conclude this summer. Based on that plan, LETTS will determine constructive ways to improve LETTS collaboration. Sharon Gilbert of OIT will begin attending monthly meetings as our OIT rep.
- *Student success.* Data-analytic tools for student advisement and improving student success are a continuing priority for the coming year.

LGBTQ+ Committee

The LGBTQ+ Committee accomplished several goals for the 2018-2019 academic year, which include the following:

- Most notably, we worked to remove CU Denver's Same Gender Domestic Partnership (SGDP) and bring about a new policy that extends benefits for all CU employees regardless of gender. The new changes will go into effect on July 1st.
- We have also been working on developing a website that provides information regarding the services and resources available to CU Denver's LGBTQ+ faculty and staff. Our goal is to have the up and running by Fall semester.
- Dr. Scull, Dr. Allan, and Dr. Gentile continue to work on their mixed methods research regarding the stressors facing students, faculty and staff on the Auraria campus, the Boulder campus, and Anschutz Medical campus. They will begin conducting in-depth interviews with participants this Spring.
- Lastly, we are working to identify ways to have a stronger campus presence at *PrideFest*.

Appendix 02: CU Denver Faculty Assembly Motions and Votes (2018-2019 Academic Year; Excluding Votes to Approve Minutes)

Date	Measure	Vote
2018.Sep.04	Motion to construct a memo on behalf of the CU Denver Faculty Assembly to strike the language from proposed Article V revisions that stipulates that “external impact” must be demonstrated for tenure-track faculty to achieve excellence in teaching in their tenure review.	23-0-4-3
2018.Oct.02 to 2018.Oct.08	Motion to approve a proposal to form a campus-wide academic integrity policy. Jeff Franklin and Marc Heredia attended the Faculty Assembly meeting on October 2 nd to discuss the merits of the policy. The assembly decided to conduct a formal vote the week following the meeting electronically, giving time to carefully review the proposed policy draft.	<i>(electronic)</i> 18-7-3-9
2018.Nov.06	The FA conducted a straw poll to determine faculty opinion about initiating a “Fresh Start” program like one implemented at CSU. This program would allow former students to come back with a GPA reset while keeping the credit they earned from past classes. There would be a threshold of 30 credits or fewer and the student will have had to have been gone for two years to be eligible.	28-0-0-2
2018.Nov.06	A motion for the assembly to grant the Civics Education Task Force committee the power to finalize its memo in response to the Regent’s Civics Education Initiative, with minor amendments.	28-0-0-2
2019.Feb.05	A motion to approve the revised bylaws of the University Curriculum Committee (UCC). According to UCC bylaws, the Faculty Assembly must approve the bylaws by a two-thirds majority.	22-0-1-4
2019.March.05	A motion to endorse a memo introduced by the Committee on the Status of Women, urging administration to introduce more transparency regarding the procedures and practices surrounding Title IX and Title VII, which protect people from discrimination.	27-0-0-6
2019.March.06 to 2019.March.13	A vote to collect faculty consensus on whether to (1) require all faculty to produce a professional plan for post-tenure review; (2) make professional plans optional; or (3) to give colleges the option and authority to require professional plans. The vote was given electronically so that members could discuss the options with their peers. It assumed the form of a ranking system to avoid the spoiler effect. The tallies indicate that faculty favor the third option.	<i>(electronic)</i> option 1: 3 option 2: 4 option 3: 10 abstain: 3 no vote: 13
2019.April.02	The Faculty Assembly Executive Committee established an annual CU Denver Faculty Assembly award, whose purpose is to recognize a member of the CU Denver Community for his or her contributions to faculty governance. The committee also decided to award Margaret Wood with the first award, for 2018-2019.	<i>(Executive Committee)</i> 9-0-0-1
2019.May.07	Vote to express faculty support of the memo regarding concerns about the Faculty and Staff Threat Assessment and Response Team (FaST)	29-0-0-4

2019.May.07	The Faculty Assembly has discussed change to its bylaws throughout meetings in the spring semester. This vote was to approve those revisions.	29-0-0-4
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vote counts: in favor – opposed – abstained – no vote / absent

The total number of potential votes and quorum (defined as at least half of voting members) are calculated from the number of currently active members, starting with the college nominations, which can fluctuate over the course of the year. Members of the Faculty Assembly are deemed “inactive” upon their third absence during an academic year.

Appendix 03: CU Denver Faculty Assembly Speakers, 2018-2019

Speaker	Topic
<u>2018.Sep.04</u>	
▪ Cinthy Ippoliti , Incoming Director of Auraria Library	Introduction and Auraria Library Initiatives
▪ David Lowry , Director of Operations and Infrastructure, Office of Information Technology	Office of Information Technology (OIT) Strategic Planning Process and Goals
<u>2018.Oct.02</u>	
▪ Sharon Grant , Organizational Change Program Manager, OIT	IT Governance process for cross-campus, high- dollar, high-risk projects
▪ Jeff Franklin , Associate Vice Chancellor for Academic Experiences	Academic Integrity Policy Proposal
▪ Mark Heredia , Academic Planning Coordinator, Provost's Office	
<u>2018.Nov.06</u>	
▪ Linda Bowman , Interim Vice Provost and Senior Vice Chancellor for Student Access and Achievement at University of Colorado Denver	Student Retention and Recruitment at CU Denver
▪ Sarah Fields , Associate Dean of Student Advising, CLAS	“Fresh Start” Program Idea
<u>2018.Dec.04</u>	
▪ Genia Herndon , Associate Vice Chancellor for Access and Enrollment	Student Enrollment Numbers and Student Success Initiatives
▪ Sheana Bull , Assistant Vice Chancellor for Digital Education	CU Denver On-line degree initiative
▪ Scot Chadwick , Vice Chancellor for CU South Denver	

Speaker

Topic

2019.Feb.05

- **Sharon Grant**, Organizational Change Program Manager
CU Anschutz and VPN Changes
- **Leanna Clark**, Vice Chancellor of University Communications
Communications update and market survey results
- **Karen Klimczak**, Assistant Vice Chancellor, Marketing and Brand Strategy
- **Candice Shelby**, Chair, University Curriculum Committee (UCC)
Discussion of activities and approval of UCC bylaws, UCC Annual Report

2019.Mar.05

- **Sharon Grant**, Organizational Change Program Manager
CU Denver and Faculty Information Systems (FIS), Updates
- **Terry Potter**, Associate Vice Chancellor for Academic Planning
Faculty Information Systems (FIS) discussions
- **Cristina Gillanders**, Chair of the Committee on the Status of Women
Memo addressing Title IX and Title VII resolution
- **Jennifer Sobanet**, CU Denver Senior Vice Chancellor for Administration and Finance, CFO
Budget reform update
- **Todd Haggerty**, CU Denver Assistant Vice Chancellor for Budget

2019.Apr.02

- **Bruce Benson**, President of the University of Colorado
Comments about the future of the university and challenges facing the next president, farewell to Bruce Benson
- **Leslie Smith**, Regent of the University of Colorado
University business and regent initiatives, president search
- **Linda Bowman**, Interim Vice Provost / Senior Vice Chancellor for Student Access and Achievement
Major declaration and reform initiative for new students
- **Jeff Franklin**, Associate Vice Chancellor for Undergraduate Education

Speaker

Topic

2019.May.07

- **Dorothy Horrell**, Chancellor of the University of Colorado Denver Updates on campus affairs, comments about the CU President Hire (Mark Kennedy)

- **Colleen Donnelly**, Chair of the CU Denver Disabilities Committee Faculty concerns about the threat assessment process, Association of Higher Education and Disability (AHEAD) reviews

Appendix 04: CU Denver Faculty Assembly Membership, 2018-2019

<u>Role</u>	<u>Name</u>
Faculty Assembly	
Chair	Anthamatten, Peter (<i>CLAS</i>)
Vice-Chair	---
Secretary	Dwight, Lucy (<i>SPA</i>)
Academic Personnel Committee (APC)	
Chair	Baker, Eric (<i>Library</i>)
Vice-Chair	---
Secretary	Strawser, William (<i>Business</i>)
Committee on the Status of Women (CSW)	
Chair	Gillanders, Cristina (<i>SEHD</i>)
Vice-Chair	Yeatman, Sara (<i>CLAS</i>)
Secretary	Hartke, Stephen (<i>CLAS</i>)
Budget Priorities Committee (BPC)	
Chair	White, Diana (<i>CLAS</i>)
Vice-Chair (F2018)	Ely, Todd (<i>SPA</i>)
Secretary	Browning, Summer (<i>Library</i>)
Disabilities Committee (DiscC)	
Chair	Donnelly, Colleen (<i>CLAS</i>)
Vice Chair	---
Secretary	Evans, Lorrie (<i>Library</i>)
Educational Policies and Planning Committee (EPPC)	
Chair	Duncan, Tod (<i>CLAS</i>)
Vice-Chair	Kim, Jimmy (<i>Engineering</i>)
Secretary	Stott, Rachel (<i>Library</i>)
Ethnic Diversity Committee (EDC)	
Chair	Beck, Thomas (<i>Library</i>)
Vice Chair	---
Secretary	Reali, Carlos (<i>CLAS</i>)
Learning, Educational Technology, Teaching, and Scholarship Committee (LETTS)	
Chair	Wilson, Brent (<i>SEHD</i>)
Vice-Chair	Khuntia, Jiban (<i>Business</i>)
Secretary	McCaslin, Nikki (<i>Library</i>)
LGBTQ+	
Chair	Scull, Maren (<i>CLAS</i>)
Vice-Chair	Stahl, Dale (<i>CLAS</i>)
Secretary	---

Faculty Assembly Voting Members*

Faculty Assembly Chair	Anthamatten, Peter (<i>Geography and Environmental Sciences, CLAS</i>)
Faculty Assembly Vice Chair	---
Faculty Assembly Secretary	Dwight, Lucy (<i>Public Affairs</i>)
Executive Committee Member	Baker, Eric (<i>Library</i>)
Executive Committee Member	Beck, Thomas (<i>Library</i>)
Executive Committee Member	Donnelly, Colleen (<i>English, CLAS</i>)
Executive Committee Member	Duncan, Tod (<i>Integrative Biology, CLAS</i>)
Executive Committee Member	Gillanders, Cristina (<i>Early Childhood Education, SEHD</i>)
Executive Committee Member	Scull, Maren (<i>Sociology, CLAS</i>)
Executive Committee Member	White, Diana (<i>Mathematical and Statistical Sciences, CLAS</i>)
Executive Committee Member	Wilson, Brent (<i>Information and Learning Technologies, SEHD</i>)
Representative, Business	Fried, Linda (<i>Management, Entrepreneurship</i>)
Representative, Business	Neumann, Bruce (<i>Accounting, Health Administration</i>)
Representative, Business	---
Representative, Business	---
Representative, CAM	Bondelevich, David (<i>Music & Entertainment Industry Studies</i>)
Representative, CAM	Schraeder, Jeffrey (<i>Visual Arts</i>)
Representative, CAM	---
Representative, CAP	Nemeth, Jeremy (<i>Urban and Regional Planning</i>)
Representative, CAP	Shea, Matthew (<i>Architecture</i>)
Representative, CAP	---
Representative, CLAS	Borgwart, Steffen (<i>Mathematical and Statistical Sciences</i>)
Representative, CLAS	Maron, Marta (<i>Chemistry</i>)
Representative, CLAS	Simon, Gregory (<i>Geography and Environmental Sciences</i>)
Representative, CLAS	Shyu, Vivian (<i>Psychology</i>)
Representative, CLAS	Stone, Tammy (<i>Anthropology</i>)
Representative, CLAS	Tomback, Diana (<i>Integrative Biology</i>)
Representative, CLAS	---
Representative, CLAS	---
Representative, CLAS	---
Representative, CLAS	---
Representative, Engineering	Ra, Ilkyuen (<i>Computer Science and Engineering</i>)
Representative, Engineering	---
Representative, Engineering	---
Representative, Library	Charissa Brammer (fall) / Johnson, Geoff (spring) (<i>Library</i>)
Representative, Library	McCusker, Kelly (<i>Library</i>)
Representative, Public Affairs	Gover, Angela (<i>Public Affairs</i>)
Representative, Public Affairs	Schaible, Lonnie (<i>Public Affairs</i>)
Representative, SEHD	Taylor, Sherry (<i>Responsive Literacy Education</i>)
Representative, SEHD	Verma, Geeta (<i>Science Education</i>)
Representative, SEHD	---
Representative, UCDALI	Hunt, Rebecca (<i>History</i>)
Representative, UCDALI	Walker, Sam (fall) (<i>Philosophy</i>) /
Representative, Retired Faculty	Darbeheshi, Maryam (spring) (<i>Mechanical Engineering</i>)

* Voting members who missed three or more regular meetings were excluded from this list.

Non-Voting Members

Administrative Coordinator	Potter, Lee
Representative, Undergraduate	Kriese, David
Representative, Graduate	---
Academic Planning Coordinator	Heredia, Mark
Vice Chan. for Diversity and Inclusion	Allen, Brenda
Ass. Vice Chan. for Academic Affairs	---