
Guests: Skip Hamilton, Mark Malone, and Ellen Stevens.

12:00PM Robert Flanagan, Chair

Introduction. Motion to approve minutes by Nancy and Peter. Approved unanimously with one abstention.

12:10PM Dismissal for Cause/Severance Pay

Mark Malone’s presentation with Skip Hamilton (secretary) and Trisha (administrative assistant).

- Policy rewrite, history, and motion schedule can be found at [https://www.cu.edu/FacultyCouncil/dismissal.html](https://www.cu.edu/FacultyCouncil/dismissal.html)
- Looking for feedback on ideas for the policy, such as fixed language. Feedback can be sent to facultycouncil@cu.edu.
- In history, there has never been a non-unanimous decision on what the dismissal for cause policy should be. Full dismissal for cause information is not in the Laws of the Regents but is in a Regents resolution, which is only available through the university’s lawyers. Available information on dismissal for cause can be found in Regents Law 5.C.1.
- The Faculty Council has fixed the language and restored the language on Regents Law 5.C.1-Dismissal:

  A faculty member may be dismissed when, in the judgment of the Board of Regents and subject to the Board of Regents constitutional and statutory authority, the good of the university requires such action. The grounds for dismissal shall be demonstrable professional incompetence, gross or repeated neglect of duties, insubordination, conviction of a felony or any offense involving moral
turpitude upon a plea or verdict of guilty or following a plea of nolo contendere, or sexual harassment, or other conduct which falls below minimum standards of professional integrity. The faculty panel on Privilege and Tenure may recommend, in consideration of mitigating circumstances, that the Board of Regents vote affirmatively to give one year of severance pay to the faculty member dismissed for cause.

**Motion** by Pam and Nancy: Change on wording of Regents Law 5.C.1.

“A faculty member may be dismissed *for cause* when, in the judgment of the Board of Regents and subject to the Board of Regents' constitutional and statutory authority, the good of the university requires such action. The grounds for dismissal shall be demonstrable professional incompetence, gross or repeated neglect of duties, conviction of a felony, discrimination or sexual harassment, or other conduct that falls below minimum standards of professional integrity. On the recommendation of the assigned faculty panel on Privilege & Tenure, and in consideration of the circumstances, the Board of Regents may vote to deny severance pay for a faculty member dismissed for cause.”

Motion passes unanimously, 13

**Motion**: Bruce and Peter motion that as required by Regents' Rule 5, to direct the chair to inform appropriate parties that this faculty will submit notice of motion to university Faculty Senate at its meeting on Oct. 27 and require email notifications to all faculty senators 7 days in advance of that meeting.

This motion must be prepared and distributed by Oct. 20

Motion passes unanimously.

Rule 5 can be read here:

[https://www.cu.edu/regents/Policies/Policy5I.htm](https://www.cu.edu/regents/Policies/Policy5I.htm)

12:50PM **Nominations for Vice Chair**
Election for Joanne Addison for Vice Chair was elected unanimously.

12:55PM **Committee Reports**
- **APC**: No report.
- **BPC**: Presentation by Pam Laird. If your primary unit wants to put forward a hiring plan, do not wait. Go ahead and make job ads available this week. Also, the move to the new building is looking good.
- **EPPC**: Have not had a meeting yet.
- **LETTS**: Have not been able to track down the social media documentation and has request for social media policy documentation.

**Diversity Committees**:
- **Disabilities**: No report.
GLBT: No report.

Women’s Issues: Presentation by Beth Allen. Have established a women’s resource center, which is student funded.

Minority Affairs: Trying to come up with a workshop to have an impact on campus.

FACAB: No report.

UCDALI: Trying to arrange an event for this fall focused on peer mentoring within the classroom.

1:30PM Auraria Library Advisory Committee
The Library is establishing an Auraria Advisory Committee for all three schools on campus, which will meet each quarter. Mary Somerville is the current head of the committee. The committee is looking for a UCD representative. Those who are interested should contact Tom Beck and Ellen Jurries.

1:40PM Old Business, Discussion on the university website
The original team that gave the website direction was Andy Jhanji, Jeff Parker, and Roderick Nairn. Now CAC is being formed to make content advisory teams that will look at function of the website. So far the website has received a lot of positive feedback on visual aspects; however, there are current complaints on font, navigation, and scrolling on the homepage. Also, there has been concern about loading the website on small portable devices. Currently the university is working on an app for students, so that they could easily access what they need on the website on small devices. Any additional feedback on the website can be submitted to Bob Tolsma, Assistant Vice Chancellor, or Shelby Shafto, FA Administrative Assistant.

1:50PM Vote on Ellen Stevens to be on the Faculty Council Communications Committee
Motion by Pam and Nancy to elect Professor Ellen Stevens to be on the Faculty Council communications Committee. Motion passed unanimously.

1:55PM Adjourn