



CU Denver Faculty Assembly Monthly Meeting

September 2, 2025

12:30 PM to 2:30 PM

[Zoom](#)

[Agenda Document](#)

[Faculty Assembly Website](#)

Chair's Update (Dr. Wendy Bolyard)

- Welcome
- Called to order at 12:33
- Per Wendy: In our bylaws, all subcommittee members are members of FA and were not previously formally invited to this meeting. For those unable to attend, minutes will be posted on the website. We appreciate your service on the subcommittees.
 - Reference: [FA Bylaws](#), Article II, B. Membership and organization of CU Denver Faculty Assembly shall be proportionally distributed among the colleges, schools, and library.
 - 2. The chairs of standing committees and their subcommittees shall be members of Faculty Assembly as shall the officers of Faculty Assembly.
- Introductions – Cheryl Ansaldi, FA/UCDALI Administrative Coordinator*
- Minutes from May 2025
 - Shared May minutes, poll to approve shared. Minutes approved by 81% of the vote.
- There is new leadership at Disability Resources and Services, with Gillian Lazzarini as director and Alice Wong as Interim Assistant Director.
- Call for white papers went out today. We can share as those things come across our desk.
 - [Research Team Grants Program | Request for White Papers](#)

- Bylaws amendment proposal for immediate past-officer positions
 - We would like to institute past officer roles in Faculty Assembly– keeping past Chair, Vice Chair and Secretary to maintain institutional knowledge.
 - Will need to vote on this next month. Language shared in comments: [Past Officers | Proposed Bylaws Amendment](#).
 - The group discussed concerns about voting rights for dual role holders and agreed to further discussion on bylaws changes. In accordance with Robert’s Rules, one person holds one vote regardless of how many positions they hold. An ad hoc committee will be convened to address voting issues.
 - Other option mentioned is active at UCCS and other campuses: Chair elect, Chair, Immediate (post) –
 - Per Wendy – ours is more of an immediate change and an easier amendment to provide continuity. An ad hoc committee can consider further changes.

- Faculty Council representatives needed:
 - 1x Budget Committee
 - 2x Communications Committee
 - 1x Faculty Council member-at-large

[About Committees | University of Colorado](#)

- Next FA meeting, October 7, hybrid, lunch provided 12:30pm, Learning Commons, third floor

Chancellor Ken Christensen & Provost Karen Marrongelle

Chancellor Christensen and Provost Marrongelle attended to announce positive enrollment projections exceeding budget expectations by 400 students, though international student enrollment was down 50%. They discussed state funding cuts of approximately \$500,000.

Chancellor Christensen:

- This year’s enrollments will beat financial projections. Beating expectations by 400 students. We had 130 more this fall than last fall. Census day is tomorrow.
- International Student concerns
 - Challenges with international student enrollment, particularly visa issues, prevent students from attending CU Denver. The university is addressing this by reducing decision timelines to less than a week for international

applicants, investing in visa appointment training, and offering online courses to keep students engaged.

- State budget challenges. Higher Ed received an increase in the state budget, but this increase was cut by about 30%. Contingencies are built into all budgets. CU Denver cannot count on state funding. Viability is in our hands in the enrollment arena.
 - We need to focus on retainment, enrollment, graduation. This is how we turn things around for CU Denver.
 - The Chancellor emphasized the need for an abundance mindset to address financial constraints and suggested exploring revenue-generating opportunities like online programs to fund graduate students.
- Chancellor's Forum on Sept 16 – launch of strategic plan refresh.
 - Reassess and adjust strategic plan for 2030.
 - Roll out what the process will look like.
 - Reception 12-1 for new executive leaders.
- Direct admission for DPS students meeting criteria – coming soon
 - [Guaranteed Admission: CU Denver Strengthens Pathway from Denver Public Schools to College - CU Denver News](#)

Karen Marrongelle, New CU Denver Provost

- Priorities:
 - Student Success. Partnering with Zina Evans – what happens inside and outside the classroom.
 - Reorienting Deans and AVCs together to focus on student success, in particular, retention and completion. We need to make sure we support students to keep them on track to meet their goals to finish.
 - Graduate Education
 - How to implement recommendations from CGS report
 - [cgs-graded-final-report.pdf](#)
 - This is a working group focusing on graduate student compensation, promising to review funds and consider creative solutions. Concerns were raised about the university's inability to attract high-quality graduate students due to the lack of tuition waivers and support, which makes them less competitive compared to larger universities.
 - Supported by: Mike Wunder, Associate Professor, Integrative Biology, Special Assistant to the Provost for Graduate Education
 - Program Viability and Curricular Innovation

- This process officially launches this year. A dashboard is available, and training is being offered. For support, reach out to Beth Myers or Katie Linder.
- [Academic Program Viability and Curricular Innovation - Working Group 2](#)
- Artificial Intelligence (AI) –
 - Optimistic about what it offers for our future
 - We are in learning mode and understanding what’s happening, working on policy, with more exciting things to come.
- Initiative Fatigue –
 - The Provost recognizes concerns about initiative fatigues. She is focused on critical priorities: student success, program viability, and graduate education.

Q&A

Fundraising: [PowerPoint Presentation](#)

- Chancellor Christensen discussed the importance of diversification of revenue and the launch of the first fundraising campaign in coming months. Focusing on specific fundraising needs and strategies. Student Support resonates with donors.
- For Provost Marrongelle - Will there be a financial plan in place for graduate education?
 - She wants to identify what will work for this campus and the programs. Then figure out how to provide financial support. Need a central point office to coordinate.
- Strategic plan includes CU Denver as the best place to work. Concerns were raised about retention and the need for financial support and professional development for faculty.
 - Chancellor Christensen – budget makes it difficult to invest properly
 - Emphasized the importance of addressing the structural budget deficit before further investments can be made.
 - CU Denver needs to support its community.
 - Retain and enroll students to invest back in our people.
 - Provost Marrongelle – so much of what happens in classroom is what impacts students and ultimately retention and completion.
 - Need to ensure financial footing and flourishing in the classroom. Including opportunities for professional development.

- International students are having difficulty with visas. Is there something the CU System can do with combined power to support/help get them here?
 - Chancellor Christensen – Higher Ed is experiencing a nationwide decline in international enrollment. We must get admission decisions out sooner. Application to decision is less than a week for successful schools. We’re changing the decision timeline for spring. We are also adding a visa mock interview so students are ready for their visa interviews. Online courses – trying to be more successful in the spring.
- Is there an update on status of review of the Deans?
 - Our policy is to review deans on a three-year cycle. This year is CLAS and CEDC. Provost is working with Turan to get committee together
 - [1022d-comprehensive-review-of-deans---cu-denver.pdf](#)
- What is the status of s/c and OFA shared governance work.
 - Shared governance in schools and colleges is uneven, and Provost Marrongelle will work with deans on this.
 - [Shared Governance](#) report
- Graduate Students, paying students/TAs is expensive.
 - Provost Marrongelle – one of the working groups is focused on graduate student pay. No easy answer at this time.
 - Chancellor Christensen – it’s financial. We need to not have a deficit. Need to pilot tuition waivers to get tuition down. Lifelong learning initiatives to help fund PhDs.
 - Have to get creative and find revenues we haven’t before.
 - For example, Illinois started an online master’s program. Ended in huge funding uptick.
- Can you please provide an update on the Comprehensive Compensation Collaborative (CCC) work? Given that its lead, Teri Engelke, is no longer with the university, where are we on the compensation adjustment front, and what are the next steps that will be taken?
 - CCC is moving forward.
 - New HR lead coming (Assistant Vice Chancellor for Human Resources).
- What do we do to protect our vulnerable international students from illegal abductions by ICE? Word spreads fast and wide - if CU Denver is mentioned as a university targeted by ICE, even less international students will apply to come to Denver.
 - Chancellor Christensen clarified that there have been no ICE activities on campus and explained the administration's approach to supporting

vulnerable students by balancing needs of students without putting them and the university in the crosshairs.

Discussion AY 2025-2026 Priorities

- FCQ Working Group (Dennis DeBay)
 - The FCQ Working Group completed a comprehensive study examining biases in faculty evaluations, analyzing 30,000 course evaluations and conducting focus groups with faculty, administrators, and students. The group identified patterns of bias affecting BIPOC and STEM faculty, and their findings will be presented to Faculty Assembly in October.
- IRC roadmap (Turan Kayaoglu)
 - Priorities: IRC promotions, processes across schools and colleges and at campus level. May need to establish campus level process.
 - Exploring IRC multi-year contracts. The task force (Progress Assessment Committee) will focus this year on reviewing IRC promotions processes across schools and colleges.
 - Will be working with UCDALI and faculty affairs leadership.
 - IRC roadmap advisory committee – thanks to
 - Vivian Shyu, Eric Baker, and Jim Lopresti.
- Structural deficit
 - Addressed by chancellor today (see above)
- ATWG #5 (Academic Transformation Working Groups)
 - The 5th group would examine administration, and discussions on faculty governance and administrative restructuring.
 - If there's continued interest, we'd like to get a group to move forward. Reach out to Wendy if you are interested.
 - Concerns: what processes and programs should start from the ground up? Concerns about administrative structure – top heavy? Would like to have a partnership model to structure/restructure administration.
 - Provost Marrongelle – agrees that we should ask questions about why we are doing things the way we do.

From Spring 2025:

- Equity and Work Hours: Suggestion to define the standard workday as 9–5 to ensure equitable participation in meetings and forums (especially concerning 8 AM scheduling).

- Discussion including working hours in teaching/student support include evening and weekends, too. Encourage sensitivity to time.
- Collective Action Strategy: Proposal to move beyond symbolic resolutions and develop a strategic plan to respond to perceived attacks on science and academic freedom.
 - This item will remain on the agenda as universities continue to face challenges, especially at the federal level.
- Search Process Reform: Suggestions for increased transparency, consistent candidate information availability, and use of internal platforms (e.g., intranet) to support broader faculty access.
 - Concerns about transparency and policies about open searches vs confidentiality. Certain materials posted late or disappear quickly.
 - Need to draft some language around what we would like to see changed for equitable search process, balancing the need for both transparency and confidentiality
 - Regarding confidentiality of finalists: we should better understand how this works with Colorado Open Meetings Law (COML) and Colorado Open Records Act (CORA).
 - If CAP 4013 is not followed, then the policy should be revised.

New Business

- Annual contracts for IRC. All faculty should have their letters of offer/contracts signed before classes begin.
 - Faculty need time to negotiate their contracts.
 - FA will partner with UCDAI to support continued attention to multi-year contracts for IRC.
- Public Records – FA may have invite an expert to discuss CORA.
- \$500 Course Consolidation/cancellation.
 - Course Cancellation policy
 - [lecturers-course-cancelations-guidence_final.pdf](#)
 - What happens when courses are 1-2 students short?
 - Need to look at equity in cancellation decisions.
- Keep pushing to include lecturers and their voices.

Meeting Adjourned

Attendance:

Kent Anderson Seidel	Xiaofei Gao	Mari Prestigiacomio
Cheryl Ansaldi	Storm Gloor	George Quansah
Peter Anthamatten	Bryn Harris	Jennifer Reich
Eric Baker	Stephen Hartke	Andy Scahill
Gisella Bassani	Amy Hasinoff	Kathryn Schamu
Andrew Bateman	Erin Hauger	Jeffrey Schrader
Thomas Beck	Jamie Hodgkins	Kelly See
Rod Blunck	Haadi Jafarian	Matthew Shea
Wendy Bolyard	Betsy Jose	Vivian Shyu
David Bondelevitch	Julia Kantor	Traci Sitzmann
Sasha Breger	Turan Kayaoglu	Thorsten Spehn
Edelina Burciaga	Jiban Khuntia	Christoph Stefes
Ken Christensen	Kristin Kilbourn	Rachel Stein
Tony Cox	Joern Langhorst	Diana Tomback
Maryam Darbeheshti	Julien Langou	David Tracer
Dennis DeBay	David Liban	Alan Vajda
Priyanka Desouza	Jason Machado	Anthony Villano
Katy Divittorio	Fernando Mancilla-David	Kat Vlahos
Colleen donnelly	Karen Marrongelle	Diana White
Joni Dunlap	Kelly Mccusker	Kai Yu
Miranda Egger	Alejandra Medina	
Nan Ellin	Katy Mohrman	
Larry Erbert	Rhiana Murphy	
Sarah Fields	Gary Olson	
Rashmi Gangamma	Shuyang Peng	