



Faculty Assembly

UNIVERSITY OF COLORADO DENVER

CU Denver Faculty Assembly Meeting

May 5, 2026 | 12:30pm to 2:30pm

MINUTES

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

In accordance with the Faculty Assembly bylaws, Article VI. A.3.: “Meetings of Faculty Assembly are open to representatives of the media.”

Chair’s Welcome

- Welcome & Call to Order
- Approve [Minutes from April 2026](#). Motion to approve.
 - Minutes approved.

FA Elections

- Secretary: Three candidates were nominated and given three minutes to speak
 - Sheila Huss
 - Kelly McCusker
 - Jennifer Camacho Taylor
- During voting, candidates were placed in breakout rooms or asked to leave the meeting space for discussion. Voting was conducted electronically.
- Kelly McCusker was elected as the next secretary of Faculty Assembly.
- Chair Wendy Bolyard thanked all candidates for their willingness to serve.

Chair’s Update

- Executive Session Notice
 - An executive session of Faculty Assembly will be held Friday, 10:00–11:00 AM (Zoom) with Chancellor Christensen with the purpose of discussing a real estate acquisition. Officers of UCDALI will also be invited.
- Committee Chairs Reminder
 - Submit your year-end reports for compilation by the FA Secretary.
- Awards and recognition presented by Wendy Bolyard
 - Faculty Assembly Award

The CU Denver Faculty Assembly Award is presented annually to an administrator, faculty member, or staff member whose contributions to shared governance at CU

Denver have been exceptional and lasting. The recipient is selected by the Executive Committee — and this year, the deliberation was brief. This year's honoree has a commitment to faculty rights and privileges that is not merely procedural, it is principled, persistent, and personal. They advocate because they believe, deeply and without apology, that faculty voice is not a courtesy extended by administration but a cornerstone of what makes a university successful.

When this person was elected to lead the Faculty Assembly, they walked into a storm, an unprecedented institutional upheaval that would have tested even the most seasoned leader. This person leaned in. Working alongside the Executive Committee, they built a clear, principled operating procedure to guide our collective work through one of the most challenging periods in recent memory.

As an international political economist whose scholarship centers on the distributions of wealth, power, and risk, this year's honoree thinks carefully about who holds power, how it is exercised, and whose interests it serves. They wield influence with integrity, protect those with less institutional power, and keep faculty interests at the center. It is my honor to recognize a scholar, an advocate, and a colleague I deeply respect — our Immediate Past Chair, Dr. Sasha Breger Bush

- Service Recognition

Faculty Assembly presents a small token of appreciation to our outgoing Vice Chair Dennis DeBay. Dennis came to Faculty Assembly as Secretary in 2022, was later elected Vice Chair, and has been a fierce and consistent advocate for shared governance. In 2024, the university recognized him with the IRC Award for Excellence in Service, an honor that reflected not only his FA leadership but his work leading ThingStudio, championing Open Educational Resources, advancing microcredentials, his support of UCDALI, heading the FCQ working group, not to mention his service to the SEHD and so much more. These are not small contributions. They are institution-shaping efforts, and Dennis has poured himself into every one of them. Dennis is not entirely off the hook. As Immediate Past Vice Chair, he'll be supporting Jamie Hodgkins through her transition. Because of course he will. That's exactly who Dennis is. But before we put him back to work, on behalf of the Faculty Assembly and the Executive Committee, thank you, Dennis DeBay.

- Disclosure of Conflict of Interest

- In accordance with APS 5015, the Chancellor disclosed an amorous relationship with the Director of the Center for Faculty Development and Advancement.

- The Executive Committee:
 - Contacted President Todd Saliman.
 - Confirmed a mitigation plan has been in place since late 2025. The plan has not been shared.
 - Consulted system Faculty Council.
- Faculty were advised to report concerns to Tony Ghirardini, Vice President for Human Resources.
- Core curriculum, follow-up on recent core curriculum vote:
 - First portion passed.
 - Optional lab component did not pass.
 - Campus Curriculum Oversight Committee (CCOC) will lead implementation.
 - Further discussion planned for Fall with campus leadership.
 - [Website Link](#)
- Federal immigration policies and campus implications
 - Faculty Assembly remains engaged.
 - Additional clarification and resources will be shared via follow-up communication.
- Faculty Council updates
 - [APS 6012 AI Use Policy](#)
 - Another round of revision has been requested and EPUS will work over the summer on the policy. Expect a draft in the fall.
 - August 14th is still the rollout date for Chat GPT.
 - Chancellor invited people for his committee on AI and the faculty AI fellows. Beth Myers will be chairing. Joanne Addison is the FA/UCDALI rep.

FA Committees Updates | Policies Under Review

- LGBTQ+ Committee
 - [Letter re: treatment of student AI concerns](#)
 - This letter, which originated from LGBTQ Committee following concerns raised by student Flynn Zook, addresses:
 - Treatment of student advocacy by administration.
 - Transparency and student voice regarding the university's OpenAI contract.
 - There was a motion to endorse the letter that was made and seconded. Voting took place electronically. Faculty Assembly voted to endorse the letter.

Discussion Topics

- AI Fellows Presentation and Discussion
 - Speaker: Farnoush Banaei-Kashani, PhD, Associate Professor of Computer Science and Engineering, College of Engineering, Design and Computing
 - Documents
 - [ai-faculty-town-hall_05-7-26.pdf](#)
 - [Concept Tool for Syllabi AI-Use Policy - Faculty Assembly 5-5-2026.pdf](#)
 - [Syllabus - 4230-5230 - with AI-use Policy Statement.pdf](#)
 - [Supplementary Items_AI.pdf](#)
 - Presentation Highlights
 - Introduced:
 - A menu of AI use cases.
 - A **five-level AI engagement framework** (from no AI use to AI as primary agent).
 - Emphasized:
 - Alignment with learning outcomes.
 - Transparency for students.
 - Ethical AI use and academic integrity.
 - Suggested the “human touch” role of faculty can potentially increase with the use of AI streamlining content creation.
 - Discussion
 - FERPA considerations and grading with AI.
 - Does using ChatGPT to grade assignments violate FERPA?
 - Additional questions:
 - Whether uploading student work to third-party AI systems constitutes disclosure of protected educational records.
 - Whether AI systems may retain, process, or repurpose student data in ways inconsistent with FERPA.
 - Whether “AI-assisted grading” differs legally or ethically from automated grading tools already in use.
 - Several members emphasized the need to distinguish between:
 - Clerical or assistive uses (e.g., rubric organization, anonymized pattern detection), and

- Substantive evaluative decisions that materially affect students' academic standing.
- The Assembly agreed that clearer guidance is needed on FERPA-safe practices, especially around grading, feedback generation, and data retention.
- Software vetting by OIT. Questions were raised regarding the adequacy and transparency of Office of Information Technology (OIT) vetting processes for AI (technology) tools. Faculty sought clarity on:
 - Whether OIT conducts the same level of security, privacy, and risk assessment for AI tools as it does for other enterprise software.
 - How data flows are monitored, particularly regarding whether AI tools access local files or institutional systems.
 - What assurances exist that tools do not introduce hidden surveillance or data exfiltration risks.
 - Summary: While administration affirmed that institutionally approved AI platforms undergo vetting, faculty expressed a desire for greater visibility into the criteria used, including how FERPA, cybersecurity, and intellectual property risks are weighed. There was consensus that transparency in vetting builds faculty trust and supports responsible adoption.
- Environmental impacts of AI. Faculty emphasized that environmental costs should be explicitly acknowledged rather than treated as externalities. Several participants argued that responsible AI adoption should include awareness of the scale and sources of energy use; consideration of whether vendor sustainability commitments are credible and enforceable; and inclusion of environmental impact as part of cost-benefit analyses. This issue was identified as an important ethical dimension for future policy development and campus-wide conversation.
- Integration with Canvas. Currently it is not integrated, so it is conceptual. Concerns voiced that AI embedded directly into the learning management system could become de facto mandatory, faculty autonomy over course design might be eroded if AI features are turned on by default, and Canvas-based AI features could operate opaquely, making it difficult to understand how student data are used.
- Student training and preparedness. Faculty expressed concern that students may be expected to use AI responsibly without adequate

instruction, lack of common training makes it difficult for faculty to design assignments around shared expectations, and training developed centrally without faculty input may fail to reflect disciplinary differences. Faculty stressed that AI training should address ethical use, academic integrity, privacy, and disciplinary variation and be communicated clearly to faculty so they can align course policies accordingly.

- Community of Practice for faculty: A Summer 2026 Community of Practice, June 8–July 23; a \$1,500 stipend is available. If you are interested, please review more information in [this position description](#): deadline extended to May 15.
 - Financial and workload implications of AI adoption. Faculty raised broader concerns about the hidden costs of AI adoption, including the increased workload for faculty who must redesign courses, develop AI policies, and monitor new forms of academic integrity; the potential new demands on OIT, instructional designers, and campus support staff; and the opportunity costs in a context of constrained budgets and unresolved compensation issues.
 - Additional questions:
 - Can you restrict use in a classroom to a particular sandbox?
 - How do you stop a student from using AI to do homework?
 - Can faculty consider credits to use AI other than ChatGPT?Noted that other AIs are superior for different purposes.
- ChatGPT – resolution
 - [Draft resolution](#) proposes:
 - Temporary moratorium on high-stakes AI uses (e.g., grading, evaluation, hiring, surveillance).
 - Awaiting development of shared governance policy.
 - Extensive discussion on:
 - Definition of AI vs. generative AI.
 - Individual vs. institutional use.
 - FERPA, intellectual property, and evaluative decision-making.
 - Outcome: Resolution deferred for revision.
 - Executive Committee will draft amendments and recirculate for feedback.
 - Q&A Document: https://bit.ly/AI_answers
 - Faculty should check emails over the summer to keep up to speed on the movement of AI.
 - Summer work groups

- Professional Rights and Responsibilities (PRR) working group: proposal in progress
- Collective bargaining task force: Pending approval
- FCQ working group – QUEST: Approved
- AI working group - TBD
- Bylaws ad-hoc committee updates: will be presenting information in the fall about changes to the bylaws

Provost Karen Marrongelle

- [Updates](#)
 - India campus
 - Application submitted to Indian government to offer CU Denver programs in India.
 - Expected response in ~6 weeks.
 - Faculty Assembly will be allowed to review application materials.
 - Office of Graduate Studies
 - Office to become operational in the fall.
 - Interim leadership to be announced.
 - Graduate Council bylaws and FAQs in development.
 - Committee on Faculty Compensation
 - Recommendation to raise minimum faculty salary floor to \$60,000.
 - Affects 15 IRC faculty.
 - Next priorities:
 - 12-month library faculty salaries.
 - Lecturer pay consistency.

Budget Update

- Jen St Peter, Associate Vice Chancellor for Budget
- [ELP 2026.2.pptx](#)
- Highlights:
 - Tuition and Compensation
 - Resident tuition increase: 3.5%
 - Non-resident tuition increase: 3%
 - Compensation pool: 2.5%
 - 1% merit
 - 1.5% compression/retention/adjustments (allocation TBD)

- Budget Context
 - 75% of unrestricted budget from tuition and fees.
 - 22% from state funding.
 - Salary and benefits account for ~72% of expenditures.
- Health Insurance Concerns
 - Significant increases in employee health plan costs discussed.
 - Faculty requested consideration of one-time stipends.
 - Request forwarded to Chancellor.

New Business

- Domain name change under review.
- Turan Kayaoglu is doing an ACE fellowship next year.

Adjournment

Attendance

Michele Ames	Nan Ellin	Shuyang Peng
Cheryl Ansaldi	Tammy Ewin	Flo Pfender
Peter Anthamatten	Sarah Fields	Mari Prestigiacomo
Farnoush Banaei-Kashani	Emilie Guidez	Leslie Prock
Dr. Gisella Bassani	Stephen Hartke	Elizabeth Pugliano
Hamilton Bean	Amy Hasinoff	Jennifer Reich
Thomas Beck	Jamie Hodgkins	Kathryn Schamu
Rodney Blunck	Sheila Huss	Jeffrey Schrader
Dr. Wendy Bolyard	Haadi Jafarian	Kelly See
David Bondelevitch	Turan Kayaoglu	Matt Shea
Sasha Breger	Kristin Kilbourn	Vivian Shyu
Edelina Burciaga	Miranda L. Egger	Jeremy Simon
Jennifer Camacho Taylor	Julien Langou	Karen Sobel
Maryam Darbeheshti	Fernando Mancilla-David	Rachel Stein
Dennis DeBay	Karen Marrongelle	Diane Thomback
Katy Divittorio	Dan Maxey	Alan Vajda
Dr. Colleen Donnelly	Kelly McCusker	Anthony Villano
Joni Dunlap	Alejandra Medina	Diana White
Miranda Egger	Katy Mohrman	
	Beth Myers	