

Resolution to Establish a Faculty Assembly

Collective Bargaining Task Force

Passed by majority vote on March 3, 2026

Whereas, members of the University of Colorado Board of Regents have publicly announced their intent to develop a systemwide policy that would permit collective bargaining across the University of Colorado system; and

Whereas, the CU Denver Faculty Assembly supports expanding faculty rights through collective bargaining while retaining existing rights and responsibilities of shared governance as outlined in Regent Law and Policy, Faculty Council and Faculty Senate Bylaws, Faculty Assembly Bylaws, and the Bylaws of our Schools, Colleges, and Library, and looks forward to robust and transparent dialogue among the faculty and shared governance partners; and

Whereas, the development of such a policy has significant implications for faculty governance, representation, working conditions, and shared governance on the CU Denver campus; and

Whereas, faculty on the Denver campus should have timely access to accurate information about collective bargaining structures, laws, and options to make informed decisions; and

Whereas, it is essential that faculty on this campus maintain meaningful control over decision-making processes related to collective bargaining, including whether, how, and at what level such arrangements might be pursued; and

Whereas, higher education generally recognizes two primary collective bargaining models: (1) faculty governance bodies operating alongside an externally governed collective bargaining unit under local leadership, and (2) an independent bargaining organization formed and governed by faculty at the local level, with multiple variations within each model;

Therefore, be it resolved that, the CU Denver Faculty Assembly hereby establishes a Collective Bargaining Task Force; and

Be it further resolved that, the Task Force shall be charged with:

1. Gathering and disseminating information about collective bargaining options relevant to the CU Denver campus;
2. Examining the potential benefits, limitations, and implications of different collective bargaining models, including variations within the two primary options;
3. Considering questions of scale and structure (e.g., department, school/college, campus, or system level);
4. Engaging faculty in transparent discussion and education about these issues; and
5. Reporting findings and recommendations to Faculty Assembly within a timeline consistent with anticipated Regents' policy development and implementation.

Be it further resolved that, further descriptions of the two primary collective bargaining models under review and related considerations shall be included as an addendum to this resolution for reference and further discussion.

Appendix

Option 1: Operate in Parallel with an External Collective Bargaining Unit

Under this option, Faculty Assembly would continue as much of its current work as possible while operating alongside whatever collective bargaining unit or union may form on campus. If a collective bargaining unit is formally recognized by the Board of Regents, some activities currently undertaken by Faculty Assembly—such as advocating for promotion raises for IRC faculty or negotiating grievance processes—may fall under the authority of union leadership (see proposed policy draft). That leadership may or may not consist of faculty and may or may not be based on our campus, which is likely to reduce local influence over priorities and strategies.

In this scenario, faculty dues would support not only union activities on our campus but also the broader union membership or national organization. This structure offers the benefits of established infrastructure and broader advocacy if the external organization has deep roots in higher education but entails less local control over decision-making and control of funds. In this option, faculty should have the opportunity to consider multiple external collective bargaining units before deciding which is best for our campus.

Option 2: Form an Independent 501(c)(3) as Our Own Bargaining Unit

Under this option, faculty would form an independent 501(c)(3) organization that serves as our own collective bargaining unit. This approach would allow us to retain local control over our advocacy priorities, bargaining activities, and budget. Because the organization would not need to support multiple layers of a larger external structure, dues could be kept lower and more directly tied to campus-specific needs.

An independent organization could still partner with other unions and professional organizations while maintaining autonomy. There are existing examples of this model within the University of Colorado system (e.g., [CU House Staff](#)) as well as at peer institutions such as the [University of Wisconsin–Madison](#).

Considerations Common to Both Options

Regardless of which model is pursued, important decisions will need to be made about the most effective level at which collective bargaining should occur—for example, at the department, school/college, campus, or system level. These structural decisions will shape the scope, effectiveness, and responsiveness of any collective bargaining effort on our campus.