

## CSU Fort Collins Faculty Update

Prepared for the October CSU System Board of Governors Meeting  
December 4-5, 2025

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### **Faculty Council Updates**

**Faculty Council Meetings.** The Faculty Council held meetings its regularly scheduled meetings in November and December. In addition to normal business items, the Faculty Council received a report from the Task Force on the Academic Calendar. This Task Force has worked for the last year to consider potential modifications to the academic calendar that would promote student and faculty success. The November meeting was abbreviated to allow time for campus members to engage in Election Day activities; however, a very busy December meeting marked a notably busy semester. The December meeting entailed reports from Provost/EVP Underwood and CFO/VPUO Hanlon, as well as reports from the Division of Student Affairs (led by VP Blanche Hughes) and University Advancement (led by VP Scott Roberts). As always, Faculty Council are grateful for the partnership in shared governance with our executive leaders who share reports from their respective units.

The December Faculty Council meeting also marked a notable proposed change to the governance framework on campus, with a proposal to eliminate department and college codes. This proposal, which originated from a 2024-2025 Faculty Council Task Force, with modification from the academic college deans, entails replacing department and college codes with local unit handbooks which describe process and procedures for local-level practices (i.e. composition of department-level committees, unit-level workload expectations, etc.) Policies and practices, which are governed by the Faculty and Administrative Professional Manual or University policy and should be consistent across the University, would solely live in the Manual or in University policies (i.e. promotion & tenure, annual evaluation, etc.).

Additionally, at the December Faculty Council meeting, the Faculty Council received ASCSU [Resolution #5519](#), entitled “Regarding Free Speech and Peaceful Assembly at CSU: Transparency”. This resolution, which was endorsed by the Faculty Council Executive Committee prior to ASCSU adoption, speaks to the recent challenges related to the since-rescinded modifications to the campus free speech policy. Campus is grateful for the decision by executive leadership to rescind the policy changes. Furthermore, the campus community has embraced our shared governance structures to form a task force which will consider the need for any potential modifications to our current Free Speech and Peaceful Assembly [policy](#). The task force aims to deliver recommendations to executive leadership in Spring 2026. Should any needed policy revisions stem from their work, we expect and anticipate use of the articulated policy revision [process](#).

While there is a path forward for our campus in this space, the Fall semester has been marked by the impacts of the since-rescinded policy revisions, including confusion and harm from the communication and implementation of the revised policy. Moving forward towards a better future requires acknowledgement of these challenges and a commitment to learn from them. We look forward to the better future we can build together as a campus community.

**Employee Council Meet & Greets and Q&A Sessions.** These sessions will continue throughout the remainder of Fall and into the Spring semesters. The Office Hours and Q&A sessions have provided a valuable opportunity to engage with campus community members on specific issues, while the Meet & Greets promote camaraderie and network development across the broader campus community.

### **Other Campus Updates**

**Workday Implementation and Launch.** As a campus, we will begin using Workday in January 2026. Preparations for implementation have begun thus fall, including educational sessions for many campus constituent groups. We are grateful for the University-wide investment in our HR systems, but know hiccups are inevitable. We look forward to partnering in solution-finding as those issues arise.

**Administrative Realignment and the AP Framework.** Conversations around administrative realignment the AP Framework continue on campus. The realignment project recently wrapped up Phase 2 design sessions with Accenture and Faculty Council appreciated the opportunity to participate in relevant conversations. Similarly, as campus moves towards implementation of Workday, we look forward to learning more about the AP Framework project alongside our AP colleagues, particularly as this will impact non-research APs in January 2026.

**RamGPT and AI Initiatives.** Like most institutions of higher education, and society as a whole, artificial intelligence is a focal point of many conversations. To date, faculty involvement in campus-wide initiatives related to our institutional adoption, implementation, and governance of AI-uses has been relatively limited. Moving forward, we appreciate the plans for increased engagement of faculty in this area.

**Budget Model Redesign.** The Budget Model Redesign effort has continued in Fall 2025, with numerous office hours sessions throughout November and a campus forum in early-December. The primary work in Fall 2025 has entailed learning and scenario planning within the Steering and Executive Sponsor Committees, particularly focused on best equipping our campus to adopt the new model. Specifically, committee members have focused on developing processes for accessing stabilization and innovation funding, operationalizing model processes (i.e. formulaic allocations), and refining institutional policies which underpin the model.

### **Budget and Finances**

The news from the Governor's Budget Request provided a momentary sigh of relief for campus, but did not alleviate the persistent tension regarding our financial future. Our institutional financial health is directly related to the livelihoods of our campus community members and as such, anxiety is naturally high in periods of financial strain. Certainly, these pressures are not unique to our campus or most industrial sectors in our society; however, the cultural impact of our financial position is real and very tangible. As campus community members, we have a shared responsibility to be stewards of our limited resources, as well as a shared commitment to support our mission and the people that make it possible to do so. Doing so will require us **all** to make hard decisions.

These hard decisions will challenge us. They will require steadfast leadership, embedded in empathy, and resolute commitment to our people, our mission, and our land grant university.