

Senate Minutes: CUSOM Faculty Senate – 11/11/25

October Minutes Approval → passed

President's Updates

- Mandatory CU Training: nondiscrimination, sexual misconduct, and reporting
 - 90 days to complete
- Updates from SOM Executive Committee Meeting:
 - Financial updates from CHCO and CUSOM forthcoming
 - Metrics are now established for clinical chairs, although specific metrics not described in the meeting
 - New funding proposal for basic science departments being evaluated

Deans' Office Updates – Presented by Dr. Zimmer and Dr. Post

- Search committee updates
 - Dr. Saketh Guntupalli announced as Chair of Obstetrics and Gynecology
 - Anesthesia Chair interviews ongoing
 - Surgery Chair and Cancer Center Director will have separate search committees
- Travel restrictions/limitations remain without changes
- Return to work conversations ongoing (units vs dept decisions, exception opportunities)

Faculty Assembly Updates

- Two new members approved by vote to represent Faculty Senate - Christine Baugh, Dept of Medicine and Erin Cooke, Dept of Radiology
- CU Anschutz Return to Work Requirement: Chancellor's office feels there is a lot of flexibility, so the Assembly is going to solicit ideas from each school for clarity (faculty vs staff, areas for flexibility)
- Resolution to Reject Faculty Oath
 - Vote for SOM Faculty Senate to support the CU Faculty Assembly Resolution to Reject Loyalty Oath
 - Support of the resolution
 - Verbiage of the resolution at the end of the minutes
 - Mutual defense Resolution
 - Compact for Academic Excellence in Higher Education
 - Colorado Conference of the American Association of University Professors (like NATO article 5)
 - Any threat to a CO institution is a threat to all and shared defense and collaboration is warranted
 - President said already collaborating so gathering more information and support
 - Question regarding commitment associated with compact but answer unclear
 - Vote not to support the compact 19/17/7 abstentions

https://ucdenverdata.formstack.com/forms/som_faculty_senate_issue_submission



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- Verbiage of the resolution at the end of the minutes

Issues Submitted

- OIT (Limited IT sharing options for non-CU employees)
 - Permission to investigate options and develop a formal plan
 - Vote passes 27 votes in favor and 1 abstention
- Limited access to robotic surgery platform
 - Discussed with SOM Dean's Office and decided hospital-based issue; instructed submitted to pursue the robotics committee within UCH
 - Vote passes 27-0 with 2 abstentions

Federal Tax Law Changes (Michele Martinez)

- Pre-tax catch-up contributions to voluntary retirement accounts for those ages 50 and older earning greater than \$145,000 in CU FICA wages are no longer allowed after 1/1/26 per provision 603
 - Provision 603 requires all catch-up contributions to be made to a post-tax Roth
- Given recent passing of the tax law changes, there is no system solution/monitoring in place for limits of 603 yet, but regulations remain in effect
 - There is an effort to identify employees and run reports to monitor and send targeted emails for impacted individuals. They are collaborating with TIAA to ensure compliance and consistent messaging
 - New FAQs and instructions coming
 - Corrections are ultimately employee's responsibility for 2026
 - Final call to action is to pay attention to emails and communications, particularly if directly impacting an individual
- AI summary of conversation: Secure 2.0 Provision 603, which requires catch-up contributions for employees aged 50 and over to be made to Roth after-tax plans starting January 1, 2026. She explained that employees making over \$145,000 in FICA wages in 2025 will be affected and outlined various catch-up contribution types and limits. Michelle detailed that while the system cannot monitor these limits until 2026, Employee Services will identify affected employees, send targeted communications, provide counseling, and collaborate with TIAA to ensure proper enrollment. She also described the correction method, which involves moving pre-tax catch-up contributions to after-tax Roth accounts in 2027, with affected employees receiving 1099s that year.





Resolution to Reject Loyalty Oaths

Whereas, the federal administration, on October 1, 2025, solicited loyalty oaths from nine peer universities via a so-called “Compact for Academic Excellence in Higher Education” and, as reported on October 13, 2025, expanded that solicitation to all universities including the University of Colorado;

Whereas, this Compact amounts to extortion to subvert the University mission and values, undermine shared governance, infringe constitutional rights of members of the University community, and violate state civil rights law, with disastrous financial consequences for an unreviewable “finding” of non-compliance;

Whereas, presidents of MIT and Brown University have affirmatively rejected the Compact and faculty senates at the University of Arizona, University of Virginia, Vanderbilt University, and University of Pennsylvania have passed resolutions to reject the Compact;

Whereas, to quote University of California Berkeley Law School Dean Erwin Chemerinsky, “the future of higher education in America requires that every university reject” the Compact;

Whereas, the Compact and any similar proposal would have profound impacts on matters that Regent Law 5.A grants faculty “principal responsibility” for, as well as matters that require “collaboration” between administration and faculty;

Be it resolved that, the Faculty Council of the University of Colorado, joined by the AAUP CU Boulder chapter, UCW Colorado, and CWA 7799, firmly opposes this Compact and calls on President Saliman and the Board of Regents to reject the Compact outright as well as any similar proposal compromising the mission, values, and independence of the University;

Be it further resolved that, the University of Colorado administration shall convene a Joint Working Group that includes faculty representatives, administrators and legal counsel, to guide the university’s engagement with federal demands moving forward, and to make recommendations for campus- and system-level strategy.



Resolution to Establish a Mutual Defense Compact for Colorado Institutions of Higher Education to Defend Academic Freedom, Institutional Integrity, and the Research Enterprise¹

Whereas, politically motivated actions by federal bodies pose a significant threat to the foundational principles of American higher education, including the protection of free speech, the autonomy of university governance, and the integrity of scientific research;

Whereas, the federal administration and aligned political actors have targeted individual institutions with legal, financial, and political sanctions designed to undermine their public mission, silence dissenting voices, and/or exert improper control over academic inquiry;

Whereas, the preservation of one institution's integrity is the concern of all, and an infringement against one Colorado institution of higher education shall be considered an infringement against all;

Be it resolved that, the Faculty Council of the University of Colorado, along with the Faculty Assembly of the University of Colorado Boulder, AAUP CU Boulder chapter, AAUP UC Colorado Springs Executive Committee, UCW Colorado, and CWA 7799, urge the President and Board of Regents of the University of Colorado to formally endorse and help establish a Mutual Academic Defense Compact (MADC) among all Colorado institutions of higher education, including the Community College System as well as regional partners;

Be it further resolved that, under this compact, all participating institutions shall commit meaningful funding to a shared or distributed defense fund. This fund shall be used to provide immediate and strategic support to any member institution under direct political or legal attack;

Be it further resolved that, participating institutions shall make available, at the request of the institution under direct political infringement, the services of their legal counsel, governance experts, and public affairs offices to coordinate a unified and vigorous response, including but not limited to: Legal representation and countersuit actions; strategic public communication; amicus briefs and expert testimony; legislative advocacy and coalition-building; related topical research as needed.

Be it finally resolved that, this resolution be transmitted to the leadership of all Colorado institutions of higher education and their respective governing boards and shared governance bodies, and that the President of the University of Colorado System take a leading role in convening a summit of the legal leadership of Colorado institutions of higher education to initiate the implementation of this Compact.





School of Medicine
UNIVERSITY OF COLORADO
ANSCHUTZ MEDICAL CAMPUS

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¹This document is based on the resolution recently passed by the faculty senates of Rutgers University, Michigan State University, Indiana University, University of Nebraska Lincoln, and other members of the “Big Ten.”

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