To Faculty Council Members: Your critical study of these minutes is requested. If you find errors, please call, send a memorandum, or E-mail immediately to Rita Knoll, ext 1-5693.

NOTE: Final revisions are noted in the following manner: additions underlined; deletions over scored.

MINUTES
FACULTY COUNCIL
December 2, 2014

CALL TO ORDER

The Faculty Council meeting was called to order at 4:02 p.m. by Paul Doherty, Vice Chair.

ANNOUNCEMENTS

A. Next Faculty Council Meeting – February 3, 2015 – A203 Clark Building – 4 p.m. Please note new classroom for spring semester.

Doherty announced that the next Faculty Council meeting would be held on February 3, 2015, at 4:00 p.m. in Room A203 Clark Building, and noted the new classroom.

B. Executive Committee Meeting Minutes located on FC website – October 21, 2014

Doherty noted that the October 21, 2014 Executive Committee meeting minutes can be found at the following website:  
(http://facultycouncil.colostate.edu/files/ecminutes)

MINUTES TO BE APPROVED

A. Faculty Council Meeting Minutes – November 4, 2014 (pp.)

By unanimous consent, the November 4, 2014 Faculty Council meeting minutes were approved.

UNFINISHED BUSINESS

A. Elections - Faculty Council Standing Committees – Committee on Faculty Governance
Diane Lunde, Committee on Faculty Governance, presented on behalf of the Committee on Faculty Governance:

**BALLOT**

Academic Faculty Nominations to Faculty Council Standing Committees
**December 2, 2014**

**Committee on Faculty Governance**

| Allison Level | Library | 2017
|---------------|---------|-------
| (Nominated by Committee on Faculty Governance) |

**Committee on Scholastic Standards**

| Jason Frasier | Liberal Arts | 2017
|---------------|--------------|-------
| (Nominated by Committee on Faculty Governance) |

Doherty asked if there were any nominations from the floor. There were none, and Doherty declared the nominations closed.

Level and Frasier were unanimously elected to three-year terms for each respective committee, effective immediately.

**REPORTS TO BE RECEIVED**

1. Provost/Executive Vice President – Rick Miranda

   Miranda attended the Annual Meeting of the Association of Public and Land Grant Universities (APLU) last month. We are very active in that group, and he is on the council of that group which is why he missed the last faculty council meeting.

   University Facility Fee Board – call for proposals went out and will be due shortly. Encourage colleagues to make proposals. They have modest amount of money to spend. Keep it in mind annually. Facility improvements that would help students.

   Projections for next year’s budget has not changed much, but governor’s budget put out in first part of November had more money than we had been planning for which is good news. Maybe we will get a bit more. However, governor may insist that we ask for lower tuition increases. More news to come.
Degree proposals looked at by Council of Deans. New PhD program in Communications Phase 0 and also Phase 0 PhD in Environmental History and Phase 0 in Prevention Management in Health and Human Sciences. Journalism and Media Communications MA went through Phase 1. Water Center proposing an interdisciplinary minor, but administered by SOGES.

Miranda’s report was received.

2. Faculty Council Vice Chair – Paul Doherty

No report was received.

3. Board of Governors Faculty Representative – Alexandra Bernasek

Bernasek’s report was delayed until President Frank arrived.

Bernasek will speak to the BOG on Dec 5 about an on-campus stadium. There will be time for public comment as well. Chair of BOG asked that each member present a statement regarding whether or not they support the recommendation.

Bernasek’s position is that she does not support the proposal. She has issues with the assumptions underlying the recommendation. She will have questions to ask when the presentation is being made. Her overarching concern is that we started with proposal for raising half the money from donations and no general fund contribution. Now general fund monies will be used. Risk is also significant.

She knows the president has done a thorough job of assessing risk. Please direct questions to her or the president with regard to the stadium or recommendation.

Ray Hogler (Management) - Thanks Alex for sharing her opinion, but he has not seen any discussion of changing nature of football itself. For example, Northwestern University players may be considered employees. If this stands then players will unionize, and then players will be paid salaries. This issue has never been addressed. Another component is that high school students do not have adequate funds for protective gear and become injured or die. Football will continue, but not in the same way that it has occurred in the past.

Frank asked if Hogler would like him to respond, and about the best process for responding to comments.

Hogler is willing to let Frank respond to the BOG and Hogler sent an email to BOG already.
Ross McConnell (Computer Science) - I am still in the dark about how much money was raised. I would like to see it broken it down by how much money is in the bank, how much is pledged, and what is the payout schedule of this money.

Frank replied that pledge documents are confidential.

McConnell – doesn’t want to know who donors are. Wants to know how much money exists.

Frank replied that committed pledges are a bit in excess of $30 million. More people say they are supportive but they don’t want to make a pledge until the stadium decision has been made. Probably this represents about $5-10 million. There is a debate about how one should include the “buy a brick” stage of fundraising. Comparable retail campaigns around $2-3 million. So probably around $40-45 million total.

McConnell – so what was the benchmark to proceed with the structure and where are we?

Frank – Donors having provided cash is just over $2 million. The rest of the money raised to date is in pledges. There are other donors willing to pledge if we go forward, but not willing to commit until we do. The first proposal in October 2012 was to raise 50% of a $250 million project. The lowest paid revenue bond scenario was $125 million, then if we raised the rest philanthropically we faced very low risk. We didn’t raise that, so after looking at the costs of Hughes, we now look at amount we could support through revenue bonds under various scenarios and our analysis suggests little chance of an impact on general funds. If we take the low case scenario, then we would expect to run a deficit at or under $2 million per year over the years 3-17. Under this scenario we project a cumulative $37 million dollar deficit that then declines and become positive by the end of the project. The short-term deficit is buffered by estate payments, the value of Hughes Stadium and land, and final phase philanthropy. If we exceed that buffer, we would be able to make bridge loans against the future revenues. Only if we do not make the low case scenario or if we exceed all of our revenue buffers too, we begin to impact the general fund.

I walked into this discussion somewhat naively, e.g., if we don’t get the money then we’ll just go back to Hughes. But after looking into it there are $30 million of general fund dollars needed to fix Hughes and keep it maintained as it is. This assumes no additional problems, and we have had zero donor interest, and there are no revenues associated with it. If we bond that amount, the total cost is $60M and this will all fall to the general fund.
To clarify one thing Bernasek said, I don’t believe there will be general fund impacts going forward with a new stadium.

McConnell – I just wanted to find out how much has actually been pledged and when we’ll receive it.

Frank – The longest pledge is five years. (Frank presented a brief recap of the philanthropy and the discussion was moved to the next question).

Roger Culver (College of Natural Science) - What will happen to the land out by Hughes stadium?

Frank – It’s up to the BOG. In terms of our master plan, we are land rich compared to most universities. There is more land on our campus, in foothills campus. We could more than double the physical size of our campus without the land around Hughes. In Frank’s opinion, we already have enough disconnects among different parts of campus. So in master plan there is nothing identified to put on the land around Hughes. We could theoretically donate it to the Poudre School District (but that has major problems for them), we could use it as open space, hold on to it, or sell it which is one of the buffers he mentioned.

Francesca Cotrufo (Soil and Crop Sciences) - Is this something that will help CSU? I like CSU because it is green, etc, and football has a lot of issues. Cotrufo wanted to understand better if there were different ways to engage a broader and more international student population because football is so American and the head injuries may cause it to lose popularity.

Katharine Leigh (Chair, Committee on Strategic and Financial Planning) – Our committee was adamant about having a sports place, not a football stadium in order to maintain gender equity. There are other things that could be done in that space. Wants to note that that is in their report.

Frank – These are very long complex topics that defy 5 minute answers. One argument is that a new football stadium is essential to the economic health of the university and this argument has been attributed to him. There is no doubt that young people look at intercollegiate athletics. Frank hopes nobody chooses a university on that basis, but it creates visibility. So, it matters. But, you cannot quantitatively say that a certain number of people will be attracted as a result. The issue about what will happen to football re:
injuries, etc is an open question. We will discover more about concussive injuries over time. Women are actually much more vulnerable to concussion and woman’s soccer has a higher rate of concussions than football. We will figure out ways to make these sports safer. Frank doesn’t think that it is likely that over the next 50 years football will not be be played.

Bob Keller (Economics) - His department is opposed. We are at a particularly risky time. There is no crystal ball. We can’t predict and believes this is a hell of a roll of the dice.

Mary Van Buren (Anthropology) – Commenting on the process rather than economic issues, she stated that her department is opposed as well. Although some faculty on campus may not be opposed, she hasn’t met any. I don’t think faculty has been asked. It is relatively clear that the faculty voice does not matter. It does, in fact, have impacts that have ramifications throughout the entire university. My sense is that the faculty is massively opposed to the stadium.

Frank – There was a discussion about polls and surveys and President Frank replied that there was a poll that was sent out through the Center for Public Deliberation but that he was not in a position to address or defend the science of the poll.

Katharine Leigh was on the The Committee on Leadership and the committee went through a lot of information. Their analysis suggested the placement of stadium that did not involve a floodplain, underground excavation, or impact on general fund was limited. Some of the responses from people were very emotional, and some based on data and statistics. Hughes is basically a money pit. Money that we would have to spend was a great consideration in their recommendation.

Bernasek – Did you consider impact on Athletics department budget?

Leigh - Yes

Susan LaRue (Committee on Intercollegiate Athletics) - We have no data to suggest that more students will come, but we have a lot of research that first year students are most vulnerable to not attending, and they don’t have cars. Two factors that impact student attrition are engaging students academically and socially.

Mark Zabel (Committee on Scholarship Research and Graduate Education) – A new on-campus stadium is not going to be new forever. Have maintenance costs been included in the budgeting?
Frank – We examined growth curves of revenues and expenses and at about years 15-17 all models become positive. Beyond 15 years you have to start making revenue and can cover the maintenance costs.

Bernasek’s report was received.

CONSENT AGENDA

1. UCC Minutes (10/24/14; 10/31/14 and 11/7/14)

Carole Makela, Chair, University Curriculum Committee, moved that Faculty Council approve the UCC Minutes from October 24 and 31, and November 7, 2014.

By unanimous consent, Faculty Council approved the 10/24; 10/31 and 11/7/14 UCC minutes.

ACTION ITEMS

1. Proposed revisions to the Graduate and Professional Bulletin – D. – Admissions Requirements and Procedures - CoSRGE

Mark Zabel, moved that Faculty Council approve the proposed revisions to the Graduate and Professional Bulletin – D. – Admissions Requirements and Procedures – CoSRGE. Mark spoke to proposal. This was approved by Executive Committee in the summer; but then received some additional feedback from the Graduate School. Changing name again to Integrated Degree Program because the Graduate School had another program that they want to call the Collaborative Degree Program. Also separated IDP into IDP+ plus and IDP. We have also added a Sequential Degree Program on request of the Graduate School. Those are the major changes. No further discussion and the motion passed with unanimous consent.

2. Revisions to the Graduate and Professional Bulletin – E. – Graduate Study; E.2 Master’s Degrees; E2.1 Credit Requirements, and Table 1 – CoSRGE

Mark Zabel, moved that Faculty Council approve the proposed revisions to the Graduate and Professional Bulletin – E. – Graduate Study; E.2 Master’s Degrees; E2.1 Credit Requirements, and Table 1 – CoSRGE

Zabel spoke to the motion. Creation of a new Professional Science Master’s degree that is marketed by a professional organization. These are degrees designed for professionals seeking to enhance careers with a master’s degree or students who want more experiential education (e.g. requires an internship). Requirements are dictated by PSM
organization. Curriculum must be approved by national organization. The motion passed unanimously.

3. Revisions to the *Graduate and Professional Bulletin* – E.1.4. *Graduate School Appeals Procedure* – “GRADUATE STUDY” – CoSRGE

Mark Zabel, moved that Faculty Council approve the proposed revisions to the *Graduate and Professional Bulletin* – E.1.4. *Graduate School Appeals Procedure* – “GRADUATE STUDY” – CoSRGE

Mark spoke to the motion. He indicated that the motion was to streamline and clarify the process for appealing dismissal of students from graduate programs. There was some confusion about timeline for making appeal, and the major change is that while the appeal is being processed the decision by the mentor or committee remains in effect (rather than being on hold). The motion passed unanimously.

**DISCUSSION**

1. Non-Tenure Track Faculty Concerns
   - Daniel Bush, Vice Provost for Faculty Affairs
   - Jennifer Aberle, Chair, Committee on Non-Tenure Track Faculty

Bush – I have spent time working with NTTF on campus. We have over 6000 people employed on campus. An important contributor is NTTF. There has not been respect or recognition in the past, but over the last several years that has been a thrust in this direction. We have tried to improve salaries, and bring them into salary exercises. The reason I am here is to point out how important NTTF is to the institution and the administration wants them to be fully integrated into fabric of institution.

[Aberle presented a slideshow on NTTF, which can be found on the Faculty Council website]

Mike McCullough (Philosophy) - We don’t have a NTTF member on our faculty committee, and I will make sure that we do.

Sue Doe (English) and part of Center for Study of Academic Labor – 36% of NTTF say that they don’t know who their Faculty Council representative is. Let them know who we are. 29% disagreed that NTTF are represented in any meaningful way in departments. These are things that we can do immediately to educate and include.

Ray Hogler (Management) - AAUP and State Representative Fisher managed to get the legislature to pass law re: contracts. AAUP brought forward a scheme so that NTTF can be provided an explanation if they are not renewed. Administrators can just “non-renew” NTTF without an explanation. Another problem is that senior faculty teaching is still
defined as at will. That should be changed in faculty manual. The bottom line is protections against arbitrary non-renewal are needed. In three other universities NTTF have voted to unionize.

Aberle – last year we worked with provost, vice provost etc. to change the manual. Will continue to work on those issues.

Francesca Cotrufo (Soil and Crop Sciences) – Thanks for presentation. She never realized that NTTF numbers are so high. Recognition is important, but in your time line you indicated that economics have driven this. But, has there been any recognition of teaching service to our students and has effectiveness been investigated?

Sue Doe – Some research shows that NTTF are more effective teachers. Other studies show that there have been problems. Delphi Center for Changing Professoriate – shows that there are mixed results. Working conditions are key, e.g. not having an office, a computer, etc. can make instruction or perception of it suffer. Problems are not with instruction itself, but with perception of access to faculty.

Aberle – there are also a lot of folks doing research here.

A member from the Committee on Strategic and Financial Planning – we have met with Jen and felt badly that there is a divided faculty. We would like them to have a voting member on committee.

Bernasek - do you know what the budget is for NTTF as a whole? It is ironic that we are talking about a $200 million dollar football stadium, Our football coach is paid over $2m and the NTTF teach 60% of undergraduate student credit hours and cannot be paid a decent wage. What does this say about the values of the institution?

David Greene (CoNTTF) – There are many departmental level issues that are very different than the university ones. If you have learned anything today, take it back to your departments. Assess the state of affairs in your department and bring it back to Faculty Council.

Dan Bush – A lot of changes have occurred, but a university is like a very big ship, slow to turn.

Natalie Barnes (Art and Art History) – it’s often hard for NTTF to sit on committees due to multiple jobs.

Dan Bush – They can always say no.

Mary Van Bure (Anthropology) - how about a more vigorous educational campaign oriented towards departments?
Dan Bush – we talk to department heads all the time. It’s up to departments to implement changes.

Rachel Erb (Libraries) – we have several full time “temporary faculty” and I think we can make ways to integrate them more fully into the departments. Please come and talk to us if you have additional recommendations.

The Faculty Council meeting adjourned at 5:54 p.m.

Paul Doherty, Vice Chair
Alexandra Bernasek, BOG Faculty Representative
Rita Knoll, Executive Assistant
ATTENDANCE
BOLD INDICATES PRESENT AT MEETING
UNDERLINE INDICATES ABSENT AT MEETING

Agricultural Sciences
Norman Dalsted  Agricultural and Resource Economics  2016
Jack Whittier  Animal Sciences  2015
Deb Young  Bioagricultural Sciences & Pest Management  2015
Bradley Goetz  Horticulture & Landscape Architecture  2016
Francesca Cotrufo  Soil and Crop Sciences  2017
Milt Thomas  College-at-Large  2016
Kelly Curl  College-at-Large  2015
Jason Ahola  College-at-Large  2017

Health and Human Sciences
Stephanie Clemons  Design and Merchandising  2016
Tracy Nelson  Health and Exercise Science  2016
David Sampson  Food Science and Human Nutrition  2016
Lisa Daunhauer  Human Development and Family Studies  2015
Scott Glick  Construction Management  2014
Barb Hooper  Occupational Therapy  2017
Sharon Anderson  School of Education  2015
Jennifer Portz  School of Social Work  2014

Business
Suzanne Lowensohn (Fall 2014);
Margarita Lenk (Spring 2015-16)  Accounting  2016
Stephen Hayne  Computer Information Systems  2015
Patricia Ryan  Finance and Real Estate  2016
Ray Hogler  Management  2015
  (Substituting for Jim McCambridge)
Kelly Martin (Spring);  Marketing  2015
  Chris Blocker (Oct); Kathleen Kelly (Nov/Dec) (Fall)

Engineering
Russ Schumacher  Atmospheric Science  2015
Travis Bailey  Chemical and Biological Engineering  2016
Suren Chen  Civil and Environmental Engineering  2015
Steve Reising (Excused)  Electrical and Computer Engineering  2016
Azer Yalin  Mechanical Engineering  2014
J. Rockey Luo  College-at-Large  2016
Jose Chavez  College-at-Large  2016

Liberal Arts
Mary Van Buren  Anthropology  2017
Faculty Council Meeting Minutes
December 2, 2014

Eleanor Moseman  Art  2017
Elizabeth Williams  Communication Studies  2016
Robert Keller  Economics  2016
Sue Doe  English  2015
Ernesto Sagas  Ethnic Studies  2017
Sophi Esch  Foreign Languages and Literatures  2015
(Substituting for Antonio Pedros-Gascon)

Adrian Howkins  History  2017
Jangyul Kim  Journalism and Technical Communication  2017
Gary Moody  Music, Theater, and Dance  2016
Michael McCulloch  Philosophy  2015
Kyle Saunders  Political Science  2015
Ken Berry  Sociology  2016
Mohammed Hirchi  College-at-Large  2017
TBD  College-at-Large  2016
Eric Aoki  College-at-Large  2016

Natural Resources
Monique Rocca  Ecosystem Science and Sustainability  2017
Will Clements (replace Paul Doherty (through Spring 2015)
Yu Wei  Forest and Rangeland Stewardship  2015
Sven Egenhoff  Geosciences  2015
(Bill Sanford – Spring)
Stuart Cotrell  HDNR in Warner College  2017

Natural Sciences
Tom Santangelo  Biochemistry and Molecular Biology  2016
David Steingraeber  Biology  2015
George Barisas  Chemistry  2017
Ross McConnell  Computer Science  2016
Iuliana Oprea  Mathematics  2017
Mingzhong Wu  Physics  2015
Zinta Byrne  Psychology  2016
Geof Givens  Statistics  2016
Ed DeLosh  College-at-Large  2017
Christos Papadopoulos  College-at-Large  2016
Roger Culver  College-at-Large  2015
Carl Patton  College-at-Large  2015

Veterinary Medicine & Biomedical Sciences
Elaine Carnevale  Biomedical Sciences  2016
Howard Seim  Clinical Sciences  2016
Lucas Argueso  Environmental & Radiological Health Sciences  2017
Gary Mason  Microbiology, Immunology and Pathology  2015
Faculty Council Meeting Minutes
December 2, 2014

Ryan Ferris
College-at-Large 2017
Gerald Callahan
College-at-Large 2017
Pete Hellyer
College-at-Large 2016
David Gilkey
College-at-Large 2016
E.J. Ehrhart
College-at-Large 2016
DN Rao Veeramachaneni
College-at-Large 2016
C. W. Miller
College-at-Large 2015
Ronald B. Tjalkens
College-at-Large 2015

University Libraries
Louise Feldman
Libraries 2017
(Substituting for Nancy Hunter)
Rachel Erb
At-Large 2016

Ex Officio Voting Members (*Indicates Elected Member of Faculty Council)
Mary Stromberger (Excused)
Chair, Faculty Council/Executive Committee
Paul Doherty
Vice Chair, Faculty Council
Alexandra Bernasek
BOG Representative
Don Estep, Chair
Committee on Faculty Governance 2016
Susan LaRue, Chair
Committee on Intercollegiate Athletics 2016
Jerry Magloughlin, Chair
Committee on Libraries 2016
Jennifer Aberle, Chair
Committee on Non-Tenure Track Faculty 2016
David Greene, Chair*
Committee on Responsibilities & Standing of Academic Faculty
Mark Zabel, Chair
Committee on Scholarship Research and Graduate Education 2016
Melinda Frye, Chair*
Committee on Scholastic Standards 2016
Jeff Wilusz, Chair*
Committee on Strategic & Financial Planning 2016
Stephanie Clemons, Chair*
Committee on Teaching and Learning 2016
Eric Prince, Chair
Committee on University Programs 2016
Carole Makela, Chair
University Curriculum Committee 2016
Ex-Officio Non-Voting Members

Anthony Frank  
President

Rick Miranda  
Provost/Executive Vice President

Brett Anderson  
Vice President for Advancement

Mary Ontiveros  
Vice President for Diversity

Lou Swanson  
Vice Provost for Engagement/Director of Extension

Robin Brown  
Vice President for Enrollment and Access

Dan Bush  
Vice Provost for Faculty Affairs

Patrick Burns  
Vice President for Information Technology/Dean Libraries

Jim Cooney  
Vice Provost for International Affairs

Tom Milligan  
Vice President for Public Affairs

Alan Rudolph  
Vice President for Research

Blanche M. Hughes  
Vice President for Student Affairs

Kathleen Pickering  
Vice Provost for Undergraduate Affairs

Amy Parsons  
Vice President for University Operations

Craig Beyrouty  
Dean, College of Agricultural Sciences

Jeff McCubbin  
Dean, College of Applied Human Sciences

Ajay Menon  
Dean, College of Business

David McLean  
Dean, College of Engineering

Jodie Hanzlik  
Dean, Graduate School

Ann Gill  
Dean, College of Liberal Arts

Jan Nerger  
Dean, College of Natural Sciences

Mark Stetter  
Dean, College of Vet. Medicine & Biomedical Sciences

John Hayes  
Dean, Warner College of Natural Resources

Timothy Gallagher  
Immediate Past Chair, Faculty Council

Toni-Lee Viney  
Chair, Administrative Professional Council