MINUTES
Faculty Council Meeting
Tuesday, March 3, 2015– 4:00 p.m. – A203 Clark Building

CALL TO ORDER

The Faculty Council meeting was called to order at 4:06 p.m. by Mary Stromberger, Chair.

ANNOUNCEMENTS

A. Next Faculty Council Meeting – April 7, 2015 – A203 Clark Building – 4 p.m.

Stromberger announced that the next Faculty Council meeting would be held on April 7, 2015 at 4:00 p.m. in Room A203 Clark Building.

B. Executive Committee Meeting Minutes located on FC website – January 20 and 27, 2015

Stromberger noted that the January 20 and 27, 2015 Executive Committee meeting minutes can be found at the following website.
(http://facultycouncil.colostate.edu/files/ecminutes)

Stromberger announced that Pat Burns would have an open session to discuss the library and IT tomorrow, March 4, 4-5 p.m. in the Library Event Hall.

Stromberger also announced a panel and open forum on the Semester-at-Sea program will occur on Thursday, March 5, 9-10 a.m. in the Lory Student Center.

MINUTES TO BE APPROVED

A. Faculty Council Meeting Minutes – February 3, 2015

By unanimous consent, the February 3, 2015 Faculty Council meeting minutes were approved.

REPORTS TO BE RECEIVED

1. Provost/Executive Vice President – Rick Miranda

Miranda reported that the Board of Governors had a recent retreat with one of the topics being financial aid for students and Miranda thought this topic might make a good future discussion topic for Faculty Council.

Miranda noted that promotion and tenure decisions on 55 faculty were recently forwarded to the President.

Miranda recently met with the standing committee on Financial and Strategic Planning and the budget is about where we have been projecting.
Faculty Council Meeting Minutes  
March 3, 2015

The recent graduate student showcase was much larger than planned and was a big success.

The Semester-at-Sea conversations are ongoing and their board has approved going forward with a contract. If all goes well, CSU would start sponsoring voyages in Fall 2016.

Miranda has been involved in teaching a couple of classes recently.

Miranda reported that the administration has been in conversations with the Executive Committee on improving shared governance. Miranda and the administration are committed to working on the issue.

Bill Timpson (Education) asked if Semester-at-Sea (SaS) is coming because of CSU’s connection with Loren Crabtree (past administrator at CSU). Crabtree probably had some influence with SaS looking at CSU, but that is not the only reason.

Another member asked why SaS is leaving their current host institution, University of Virginia. Miranda responded that he thought SaS was not getting the level of engagement they would like, and so are looking for a new home. Is there a financial obligation? Miranda answered it is pretty much pay as you go by SaS, but CSU is working with SaS so that a large number of our students can afford to go. Faculty will have opportunities to teach on the voyages as well.

Carole Makela (UCC) asked if there was particular legislation that was being tracked. Miranda answered that CSU is tracking bills that might affect funding formulas for higher education (after House Bill 1319 last year), among others.

Michael McCulloch asked how HB 1319 turned out for CSU. Miranda replied that functionally there was not too much impact this year. Effects in future years are uncertain.

Miranda’s report was received.

2. Faculty Council Chair – Mary Stromberger

Stromberger has been visiting with various standing committees. Committee on Teaching and Learning has been working on revising course surveys and the uses (and misuses) of course surveys. We will be hearing more about this. Committee on Non-Tenure Track Faculty has been working on proposals to give more shared governance rights to NTTF. Committee on Faculty Governance is examining language about Special Academic Units in the Manual to see if revisions are needed. Stromberger has followed up with people that attended the retreat in February about improving the climate on campus. The recent Survey Monkey requesting anonymous feedback was a partial result
of those conversations and was implemented by Miranda in response to faculty concerns about anonymity when provided evaluations.

Stromberger provided an update on the proposed parking plan (with tiered zones). Stromberger has met with Amy Parsons about concerns (brought forward by the three councils and the Presidential Commission on Woman and Gender Issues) – primarily safety and equity issues. The parking plan was supposed to go forward to the Board in February, but was delayed to get more input from the different stakeholders. Stromberger referred to her email sent earlier today, which included a memo from Parsons on the proposed parking plan. The memo outlined pros and cons of two plans (current system and the proposed tiered zone). Stromberger asked faculty to share the email and memo with their departments, and to send feedback to her, or Parsons. At least two open forums will be scheduled in late March, as well, for gathering more feedback.

Mary Van Buren (Anthropology) asked if a sliding salary scale plan had been considered. Stromberger replied that Parsons does not want to use salary as the sole indicator of financial need. Parsons would like to establish a need-based fund, where employees could apply for partial or full waivers of their parking permit fee. Stromberger noted that this idea was presented in Parson’s memo, and encouraged faculty to provide feedback on this idea.

Stromberger explained that Executive Committee has been having discussions about recent decisions from the Administration and thinks that we are in an unhealthy state of shared governance. Executive Committee has had a conversation with President Frank and is trying to develop actions. Stromberger desires a response that is professional, not focused on personal attacks, and can move us forward in a positive direction.

Stromberger’s report was received.

3. Board of Governors Faculty Representative – Alexandra Bernasek

Faculty Representative to the Board of Governors
Report to Faculty Council, March 3, 2015

Report on the February 2015 BOG Retreat and Meeting

   a. In preparation for the retreat Board members watched the documentary “Ivory Tower” and read a white paper on student loan debt written by Alexandra Bernasek’s senior economics majors in their ECON 492 Senior Seminar from Fall 2014.
   b. There was a presentation on statewide and national trends in public funding, tuition, and student loan debt by the CSU System Office.
c. There was a presentation on student loan debt (Return on Investment and Debt to Income Ratios) by Phyllis Resnick and Charlie Brown of the Colorado Futures Center and Alexandra Bernasek of CSU.

d. There was a break-out session in the afternoon looking at issues at the various CSU system campuses.

e. There was a short presentation by Dick Kauffman Chair of CCHE. He outlined the following challenges for higher education in CO; (1) workforce needs, (2) the education pipeline, (3) completion gaps, (4) shifting financial burdens. He noted that CO has the 5th highest demand for educated workers among states in the US and is 47th in state appropriations for higher ed.

2. Meeting

a. Public Comment:
   Four people spoke – one called for the resignation of the members of the board for financial mismanagement, another called for President Frank to be fired, another called for more skepticism by Board members on information they receive from President Frank and the System CFO Rich Schweigert, and the last person urged the Board to keep football in perspective and to work for repeal of TABOR.

b. Real Estate Committee:
   VP Amy Parsons presented the CSU Master Plan that CSU is required to submit to the State Legislature to the Board. She outlined guiding principles for the Plan – being mindful of impacts on tuition and maintaining investment in current assets. She noted that not all growth will be accommodated through the building of new buildings, and effort will be made to make better use of existing space. An outside consultant (Ayers Saint Cross) has been hired to undertake a comprehensive space utilization study for CSU. President Frank told the Board that CSU was not involved in a “facilities arms race”. He also spoke about the deferred maintenance issue and his reluctance to take on responsibility for something that is the responsibility of the state (even though the state has abdicated that responsibility). Board Chair Horrell asked how the physical environment also supports and reflects the contributions of research and scholarship to the university. VP Parsons also presented the plan for the Medical Center building that is estimated to cost $59m. The Board approved the plan. President Frank told the Board he would bring forward a plan of finance at the next meeting. His plan is to begin construction this spring estimating the construction would take about 18 months. VP Parsons also presented a preliminary plan for the University Square Parking Structure planned for College and Mason. The cost of the full plan is $37.5m and half of it is affordable at the present time. A preliminary plan for the South Campus Surface Parking lot was also presented. It is estimated to cost $5.4m and to
add 900 spaces. President Frank said he would come back later this spring with a financing plan for both projects. Chair Horrell asked about something I had included in my report – opposition by CSU employees to the Parking Master Plan. VP Parsons explained she is meeting with representatives of Faculty Council, the AP Council and the State Classified Council to discuss concerns about the plan.

c. Audit and Finance Committee:
The main item of business was the Financing Plan for the CSU on-campus stadium that President Frank presented to the Board. The system CFO explained that a large team of underwriters, financial advisors and lawyers had contributed to the financing plan. It was mentioned that S&P was considering downgrading CSU’s credit rating but the impact was likely to be small – approximately 8-10 basis points – which the CFO did not think was a big deal particularly in the current environment where interest rates are at historic lows. The financing plan involves a combination of fixed rate and variable rate bonds. $68 m of the total amount borrowed will be at a variable rate. The CFO said if rates start to increase CSU would cash out the bonds and reissue fixed rate bonds. The vote to approve the financing plan was 8-1 (Joe Zimlich voted not to approve the plan – he noted that the financing plan seemed fine but for the same reason he did not vote to support President Frank’s recommendation to the Board to build the on-campus stadium – the financial risks involved.

d. Academic and Student Affairs Committee:
There was very little business for this committee. Sabbatical leave reports were presented to the Board. Provost Miranda gave a report on talks with the Semester-at-Sea people who are interested in partnering with CSU.

e. Reports by the Presidents were received, as were reports by the faculty and student representatives, and a report was given by the Chancellor.

3. Updates since the meeting:
It was announced that Dr. Mike Martin would step down as Chancellor of the CSU System. Dr. Martin will continue to be involved with the CSU System as Chancellor Emeritus and Senior Fellow. Dr. Martin’s new role will continue through the end of his contract in 2017. Dr. Frank was named by the Board as Interim Chancellor.

Respectfully submitted by Dr. Alexandra Bernasek, Faculty Representative to the BOG from CSU.

Bernasek noted her report was passed out and she drew attention to the CSU Master Plan and the new $59 million medical building, new parking lots/buildings. Bernasek noted that many believe now is a good time to borrow money for building because interest rates are low. Bernasek also reported that Chancellor Mike Martin has stepped down,
President Frank is acting Chancellor, and the Board will be moving forward on the Chancellor position.

Bernasek’s report was received.

CONSENT AGENDA

1. UCC Minutes (January 23 and 30, 2015; February 6, 2015)

Carole Makela, Chair, University Curriculum Committee, moved that Faculty Council approve the January 23 and 30, 2015 and February 6, 2015 UCC Minutes were approved.

The UCC minutes were unanimously approved.

ACTION ITEMS

1. Election – Faculty Council Chair – Committee on Faculty Governance – Mary Stromberger Nominated.

Paul Doherty, Vice-Chair, Executive Committee, presented the Committee on Faculty Governance’s nomination for Faculty Council Chair:

Mary Stromberger, Department of Soil and Crop Sciences

Doherty asked for nominations from the floor. Hearing no nominations, the nominations were closed.

Stromberger was elected as the Chair of Faculty Council for a one-year term July 1, 2015 through June 30, 2016.

2. Election – Faculty Council Vice Chair – Committee on Faculty Governance – Stephanie Clemons Nominated.

Mary Stromberger, Chair, Executive Committee, presented the Committee on Faculty Governance’s nomination for Faculty Council Vice Chair:

Stephanie Clemons, Department of Design and Merchandising

Stromberger asked for nominations from the floor. Hearing no nominations, the nominations were closed.

Clemons was elected as the Vice Chair of Faculty Council for a one-year term July 1, 2015 through June 30, 2016.
3. Election – Faculty Council Board of Governors Faculty Representative – Committee on Faculty Governance – Paul F. Doherty Nominated

Mary Stromberger, Chair, Executive Committee, presented the Committee on Faculty Governance’s nomination for Faculty Council Vice Board of Governors representative:

Paul F. Doherty, Department of Fish, Wildlife and Conservation Biology

Stromberger asked for nominations from the floor. Hearing no nominations, the nominations were closed.

Doherty was elected as the Faculty Council Board of Governors Representative for a one-year term July 1, 2015 through June 30, 2016.

4. Revisions to the Graduate and Professional Bulletin – B. THE GRADUATE SCHOOL – B.5 Combined Degree Programs, B.5.1 Track II Programs

Doherty, acting for Mark Zabel, Chair, Committee on Scholarship, Research and Graduate Education moved that Faculty Council approve the revisions to the Graduate and Professional Bulletin – B. THE GRADUATE SCHOOL – B.5 Combined Degree Programs, B.5.1 Track II Programs

By unanimous consent, the revisions were approved.

5. Proposed revisions to the Manual – Section K – Resolution of Disputes – CoRSAF

Bill Hanneman, Chair, Committee on Responsibilities and Standing of Academic Faculty moved that Faculty Council approve the revisions to the Manual – Section K – Resolution of Disputes.

Hanneman noted that the process for these revisions have been long and arduous. Bill Timpson (Education) asked for a reasoning from a wording change from “due process” to “process”. Hanneman replied that the section had undergone many revisions, and the change from “due process” to “process” was approved by Faculty Council in May 2014.

Timpson asked if not following all parts of section K would disqualify a lawsuit being filed. Jason Johnson (Office of General Counsel) explained that if a lawsuit was filed without following internal procedures, a judge would likely deny the lawsuit until internal procedures were followed. However, if a particular process of section K was not followed exactly (like a letter getting filed one day late); it would not disqualify a person from filing a lawsuit.
Timpson suggested adding more details about procedures in Section in K.12. Kirk Hallahan (University Grievance Officer) replied that the section was basically a description of the UGOs duties, and not a place for adding procedural details.

By unanimous consent, the revisions were approved. Stromberger noted that the revisions had been approved by the Administrative Council and the Office of General Counsel. The next step is to take the revisions to the Board of Governors.

**DISCUSSION**

1. Bullying in the workplace
   Violence in the workplace
   - Jason Johnson
   - Bob Schur

Johnson introduced the policies and argued that we need these policies because other institutions have such policies, and laying out behavioral expectations is good practice. Johnson noted that some aspects may cause concern in relation to academic freedom. Different levels of behavior were noted such as professional, civil, bullying, and violence. Bullying is a bit tough to define. Schur added that the intent is to address abhorrent behavior and these policies would bring CSU into alignment with other institutions. This is not a civility policy.

Sue LaRue (Committee on Intercollegiate Athletics) asked how would the bully and bullee be determined and how would HR use this policy? Johnson replied that the policy would provide a tool for supervisors to open conversations. HR looks at the policy to be able to start a conversation.

Tim Gallagher (Immediate Past-Chair) asked how bullying intersects with harassment language already in Section E.15 of the Manual. Johnson replied that harassment could be included as a form of bullying and violence. Policy lays out behavior expected for all university employees. Also, E.15 mainly deals with tenured and tenure-track faculty, and that the new policies would be inclusive of all employee groups.

Schur said he does not view bullying and harassment as the same thing. Bullying can include intimidation, coercion, some of which might overlap with harassment, but bullying also includes other behaviors not equal to, or less than harassment. Gallagher replied that in addition to harassment, sexual harassment, the word security is also used broadly in the Manual. Johnson clarified that harassment is often applied specifically to protected classes, and that bullying would apply to everyone.

Makela asked what legal harassment is. Johnson explained what illegal harassment is (from a legal perspective), but other behaviors (even if legal) are not wanted at CSU.
Johnson explained that a stress-free workplace is not guaranteed. Bullying would broaden what is unacceptable behavior.

Stromberger requested that similar harassment language be used in both the bullying and violence policy, as “illegal harassment” is used in the bullying policy and “harassment” is used in the violence policy.

Ross McConnell (Computer Science) expressed concern over vague wording and wondered about disciplinary processes. Johnson and Schur replied that the disciplinary processes would be the same as described in E.15 of the Manual, and should be clarified in the policies.

Hallahan asked if men are a protected class. Johnson replied that men are protected as a gender. In other words, bad behavior towards a man because of his gender would be harassment, because gender is a protected class.

Timpson (School of Education) asked if the policies would apply to classroom situations, where a faculty feels bullied by a student. Johnson noted that other parts of the Manual speak to classroom conduct. Timpson described a case he was involved in and asked if the policy could be mis-applied. Johnson explained that any policy could be mis-applied, but that is what an investigation would help address. Timpson suggested that clarification may be needed. Timpson asked if a faculty felt threatened by a student carrying a concealed weapon, would this policy be in effect? Johnson noted that the policy applies to employees, not students and would not override current gun laws.

Van Buren (Anthropology) asked what our current policy/Manual doesn’t cover. Do we need a new policy? Johnson explained that the desire for new policies partly came for the need to protect AP and other employee groups, and that language in the Manual, particularly E.15, deal mainly with faculty.

McConnell (Computer Science) asked if we could delay a vote. Stromberger noted that Faculty Council does not vote on this policy, it gets approved by the President’s Cabinet. Stromberger urged Schur to wait until faculty feedback was received on revised policies before taking the policies to the Cabinet.

Troy Mumford (Management) suggested that whom the policy applies to and whom it does not could be included in the policy. Mumford also asked if bullying could be defined as a single event? Van Buren suggested one event does not make a bully and does provide some protection of abuse of the policy. Schur also replied that the consensus definition of bullying includes repeated or persistent behavior.

Makela expressed that having many offices to be able to make a bullying complaint is confusing. Schur replied that a single office/point of contact is being considered. Stromberger also noted this concern and thought the Ombuds office could also be a point
of contact. Johnson clarified that different points of contact do not decide independently on the disciplinary action. Schur suggested that maybe that list of contacts is not needed in the policy.

McCullough asked if feedback exists from places that have had bullying policies in place for a while? Schur has not found such feedback.

Ton-Lee Viney (AP Council Chair) said that the AP Council has provided comments on the policy.

Stromberger asked Johnson and Schur for a revision that could be sent out to Faculty Council for additional feedback. Johnson and Schur replied affirmatively.

Stromberger adjourned the meeting at 5:11 p.m.
## ATTENDANCE

**BOLD INDICATES PRESENT AT MEETING**

**UNDERLINE INDICATES ABSENT AT MEETING**

### Agricultural Sciences

<table>
<thead>
<tr>
<th>Faculty</th>
<th>Department</th>
<th>Year</th>
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<tbody>
<tr>
<td>Norman Dalsted</td>
<td>Agricultural and Resource Economics</td>
<td>2016</td>
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<tr>
<td>Jack Whittier</td>
<td>Animal Sciences</td>
<td>2015</td>
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<tr>
<td>(Stephen Coleman)</td>
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<tr>
<td>Deb Young</td>
<td>Bioagricultural Sciences &amp; Pest Management</td>
<td>2015</td>
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<tr>
<td>Bradley Goetz</td>
<td>Horticulture &amp; Landscape Architecture</td>
<td>2016</td>
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<tr>
<td>Francesca Cotrufo</td>
<td>Soil and Crop Sciences</td>
<td>2017</td>
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<tr>
<td>(Joe Brunner)</td>
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<tr>
<td>(Allan Andales)</td>
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<tr>
<td>Milt Thomas</td>
<td>College-at-Large</td>
<td>2016</td>
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<tr>
<td>Kelly Curl</td>
<td>College-at-Large</td>
<td>2015</td>
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<tr>
<td>Jason Ahola</td>
<td>College-at-Large</td>
<td>2017</td>
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### Health and Human Sciences

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<thead>
<tr>
<th>Faculty</th>
<th>Department</th>
<th>Year</th>
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<tbody>
<tr>
<td>Stephanie Clemons</td>
<td>Design and Merchandising</td>
<td>2016</td>
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<tr>
<td>Tracy Nelson</td>
<td>Health and Exercise Science</td>
<td>2016</td>
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<tr>
<td>David Sampson</td>
<td>Food Science and Human Nutrition</td>
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<tr>
<td>Lisa Daunhauer</td>
<td>Human Development and Family Studies</td>
<td>2015</td>
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<tr>
<td>Scott Glick</td>
<td>Construction Management</td>
<td>2014</td>
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<tr>
<td>Barb Hooper</td>
<td>Occupational Therapy</td>
<td>2017</td>
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<tr>
<td>Bill Timpson</td>
<td>School of Education</td>
<td>2015</td>
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<tr>
<td>Jennifer Portz</td>
<td>School of Social Work</td>
<td>2014</td>
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### Business

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<tr>
<th>Faculty</th>
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<tbody>
<tr>
<td>Suzanne Lowensohn (Fall 2014);</td>
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<tr>
<td>Margarita Lenk (Spring 2015-16)</td>
<td>Accounting</td>
<td>2016</td>
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<td>Stephen Hayne</td>
<td>Computer Information Systems</td>
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<tr>
<td>Patricia Ryan</td>
<td>Finance and Real Estate</td>
<td>2016</td>
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<td>Troy Mumford</td>
<td>Management</td>
<td>2015</td>
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<td>Kelly Martin (Spring);</td>
<td>Marketing</td>
<td>2015</td>
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<td>Chris Blocker (Oct);</td>
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<td>Kathleen Kelly (Nov/Dec)</td>
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<td>(Fall)</td>
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### Engineering

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<tr>
<th>Faculty</th>
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<tbody>
<tr>
<td>Russ Schumacher</td>
<td>Atmospheric Science</td>
<td>2015</td>
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<tr>
<td>(Thomas Birner)</td>
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<td>Travis Bailey</td>
<td>Chemical and Biological Engineering</td>
<td>2016</td>
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<tr>
<td>Suren Chen</td>
<td>Civil and Environmental Engineering</td>
<td>2015</td>
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<tr>
<td>Steve Reising (excused)</td>
<td>Electrical and Computer Engineering</td>
<td>2016</td>
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<tr>
<td>Azer Yalin</td>
<td>Mechanical Engineering</td>
<td>2014</td>
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<tr>
<td>J. Rockey Luo</td>
<td>College-at-Large</td>
<td>2016</td>
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<tr>
<td>Jose Chavez</td>
<td>College-at-Large</td>
<td>2016</td>
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<tr>
<td>(Karan Venayagamoorthy)</td>
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Liberal Arts
Mary Van Buren  Anthropology  2017
Eleanor Moseman  Art  2017
Elizabeth Williams  Communication Studies  2016
Robert Keller  Economics  2016
Sue Doe  English  2015
Ernesto Sagas  Ethnic Studies  2017
Antonio Pedros-Gascon  Foreign Languages and Literatures  2015
(Maite Correa substituting for Antonio Pedros-Gascon)
Adrian Howkins  History  2017
Jangyul Kim  Journalism and Technical Communication  2017
(Kirk Hallahan substituting for Jangyul Kim)
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 (Fall)  Geosciences  2015
William Sanford (Spring)
Stuart Cottrell  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
February 3, 2015

Ryan Ferris  
Gerald Callahan  
Pete Hellyer  
David Gilkey  
E.J. Ehrhart  
DN Rao Veeramachaneni  
C. W. Miller (Excused)  
Ronald B. Tjalkens  

University Libraries  
Nancy Hunter  
Rachel Erb  

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

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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