

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.

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

1. Retreat topic: Tuition, Access and Affordability: Financial Impacts for Students in a Changing environment
 - 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. TA 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

<u>Norman Dalsted</u>	Agricultural and Resource Economics	2016
Jack Whittier	Animal Sciences	2015
(Stephen Coleman substituting Jack Whittier)		
Deb Young	Bioagricultural Sciences & Pest Management	2015
Bradley Goetz	Horticulture & Landscape Architecture	2016
Francesca Cotrufo	Soil and Crop Sciences	2017
(Joe Brummer substituting for Francesca Cotrufo)		
<u>(Allan Andales substituting Spring 2015)</u>		
Milt Thomas	College-at-Large	2016
Kelly Curl	College-at-Large	2015
<u>Jason Ahola</u>	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
Bill Timpson	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
Troy Mumford	Management	2015
Kelly Martin (Spring);	Marketing	2015
Chris Blocker (Oct); Kathleen Kelly (Nov/Dec) (Fall)		

Engineering

Russ Schumacher	Atmospheric Science	2015
(Thomas Birner substituting for Russ Schumacher)		
Travis Bailey	Chemical and Biological Engineering	2016
Suren Chen	Civil and Environmental Engineering	2015
<u>Steve Reising</u> (excused)	Electrical and Computer Engineering	2016
<u>Azer Yalin</u>	Mechanical Engineering	2014
J. Rocky Luo	College-at-Large	2016
Jose Chavez	College-at-Large	2016
(Karan Venayagamoorthy substituting for Jose Chavez)		

Liberal Arts

Mary Van Buren	Anthropology	2017
Eleanor Moseman	Art	2017
Elizabeth Williams	Communication Studies	2016
Robert Keller	Economics	2016
Sue Doe	English	2015
<u>Ernesto Sagas</u>	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
<u>Mohammed Hirchi</u>	College-at-Large	2017
TBD	College-at-Large	2016
<u>Eric Aoki</u>	College-at-Large	2016

Natural Resources

Monique Rocca	Ecosystem Science and Sustainability	2017
<u>Will Clements</u> (replace Paul Doherty (through Spring 2015))	Fish, Wildlife, & Conservation Biology	2016
<u>Yu Wei</u>	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
<u>David Steingraeber</u>	Biology	2015
<u>George Barisas</u>	Chemistry	2017
Ross McConnell	Computer Science	2016
Iuliana Oprea	Mathematics	2017
Mingzhong Wu	Physics	2015
<u>Zinta Byrne</u>	Psychology	2016
<u>Geof Givens</u>	Statistics	2016
<u>Ed DeLosh</u>	College-at-Large	2017
<u>Christos Papadopoulos</u>	College-at-Large	2016
Roger Culver	College-at-Large	2015
<u>Carl Patton</u>	College-at-Large	2015

Veterinary Medicine & Biomedical Sciences

<u>Elaine Carnevale</u>	Biomedical Sciences	2016
<u>Howard Seim</u>	Clinical Sciences	2016
Lucas Argueso	Environmental & Radiological Health Sciences	2017
Gary Mason	Microbiology, Immunology and Pathology	2015

Ryan Ferris	College-at-Large	2017
Gerald Callahan	College-at-Large	2016
<u>Pete Hellyer</u>	College-at-Large	2016
David Gilkey	College-at-Large	2016
<u>E.J. Ehrhart</u>	College-at-Large	2016
DN Rao Veeramachaneni	College-at-Large	2016
<u>C. W. Miller</u> (Excused)	College-at-Large	2015
Ronald B. Tjalkens	College-at-Large	2015
University Libraries		
Nancy Hunter	Libraries	2017
Rachel Erb	At-Large	2016
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	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
Bill Hanneman , Chair*	Committee on Responsibilities & Standing of Academic Faculty	2016
Mark Zabel, Chair	Committee on Scholarship Research and Graduate Education	2016
Melinda Frye, Chair*	Committee on Scholastic Standards	2016
Jeff Willusz, Chair*	Committee on Strategic and 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

Rick Miranda

Brett Anderson

Mary Ontiveros

Lou Swanson

Robin Brown

Dan Bush

Patrick Burns

Jim Cooney

Tom Milligan

Alan Rudolph

Blanche M. Hughes

Kathleen Pickering

Amy Parsons

Craig Beyroudy

Jeff McCubbin

Ajay Menon

David McLean

Jodie Hanzlik

Ann Gill

Jan Nerger

Mark Stetter

John Hayes

Timothy Gallagher

Toni-Lee Viney

President

Provost/Executive Vice President

Vice President for Advancement

Vice President for Diversity

Vice Provost for Engagement/Director of Extension

Vice President for Enrollment and Access

Vice Provost for Faculty Affairs

Vice President for Information Technology/Dean Libraries

Vice Provost for International Affairs

Vice President for Public Affairs

Vice President for Research

Vice President for Student Affairs

Vice Provost for Undergraduate Affairs

Vice President for University Operations

Dean, College of Agricultural Sciences

Dean, College of Applied Human Sciences

Dean, College of Business

Dean, College of Engineering

Dean, Graduate School

Dean, College of Liberal Arts

Dean, College of Natural Sciences

Dean, College of Vet. Medicine & Biomedical Sciences

Dean, Warner College of Natural Resources

Immediate Past Chair, Faculty Council

Chair, Administrative Professional Council