

PLEASE NOTE: Members, when addressing Faculty Council, please stand and identify yourselves. Guests wishing to speak please fill out a guest card to be handed to the Chair prior to speaking.

PLEASE NOTE: Members planning to introduce amendments are requested to provide copies to the Faculty Council Office, 18A Administration, at least 24 hours before this meeting.

AGENDA
Faculty Council Meeting
September 1, 2020 – 4:00pm – Microsoft Teams

FACULTY COUNCIL AGENDA ITEMS:

I. FACULTY COUNCIL AGENDA – September 1, 2020

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – October 6, 2020 – Microsoft Teams – 4:00pm
2. Schedule of 2020-2021 Faculty Council Meeting Dates (pp. 3)
3. Faculty Council Membership for 2020-2021 (pp. 4-7)
4. Faculty Council Standing/Advisory Committee Membership for 2020-2021 (pp. 8-12)
5. Parliamentary Motions – Quick Reference (pp.13)
6. Parliamentary Motions – What They Mean (pp.14)
7. Faculty Council Resolution on Provost and Executive Vice President Rick Miranda (pp. 15-16)
8. CSU Fort Collins Faculty Council Officer Comment for BOG Public Form –June 5, 2020 (pp.17-18)
9. Presentation of Harry Rosenberg Award to Jenny Morse
10. Recognition of Rita Knoll

B. MINUTES TO BE APPROVED

1. Faculty Council Meeting – May 5, 2020 (pp. 19-24)
2. Faculty Council Meeting – June 16, 2020 (pp. 25-30)

C. CONSENT AGENDA

1. UCC Minutes – May 1 and 8, 2020. UCC Minutes were approved by Executive Committee on behalf of Faculty Council at the May 19, 2020 Executive Committee Meeting (pp. 31-28)

D. ACTION ITEMS

1. Welcome to President Joyce McConnell and Discussion
2. Election – Faculty Council Vice Chair – Committee on Faculty Governance
 - a. Candidate Statement – Ruth Hufbauer (pp. 39)
 - b. Candidate Statement – Steve Reising (pp.40-41)
3. Election – Faculty Council Standing Committee Nominees – Committee on Faculty Governance (pp. 42)
4. New Degree: Doctor of Occupational Therapy (O.T.D.) – Approved by Executive Committee at meeting on August 18, 2020 – Ready to Sustain Debate (pp. 43-48)
5. Title IX Appendices Changes – Committee on Responsibility and Standing of Academic Faculty – Marie Legare, Chair (pp. 49-72)

E. REPORTS TO BE RECEIVED

1. Provost/Executive Vice President Report – Mary Pedersen
2. Board of Governors Report – Stephanie Clemons (pp. 73-74)
3. Faculty Council Chair Report – Sue Doe
4. Faculty Council Standing Committee 2019-2020 Annual Reports
 - a. Faculty Council Report to the Board of Governors (pp. 75-83)
 - b. Committee on Faculty Governance (84-85)
 - c. Committee on Intercollegiate Athletics (pp. 86-88)
 - d. Committee on Libraries (**pending**)
 - e. Committee on Non-Tenure Track Faculty (pp. 89-99)
 - f. Committee on Responsibilities and Standing of Academic Faculty (pp. 100)
 - g. Committee on Scholarship, Research, and Graduate Education (pp. 101)
 - h. Committee on Scholastic Standards (pp. 102-104)
 - i. Committee on Strategic and Financial Planning (pp. 105-107)
 - j. Committee on Teaching and Learning (pp. 108-114)
 - k. Committee on University Programs (pp. 115-118)
 - l. University Curriculum Committee (pp. 119-129)

F. DISCUSSION

1. Lightning Round Presentations
 - a. Ed Hall – Associate Professor of Ecosystem Science and Sustainability
 - b. Dan Beachy-Quick – Professor of English, University Distinguished Teaching Scholar and Monfort Scholar

Faculty Council/Executive Committee Meeting Dates – 2020-2021

FACULTY COUNCIL/4:00 p.m.

EXECUTIVE COMMITTEE/3:00p.m. **(Microsoft Teams until further notice)**

	August 18, 2020 August 25, 2020
September 1, 2020 – Microsoft Teams	September 8, 2020 September 15, 2020 September 22, 2020 September 29, 2020
October 6, 2020 – Microsoft Teams	October 13, 2020 October 20, 2020 October 27, 2020
November 3, 2020 – Microsoft Teams	November 10, 2020 November 17, 2020
December 1, 2020 – Microsoft Teams	December 8, 2020 December 15, 2020
January – No FC meetings	January 5, 2021 January 12, 2021 January 19, 2021 January 26, 2021
February 2, 2021 – TBD	February 9, 2021 February 16, 2021 February 23, 2021
March 2, 2021 - TBD	March 9, 2021 March 23, 2021 March 30, 2021
April 6, 2021 – TBD	April 13, 2021 April 20, 2021 April 27, 2021
May 4, 2021 – TBD	May 11, 2021

MEMBERSHIP OF THE FACULTY COUNCIL 2020-2021

Chair: Sue Doe

Vice-Chair: TBD

Executive Assistant: Amy Barkley

BOG Representative: Stephanie Clemons

Professional Registered Parliamentarian: Lola Fehr

ELECTED MEMBERS	REPRESENTING	TERM
Agricultural Sciences		
Stephan Kroll	Agricultural and Resource Economics	2022
Jason Bruemmer	Animal Sciences	2021
Cynthia (Cini) Brown	Bioagricultural Sciences & Pest Management	2021
Kelly Curl	Horticulture & Landscape Architecture	2022
Jim Ippolito	Soil and Crop Sciences	2023
Marco Costanigro	College-at-Large	2023
Bradley Goetz	College-at-Large	2022
Ruth Hufbauer	College-at-Large	2022
Andrew Norton	College-at-Large	2023
Health and Human Sciences		
Nancy Miller	Design and Merchandising	2021
Raoul Reiser	Health and Exercise Science	2022
David Sampson	Food Science and Human Nutrition	2022
Karen Barrett	Human Development and Family Studies	2023
Bolivar Senior	Construction Management	2023
Aaron Eakman	Occupational Therapy	2023
Carole Makela	School of Education	2021
Shannon Hughes	School of Social Work	2022
Business		
Bill Rankin	Accounting	2023
Stephen Hayne	Computer Information Systems	2021
John Elder	Finance and Real Estate	2022
Yolanda Sarason	Management	2021
(substituting for Dawn DeTienne, on sabbatical for 2020-21)		
Kathleen Kelly	Marketing	2021
Engineering		
Kristen Rasmussen	Atmospheric Science	2021
Margarita Herrera-Alonso	Chemical and Biological Engineering	2022
Peter Nelson	Civil and Environmental Engineering	2021
Ali Pezeshki	Electrical and Computer Engineering	2022
Kirk McGilvray	Mechanical Engineering	2023
Thomas Bradley	Systems Engineering	2023
TBD	College-at-Large	2022

Steven Reising	College-at-Large	2022
J. Rockey Luo	College-at-Large	2022

Liberal Arts

Mary Van Buren	Anthropology & Geography	2023
Jason Bernagozzi	Art	2022
Ziyu Long	Communication Studies	2022
Ramaa Vasudevan	Economics	2023
Tony Becker	English	2023
Albert Bimper	Ethnic Studies	2022
Maria Del Mar Lopez-Cabrales	Languages, Literatures, and Cultures	2022
Jared Orsi	History	2023
Michael Humphrey	Journalism and Technical Communication	2023
Wes Kenney	Music, Theatre, and Dance	2023
Moti Gorin	Philosophy	2022
Peter Harris	Political Science	2021
Tara Opsal	Sociology	2022

Ajean Ryan	College-at-Large	2023
Antonio Pedros-Gascon	College-at-Large	2023
Emily Morgan	College-at-Large	2023
Marcela Velasco	College-at-Large	2021
Del Harrow	College-at-Large	2021
Maura Velazquez-Castillo	College-at-Large	2021

Natural Resources

Randall Boone	Ecosystem Science and Sustainability	2023
Chad Hoffman	Forest and Rangeland Stewardship	2023
David Koons	Fish, Wildlife, & Conservation Biology	2021
William Sanford	Geosciences	2023
TBD	Human Dimensions of Natural Resources	2023

Natural Sciences

Jennifer Nyborg	Biochemistry & Molecular Biology	2022
Melinda Smith	Biology	2021
George Barisas	Chemistry	2023
Ross McConnell	Computer Science	2022
Dylan Yost	Physics	2021
Silvia Sara Canetto	Psychology	2022
Mary Meyer	Statistics	2022
TBD	Mathematics	2023
Alan Van Orden	College-at-Large	2023
Anton Betten	College-at-Large	2022
Brad Conner	College-at-Large	2022
James Liu	College-at-Large	2023
TBD	College-at-Large	2022

Veterinary Medicine & Biomedical Sciences

DN Rao Veeramachaneni	Biomedical Sciences	2022
Kevin Haussler	Clinical Sciences	2022
Elizabeth Ryan	Environmental & Radiological Health Sciences	2023
Tony Schountz	Microbiology, Immunology and Pathology	2021
Candace Mathiason	College-at-Large	2022
Marie Legare	College-at-Large	2023
Adam Chicco	College-at-Large	2022
Christianne Magee	College-at-Large	2022
Gerrit (Jerry) Bouma	College-at-Large	2021
Jennifer Peel	College-at-Large	2023
John Rosecrance	College-at-Large	2023
Sheryl Magzamen	College-at-Large	2023

University Libraries

Linda Meyer	Libraries	2022
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Ex Officio Voting Members

Sue Doe	Chair, Faculty Council/Executive Committee	2021
TBD	Vice Chair, Faculty Council	2021
Stephanie Clemons	BOG Faculty Representative	2021
Steve Reising, Chair	Committee on Faculty Governance	2021
Todd Donavan, Chair	Committee on Intercollegiate Athletics	2021
Jerry Magloughlin	Committee on Libraries	2021
Jenny Morse, Chair	Committee on Non-Tenure Track Faculty	2021
Marie Legare, Chair	Committee on Responsibilities and Standing of Academic Faculty	2021
Melinda Smith, Chair	Committee on Scholarship, Research, and Graduate Education	2021
Karen Barrett, Chair	Committee on Scholastic Standards	2021
Joseph DiVerdi, Chair	Committee on Strategic and Financial Planning	2021
Shawn Archibeque, Interim Chair	Committee on Teaching and Learning	2021
Mo Salman, Chair	Committee on University Programs	2021
Bradley Goetz, Chair	University Curriculum Committee	2021
Susan (Suellen) Melzer	Committee on Non-Tenure Track Faculty	2021
Denise Apodaca	Committee on Non-Tenure Track Faculty	2021
Christine Pawliuk	Committee on Non-Tenure Track Faculty	2022
Ashley Harvey	Committee on Non-Tenure Track Faculty	2022
Jamie Nielson	Committee on Non-Tenure Track Faculty	2022
Leslie Stone-Roy	Committee on Non-Tenure Track Faculty	2022
Mary Van Buren	Committee on Non-Tenure Track Faculty	2023
Steve Benoit	Committee on Non-Tenure Track Faculty	2022
Natalie Ooi	Committee on Non-Tenure Track Faculty	2022
Pinar Omur-Ozbek	Committee on Non-Tenure Track Faculty	2023

Ex Officio Non-Voting Members

Joyce McConnell	President
Mary Pedersen	Provost/Executive Vice President
Ann Claycomb	Chief of Staff
Kim Tobin	Vice President for Advancement
Mary Ontiveros	Vice President for Diversity
Blake Naughton	Vice President for Engagement and Extension
Leslie Taylor	Vice President for Enrollment and Access
Susan James	Vice Provost for Faculty Affairs
Karen Estlund	Dean of Libraries
Ben Bernier	Vice President for Information Technology
Kathleen Fairfax	Vice Provost for International Affairs
Yolanda Beville	Vice President for University Communications
Alan Rudolph	Vice President for Research
Blanche M. Hughes	Vice President for Student Affairs
Kelly Long	Vice Provost for Undergraduate Affairs
Lynn Johnson	Vice President for University Operations
James Pritchett	Dean, College of Agricultural Sciences
Lise Youngblade	Dean, College of Health and Human Sciences
Beth Walker	Dean, College of Business
David McLean	Dean, College of Engineering
Mary Stromberger	Dean, Graduate School
Ben Withers	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
Catherine Douras	Chair, Administrative Professional Council

FACULTY COUNCIL STANDING/ADVISORY COMMITTEES

July 1, 2020 – June 30, 2021
(three-year terms unless otherwise indicated)

Executive Committee (one-year terms)

Chair	Sue Doe	2021
Vice-Chair	TBD	2021
Faculty Representative to BOG	Stephanie Clemons	2021
Agricultural Sciences	Jason Bruemmer	2021
Health and Human Sciences	Carole Makela	2021
Business	Yolanda Sarason	2021
Engineering	TBD	2021
Liberal Arts	Antonio Pedros-Gascon	2021
Natural Resources	David Koons	2021
Natural Sciences	Melinda Smith	2021
Veterinary Medicine & Biomedical Sciences	Jennifer Peel	2021
University Libraries	Linda Meyer	2021
Office of the Provost (<i>ex officio</i> *)	Mary Pedersen, Provost/Executive Vice President	
Staff Support	Amy Barkley, Executive Assistant	

Committee on Faculty Governance

Agricultural Sciences	Mike Wilkins	2023
Health and Human Sciences	Svetlana Olbina	2023
Business	Leo Vijayasathy	2022
Engineering	Steve Reising, Chair	2022
Liberal Arts	Leif Sorenson	2023
Natural Resources	Troy Ocheltree	2022
Natural Sciences	Don Estep	2021
Veterinary Medicine & Biomedical Sciences	Quinton Winger	2021
University Libraries	Allison Level	2021
Faculty Council Chair (<i>ex officio</i>)	Sue Doe	

Committee on Intercollegiate Athletics

Agricultural Sciences	Michael Wilkins	2022
Health and Human Sciences	Karen Hyllegard	2022
Business	Todd Donavan	2023
Engineering	Azer Yalin	2023
Liberal Arts	Cindy O'Donnell-Allen	2022
Natural Resources	Kevin Crooks	2022
Natural Sciences	Shane Kanatous, Chair	2023
Student Representative (Undergraduate)	TBD	2021
Student Representative (Graduate)	TBD	2021
Faculty Representative to Athletics (<i>ex officio</i>)	Kyle Saunders	
Director of Intercollegiate Athletics	Joe Parker	
Faculty Council Chair (<i>ex officio</i>)	Sue Doe	

Committee on Libraries

Agricultural Sciences	Kellie Enns	2023
Health and Human Sciences	TBD	2023
Business	TBD	2023
Engineering	Jianguo Zhao	2022
Liberal Arts	Hye Seung Chung	2023
Natural Resources	Jerry Magloughlin, Chair	2022
Natural Sciences	James Wilson	2022
Veterinary Medicine & Biomedical Sciences	Noreen Reist	2021
University Libraries	Patricia Rettig	2022
Student Representative (Undergraduate)	TBD	2020
Student Representative (Graduate)	TBD	2020
Dean, Libraries (<i>ex officio</i>)	Karen Estlund	
Vice President for Research (<i>ex officio</i>)	David Paterson	
Staff Support—Assistant to the Dean of Libraries	Mary Seaman	
Faculty Council Chair (<i>ex officio</i>)	Sue Doe	

Committee on Responsibilities and Standing of Academic Faculty

Agricultural Sciences	Jennifer Martin	2021
Health and Human Sciences	TBD	2023
Business	Hong Miao	2023
Engineering	Chris Weinberger	2022
Liberal Arts	Steve Mumme	2022
Natural Resources	Lise Aubrey	2022
Natural Sciences	Richard Eykholt	2023
Veterinary Medicine & Biomedical Sciences	Marie Legare	2023
University Libraries	Mark Shelstad	2021
Faculty Council Chair (<i>ex officio</i>)	Sue Doe	

Committee on Scholarship, Research, and Graduate Education

Agricultural Sciences	Gregory D. Graff	2022
Health and Human Sciences	Chris Harper	2022
Business	TBD	2021
Engineering	Matt Kipper	2022
Liberal Arts	Murray Oliver	2021
Natural Resources	William Sanford	2023
Natural Sciences	Melinda Smith, Chair	2021
Veterinary Medicine & Biomedical Sciences	Seonil Kim	2021
University Libraries	Michelle Wilde	2022
Student Representative (Graduate)	TBD	2021
Dean, Graduate School (<i>ex officio</i>)	Mary Stromberger	
Office Vice President for Research (<i>ex officio</i>)	Ellen Fisher, Assistant VP for Strategic Initiatives	
Associate VP for Finance	Angela Nielsen (representing Lynn Johnson)	
Staff Support-Assistant to Dean of Graduate School	Ludy Avalos	
Faculty Council Chair (<i>ex officio</i>)	Sue Doe	

Committee on Scholastic Standards

Agricultural Sciences	Zachary Johnson	2022
Health and Human Sciences	Karen Barrett, Chair	2022
Business	Michael Gross	2022
Engineering	Steve Simske	2021
Liberal Arts	Jason Frazier	2023
Natural Resources	Sally Sutton	2022
Natural Sciences	Alan Kennan	2021
Veterinary Medicine & Biomedical Sciences	TBD	2023
University Libraries	Kristy Nowak	2022
Office of the Provost (<i>ex officio</i>)	Madelyn D'Andrea—Assistant to the Chair	
Faculty Council Chair (<i>ex officio</i>)	Sue Doe	

Committee on Non-Tenure Track Faculty

Agricultural Sciences	Ashley Harvey	2022
Health and Human Sciences	Susan (Suellen) Melzer	2021
Business	Jenny Morse, Chair	2023
Engineering	Pinar Omur-Ozbek	2023
Liberal Arts	Denise Apodaca	2021
Natural Resources	Natalie Ooi	2022
Natural Sciences	Steve Benoit	2022
Veterinary Medicine & Biomedical Sciences	Leslie Stone-Roy	2022
Tenure Stream Faculty	Mary Van Buren	2023
Tenure Stream Faculty	Jamie Neilson	2022
University Libraries	Christine Pawliuk	2022
Faculty Council Chair (<i>ex officio</i>)	Sue Doe	

Committee on Strategic and Financial Planning

Agricultural Sciences	Gregory Perry	2021
Health and Human Sciences	James E. Graham	2022
Business	Rob Schwebach	2021
Engineering	David Dandy	2023
Liberal Arts	Martin Shields	2021
Natural Resources	TBD	2022
Natural Sciences	George Barisas	2021
Veterinary Medicine and Biomedical Sciences	Matthew Johnston	2022
University Libraries	Heidi Zuniga	2023
Student Representative (Undergraduate)	TBD	2021
Student Representative (Graduate)	TBD	2021
Office of the Provost (<i>ex officio</i>)	Laura Jensen, Associate Provost	
College Dean Representative (<i>ex officio</i>)	John Hayes, WCNR	
Non-Tenure Track Faculty Representative	Joseph DiVerdi, Chair (<i>Ex officio voting</i>)	
Administrative Professional Council Chair	Catherine Douras (<i>Ex officio voting</i>)	
Classified Personnel Chair (<i>ex officio</i>)	Megan Skeehan	
Associate Vice President for Finance	Angela Nielsen (representing Lynn Johnson)	
Faculty Council Chair (<i>ex officio</i>)	Sue Doe	

Committee on Teaching and Learning

Agricultural Sciences	Shawn Archibeque, Interim Chair	2022
Health and Human Sciences	TBD	2022
Business	Lumina Albert	2021
Engineering	Karan Venayagamoorthy	2022
Liberal Arts	Tony Becker	2021
Natural Resources	Courtney Schultz	2022
Natural Sciences	Benjamin Clegg	2022
Veterinary Medicine & Biomedical Sciences	Joshua Schaeffer	2023
University Libraries	Renae Watson	2022
Student Representative (Undergraduate)	TBD	2021
Student Representative (Graduate)	TBD	2021
VP for Student Affairs (<i>ex officio</i>)	Judy Donovan, Assoc. Dean for Students	
Office of the Provost/ The Institute for Teaching and Learning	Suse James, Vice Provost for Faculty Affairs and Gwen Gorzelsky, Director, TILT	
Registrar's Office (<i>ex officio</i>)	D. Tobiassen Baitinger, Associate Registrar	
Faculty Council Chair (<i>ex officio</i>)	Sue Doe	

Committee on University Programs

Agricultural Sciences	Tanja Hess	2021
Health and Human Sciences	Laurie Carlson	2021
Business	Tian Wang	2021
Engineering	Eric Maloney	2021
Liberal Arts	Jose Luis Suarez-Garcia	2023
Natural Resources	Stuart Cottrell	2021
Natural Sciences	Anireddy Reddy	2023
Veterinary Medicine and Biomedical Sciences	Mo Salman, Chair	2023
University Libraries	Jocelyn Boice	2022
Student Representative (Undergraduate)	TBD	2021
Student Representative (Graduate)	TBD	2021
Office Vice President for Research (<i>ex officio</i>)	Ellen Fisher, Assistant VP for Strategic Initiatives	
Staff Support	Joe Frye—Administrative Support for CUP	
Faculty Council Chair (<i>ex officio</i>)	Sue Doe	

University Curriculum Committee

Agricultural Sciences	Bradley Goetz, Chair	2023
Health and Human Sciences	Ruoh-Non (Terry) Yan	2021
Business	Donald Samelson	2021
Engineering	Brad Reisfeld	2021
Liberal Arts	Diane Margolf	2023
Natural Resources	Sally Sutton	2023
Natural Sciences	Martin Gelfand	2022
Veterinary Medicine and Biomedical Sciences	Doreene Hyatt	2023
University Libraries	Beth Oehlerts	2021

Student Representative (Undergraduate)	TBD	2021
Student Representative (Graduate)	TBD	2021
Office of the Provost (<i>ex officio</i>)	Kelly Long, Vice Provost Undergraduate Affairs	
Staff Support - Curriculum and Catalog	Shelly Ellerby	
Faculty Council Chair (<i>ex officio</i>)	Sue Doe	

Parliamentary Motions—Quick Reference

These are the thirteen ranking motions. When any motion on the list is pending, no motion of a lower rank is in order. Main motions are the lowest in order and may be made only when no other business is pending.

The five motions at the top of the chart are *Privileged Motions* that do not relate to pending business, but relate to special matters of immediate and overriding importance and are allowed to interrupt the consideration of anything else.

Motions below the blank line are *Subsidiary Motions* and assist the assembly in treating or disposing of a main motion.

Name of Motion	Requires Second	Debatable	Amendable	Vote Required for Adoption
Fix the Time to Which to Adjourn	Yes	No	Yes	Majority
Adjourn	Yes	No	No	Majority
Recess	Yes	No	Yes	Majority
Raise a Question of Privilege	No	No	No	Chair Decides
Call for Orders of the Day	No	No	No	Chair Decides
Lay on the Table	Yes	No	No	Majority
Previous Question	Yes	No	No	Two-thirds
Limit or Extend Limits of Debate	Yes	No	Yes	Two-thirds
Postpone to a Certain Time	Yes	Yes	Yes	Majority
Commit (Refer to another group)	Yes	Yes	Yes	Majority
Amend	Yes	Yes	Yes	Majority
Postpone Indefinitely	Yes	Yes	No	Majority
Main Motion	Yes	Yes	Yes	Majority

Interrupting Incidental Motions

These motions require immediate recognition by the Chair, who interrupts a speaker, if necessary.

- Request for Information
- Parliamentary Inquiry
- Point of Order
- Division of the Assembly
- Appeal from a Decision of the Chair

Non-interrupting Incidental Motions

- Division of a Question
- Suspend the Rules

Motions Bringing a Question Again Before the Assembly

- Take from the Table
- Rescind/amend Something Previously Adopted
- Discharge a Committee
- Reconsider

PARLIAMENTARY MOTIONS - WHAT THEY MEAN

1. Fix the Time to adjourn - purpose is to set the time (and /or place) for another meeting to continue business of the session. It has no effect on when the present meeting will adjourn.
2. Adjourn - means to close the meeting. A privileged motion to adjourn is to close the meeting immediately. It is not a privileged motion if qualified in any way, as to adjourn at, or to, a future time.
3. Suspend the Rules - generally used to permit the assembly to do something which would violate its general rules (except bylaws) such as changing agenda order or considering an item not on the agenda.
4. Lay on the Table - enables the assembly to lay the pending question aside temporarily when something more urgent has arisen. Its effect is to halt consideration of a question immediately, without debate.
5. Previous Question - the motion used to bring the assembly to an immediate vote on one or more pending questions. It is used to immediately close debate and prevents the making of subsidiary motions except to lay on the table.
6. Limit or Extend Debate - one of two motions the assembly can use to exercise special control over debate on a pending question. It can be used to reduce the number or length of speeches, or to require an end to debate at a particular time. It can also be used to increase the time available to speakers or to the deliberation on the question.
7. Postpone to a Certain Time (definitely) - a motion to defer discussion of a pending question to a definite day, meeting, hour, or until after a certain event. This motion can be used regardless of how much debate there has been on the motion it proposes to postpone.
8. Commit or Refer to Committee - this is generally used to send a pending question to a committee so that the question may be investigated, providing the assembly with more information or a recommendation, or to put the motion into better form (in clearer or better wording) for the assembly to consider.
9. Amend - a motion to modify the wording--and to some extent the meaning -- of a pending question before the assembly. A pending motion may be modified by adding or deleting words and phrases, or by a combination of these--i.e., to strike out some words and insert others. It can also be used to substitute one paragraph or the entire text of a resolution or main motion. Amendments must be germane to the main motion.
10. Postpone Indefinitely - a motion which means the assembly declines to take a position on the main question. Its adoption kills the main motion and avoids a direct vote on the question.
11. Main motion - the motion which brings any general matter of business before the assembly. Any formal proposal.
12. Reconsider - enables a majority in an assembly to bring back for further consideration a motion which has already been voted on. Complex rules.
13. Rescind or Amend - motions which enable an assembly to change and action previously taken. An entire motion or any part of it may be rescinded or amended.

EXECUTIVE COMMITTEE of FACULTY COUNCIL RESOLUTION

on

PROVOST and EXECUTIVE VICE PRESIDENT RICK MIRANDA

May 2020

- (1) WHEREAS Executive Committee of Faculty Council believes that it is their role to identify and acknowledge exceptional leadership at Colorado State University;
- (2) WHEREAS Dr. Rick Miranda has served as Provost and Executive Vice President at Colorado State University for the past ten years;
- (3) WHEREAS Provost and Executive Vice President Rick Miranda has supported shared governance per his actions and regular and transparent communication;
- (4) WHEREAS Provost and Executive Vice President Rick Miranda has continuously supported faculty advancement and academic freedom;
- (5) WHEREAS Provost and Executive Vice President Rick Miranda has actively participated in policy development according to trends in higher education through shared governance with particular emphasis on faculty input and well-being;
- (6) WHEREAS Provost and Executive Vice President Rick Miranda has served passionately and successfully with oversight of academic affairs;
- (7) WHEREAS Provost and Executive Vice President Rick Miranda has skillfully managed institutional budgets;
- (8) WHEREAS Provost and Executive Vice President Rick Miranda has served to successfully assist in CSU's goal to increase enrollment;
- (9) WHEREAS Provost and Executive Vice President Rick Miranda has successfully served to oversee the growing demands of operations at CSU;
- (10) WHEREAS Provost and Executive Vice President Rick Miranda has served to further strengthen research efforts at CSU;
- (11) WHEREAS Provost and Executive Vice President Rick Miranda has served to initiate and expand international engagement at and by CSU;
- (12) WHEREAS Provost and Executive Vice President Rick Miranda has been an ally and provided key leadership in CSU's efforts to increase diversity, inclusion, and equity;

(13) WHEREAS Provost and Executive Vice President Rick Miranda has most recently served to effectively maneuver CSU through the COVID-19 emergency;

(14) BE IT RESOLVED that the Executive Committee of Faculty Council wishes to recognize and honor Provost and Executive Vice President Rick Miranda for his exemplary service to Colorado State University and urges the CSU administration and Board of Governors to act similarly.

To: CSU System Board of Governors
Date: June 4, 2020
From: Current & Incoming Faculty Council Officers, CSU Fort Collins
Subject: Effective Shared Governance Defines a Great Land Grant University

Madame Chair and Board of Governors, thank you for the opportunity to offer comment. The June Board of Governor's meetings do not include faculty and student report. Therefore, we wish to use this public forum to offer a few comments regarding the critical importance of shared governance, especially in these difficult times.

All of us agree that an effective shared governance defines a great land grant university. Yet, in the last few weeks, both shared governance and adherence to the *CSU-Fort Collins Academic Faculty and Administrative Professional Manual* have been disregarded. With difficult budget decisions looming, we believe these decisions will be better informed and more effective if the Board of Governors and CSU leadership consults and works with us.

We offer, by way of example, the recent direction by the BoG telling CSU leadership to notify those non-tenure-track-faculty (NTTF) with contracts expiring in May 2020 that their contracts would be allowed to expire. Had the BoG and CSU leadership consulted with us before making this decision, we would have argued against it and faculty churn relating to contract expirations could have been avoided. The lack of notification one year ahead violated the Manual, but more importantly the decision and its chaotic, inconsistent implementation had a damaging effect on the morale of faculty.

In recent years contracts have represented a measure of the university's commitment to NTTF in light of their sustained loyalty and high performance. It is only after 10 semesters of sustained superb teaching, with evaluations at the exceptional or superior level, that NTTF become eligible for contract. Beyond signaling commitment, contracts have directly affected the university's ability to retain the most talented of the NTTF in whom we have invested substantial university resources. In recent years and largely as result of the university's commitment to them, NTTF, who represent over 40% of the faculty, have been increasingly able to engage in the numerous initiatives directed toward supporting student success. Now more than ever, given the enrollment challenges resulting from both COVID-19 and emerging demographic and economic trends, we need these committed and talented instructors in our learning environments.

In addition, we have just completed one of the most difficult semesters of teaching in the history of the university. In terms of the undergraduate instruction, NTTF did much of the heavy lifting during this challenge, going above and beyond the call of duty to meet student needs. These faculty not only moved their courses online, they supported students who were unable to access their courses electronically. All NTTF quickly developed new expertise in technologies and now most are working in their unpaid summer months to prepare their courses for improved online and hybrid delivery in the fall. The withdrawal of contracts signaled uncertainty and a lack of valuing of these faculty, injuring them at a time when unity is needed.

On behalf of Faculty Council, we want to thank you for your established support of NTTF, especially as shown through your endorsement of the appointment changes codified in the Faculty Manual in Spring 2018. We want to thank President McConnell for her ongoing support of NTTF as well as the sustained support that Chancellor Frank and Provost Miranda have provided over the years to NTTF. We ask you now to continue this support through a renewed commitment to NTTF contracts, shared governance, and the Manual.

Board of Governors, thank you for your time and for the opportunity to offer this public comment.

AGENDA
Faculty Council Meeting
Tuesday, May 5, 2020
3:45 p.m. Gathering; 4:00 Business– Microsoft Teams

May 5, 2020 FACULTY COUNCIL AGENDA ITEMS:

I. Proposed Faculty Council Agenda – May 5, 2020 – Microsoft Teams – 3:45pm.

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – September 1, 2020 – 4:00 PM – place and format TBD

Tim Gallagher reviews the mechanics of meeting in Teams—audio and visual off, request to speak in the chat box area, etc.

2. Graduate Student Council Advising Awards

Matthew Saxton presents the awards on behalf of the Graduate Student Council. Chair of the Graduate Student Council, Dylan Parker, Ph.D. Candidate, Biochemistry & Molecular Biology, submitted this explanation for the faculty selections by email after being unable to get onto the Teams teleconference call:

“Professor Asa Ben-hur, Computer Science, and Professor Francisco Ortega, Computer Science, both received the Graduate Student Council Advising Award because their graduate students praised them for their innovative research and creativity as with many of the applications, but they stood out for their efforts to provide support and direction to graduate students as mentors during this trying time. By creating a cohesive community throughout their departments and the university, we believe that these professors exemplify the purpose of this mentoring award.”

Gallagher explains that documentation of these awards will occur when a return to in-person circumstances allows.

Antonio Pedros-Gascon recommends that we have the award winners be honored in the fall.

3. Faculty Council Harry Rosenberg Distinguished Service Award – Announcement of recipient

Gallagher explains the history of the award, including that Sue Pendell continues to sponsor this award. The 2020 winner is Dr. Jenni Morse, Chair of the Committee on Non Tenure-Track Faculty. The nomination language from one letter writer was read aloud and note Dr. Morse’s long service and leadership to the Committee on Non Tenure-Track Faculty.

4. Executive Committee Meeting Minutes forthcoming to FC website

Gallagher explains that Faculty Council was unable to upload the Executive Committee minutes in the absence of an Executive Administrative Assistant.

B. MINUTES TO BE APPROVED

1. Faculty Council Meeting Minutes – April 7, 2020 (pp. 3-10)

Pedros-Gascon—Requests correction to spelling. Requests that Maura Velazquez-Castillo be correctly identified. Also requests that we record names by surname after first mention. [This change is made to May 5 and April 7 Faculty Council minutes.]

C. UNFINISHED BUSINESS

D. CONSENT AGENDA

1. University Curriculum Committee meeting minutes – April 3 and April 10, 2020 (pp. 11-14)

Brad Goetz makes the motion. No need for a second since from a committee. No one asks to remove any items. Vote is taken. Unanimous approved.

E. ACTION ITEMS

2. Election - Faculty Council Standing Committee Nominees - Committee on Faculty Governance (pp. 15-16)

Full slate is presented by Steve Reising.

Unanimously approved.

3. Election - Faculty Nominees for the University Benefits Committee - Committee on Faculty Governance (p. 17)

Steve Reising moves.

Rick Miranda: Points out correction to the ballot. Kimberly Henry is from College of Natural Science, not College of Liberal Arts.

Approved unanimously.

4. Faculty Council Resolution to Support Student Demands for Equity and to Share Action and Accountability – Executive Committee (p. 18)

Sue Doe moves for the approval of the resolution. Floor is open for discussion.

Sue James and Sue Doe speak in favor of the resolution.

Passed unanimously.

4. University Curriculum Committee recommended changes to All University Core Curriculum (AUCC) - New AUCC course category called AUCC 1C – Self, Community, World: Dialogue About Diversity, Inclusion, and Equity (pp. 19-20)

Brad Goetz makes the motion.

Miranda speaks with enthusiasm for this change to the Core Curriculum.

The motion carries. Unanimously approved.

5. Proposal from the Committee on Faculty Governance to change Section C.2.1.3.1 of the Manual. (pp. 21-22)

Steve Reising moves for the approval to these changes. This code change was sent two weeks ago as required for all code changes. Reising speaks to the motion.

Jenny Morse speaks to the importance of this section to Committee on Non-Tenure Track Faculty and supports the changes that are recommended. Jenny speaks to the idea that only some faculty are being counted for representation while all faculty should be counted. She requests that Committee on Non-Tenure Track Faculty's proposal be brought to Faculty Council at the first meeting in the fall.

The motion carries unanimously.

5. New Degree: Ph.D. in Music Therapy to be established **effective Fall 2020** in the School of Music, Theatre, and Dance – University Curriculum Committee (pp. 23-24)

Goetz makes the motion on behalf of University Curriculum Committee.

Wes Kenney speaks to the motion in support of it. Clarifies that the proposal should be Fall 2021, not Fall 2020.

Motion carries unanimously.

F. REPORTS TO BE RECEIVED

1. Provost/Executive Vice President – Rick Miranda

Miranda: Follows up on the note from the President from last week regarding what the university will look like in the Fall with goal of an in-person, open campus if that is legally possible. Other possibilities are being developed as need calls for such as testing and tracing protocols, residence hall arrangements. There are a dozen working groups that are making recommendations for how the university will function. The budget proposals will be handled by the Board at the June meeting. Work will continue during the summer for fall delivery. Space, student life, research, engagement, remote outreach. Many components being examined. Workforce support as well. A whole committee focusing on the health components. A great deal of activity is going on to make things go well in the fall, as it must to attract students, maintain reputation. Miranda invites questions about planning.

Matthew Malcolm, states that he has a two-part question: He appreciates the challenges the university is facing. States that it seems that faculty are being asked to prepare for both face-to-face and online delivery. Points out the challenges associated with the development of online delivery when faculty are moving off contract for the summer months. Points out that we don't have a lot of time to prepare for both delivery methods. Asks: Is it OK for a department to decide now that we are going to deliver content all on-line for the fall so that faculty have time to develop their course content properly?

Miranda: Does not think that this is the best way to think about things. We will need to provide online options but we are also hoping for in-person experiences for most of our students which means doing some planning that would enable us to go either way, or to also include hybrid delivery. Recognizes that this is a lot and that we are just catching our breath from the spring. We are going to need to work through the summer. We would prefer to have a more deliberate approach but that takes time and resources and we are looking for where those resources come from. There will be opportunities to work with instructional designers during the summer. We will not be able to develop online courses the way we prefer, deliberately and carefully. We will create the highest quality we can under the circumstances.

Karen Barrett: Brings up the need for social distancing in the event that we do have in-person classes. Are there plans to use the middle option?

Miranda: The in-person scenario is some version of a new normal with reconfiguration of classes to reduce class sizes. The middle scenario would be classes being half and half. Fully online modality for some classes to accommodate in-person classes that are best run this way.

Miranda: Goes on to a discussion of budget. Enrollment is likely to be down 10%. Tuition revenue down approximately \$30 Million in addition to a 10-20% cut in state appropriations. If we raise tuition that might provide \$8 million so a negative impact of between \$37-52 million is likely. There are also additional expenses that we cannot avoid. Revenues going down with additional expenses yields a downward impact of between \$45-60 million. These are numbers that are comparable to what happened 10 years ago—approximately 10% of ENG budget. Salary reductions, furloughs, budget cuts to units with ENG funding, retirement incentives, retirement contribution timeout—all are being considered. It's possible that federal stimulus money could come in. We must look for ways to increase enrollment, retain and recruit students. A version of

this will be presented to the Board tomorrow but a more thorough report will be made to the Board in June.

Mary Meyer: Partially online and partially on campus—Masters in Statistics. Suggests this model for other units.

Miranda: 60 classrooms are set up to do the Echo 360 delivery such as Mary Meyer refers to. We may outfit more classroom in this way this summer.

Pedros-Gascon: Asks about the President's recent email. What constitutes "impact" particularly in the current context? Would also like to have the President more accessible to Faculty Council to answer this question directly.

Miranda: Agrees that it would be better for the President to speak to her own language. But states: Our land-grant heritage is in service to the State so when the Presidents points to the value of the university and the impact of research to the state of Colorado she is referring to the impact of the land grant mission to the state.

John Elder: Asks about the fall semester. Wonders about colleagues who are part of a "vulnerable population" in terms of health concerns and classroom spaces.

Miranda: Will have to see what develops but there should be plenty to do in all sectors of our instructional mission.

Miranda: States: This is my final Faculty Council meeting. He thanks the Faculty Council for its good will and engaging efforts over the years. He reports that most Provosts do not have the cordial relationship with their Faculty Council that he has enjoyed.

Faculty express appreciation.

Silvia Canetto: Wants to follow up with questions about possible cuts to athletics and especially football as a potential source of revenue for the university.

Miranda: Most of their budget is not part of the ENG budget. They raise their own money for the most part but where it does contribute to the ENG budget, there will be impacts.

Sylvia Canetto: States that athletics cuts should be more substantial due to not being essential to the goals/mission of the university.

2. Faculty Council Chair – Tim Gallagher

Gallagher: Speaks to his appreciation to the university and the essential nature of the faculty to overall university function. It is critical that the Faculty voice be heard. Speaks to the future. He has heard some faculty say that service on Faculty Council does not matter. But it is more important than ever. We need to have a prominent seat at the table. We are One Faculty, those on and off the tenure-track. Meaningful conversation must occur. He hopes that President

McConnell will attend the Faculty Council and the Executive Committee in the next year. The President typically attends one Faculty Council meeting and one Executive Committee meeting each semester. He states his inability to get the President to attend Faculty Council and the Executive Committee as a failure of his leadership.

3. Board of Governors Faculty Representative – Stephanie Clemons

The Board of Governors held a special Board Meeting via Zoom on April 8, 2020. Due to the COVID-19 virus, the State of Colorado approached CSU-Pueblo about the potential of leasing buildings as temporary healthcare facilities. Motion made and approved: to authorize President Tim Mottet, CSU-Pueblo to negotiate with the State of Colorado concerning use of certain facilities at CSU-Pueblo for healthcare facilities.

Next Board of Governor's meeting is tomorrow, May 6 – 7, 2020. It will be held remotely.

No questions followed this Clemons' report.

4. Report by Faculty Ombuds, Kathy Rickard, of Types of Concerns and Issues Dealt With (pp. 25-29)

Kathy Rickard is unable to attend due to a family illness.

Canetto speaks to additional concerns. She requests aggregate data (by sex, college) on the profile of persons who contact the faculty ombuds. She also requests information on the typical issues leading to the contact, and the outcomes of the contact/dispositions. Such information would be used by administration to prevent recurring problems and to systemically improve faculty climate.

Pedros-Gascon speaks in support of Canetto's request for a significantly different report from the Ombuds. We need a better understanding of where the biggest issues are and these are not clear from the current report. Requests a return to this issue in the fall.

G. DISCUSSION

AGENDA
Special Meeting of the Faculty Council
Tuesday, June 16, 2020
3:45 p.m. Gathering; 4:00 Business– Microsoft Teams

June 16, 2020 FACULTY COUNCIL AGENDA ITEMS:

I. Proposed Faculty Council Agenda – June 16, 2020 – Microsoft Teams – 3:45pm.

NOTE: Roughly 100 in attendance, 93 invited by Tim Gallagher.

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – September 1, 2020 – Microsoft Teams – 4:00pm

Tim Gallagher states that this meeting is a special faculty council meeting with its primary purpose to allow faculty members to hear from President McConnell regarding the budget and the pandemic.

Gallagher reviews the mechanics of meeting in Teams—audio and visual off, request to speak in the chat box area, etc. Asks that people use the chat area to submit questions or requests to speak instead of using the “raise hand” feature.

2. Message from President Joyce McConnell

President McConnell: Begins by thanking the faculty for allowing her to address them and that she has an opportunity to say thank you for everything they are doing.

Gallagher: Mentions the timing of the special meeting was because they knew the Board of Governors would have met regarding the budget. Asks President McConnell to speak to the legislature regarding the overall state budget concerning higher education and the CSU budget.

President McConnell: Makes note that both the state and county budgets are in a tight spot and that we are feeling the pinch. Governor had announced that the CSU system would receive \$90 million from the CARES Act, but then the next day, the joint budget committee cut higher education funding by 58%. Is concerned that we will not know the full impact of the cut until December when the CARES Act funding runs out. The Board has agreed to use some of its reserves to assist and CSU may only have a \$60-80 million shortfall compared to the originally anticipated \$164 million. Feels they have come out of the budget process, both at the federal and state level, and along with the Board’s assistance and refinancing some debt, in much better shape than originally thought. Was happy that they could not only preserve jobs, but could preserve salaries.

Gallagher: Thanks President McConnell for speaking to the budget. Opens the floor to questions, requests only budget-related questions be submitted at this time.

Mary Van Buren: States that she is relieved that job and salary cuts were avoided. Asks about potential budget cuts for next year and if the decision-making regarding budget cuts be devolved to individual units, or if there will be a university-wide reduction in pay.

President McConnell: State is concerned about economy and lack of tax revenue. Predictions at the state level anticipate about a three-year recovery. The use of the retirement (separation) incentive may help save some money in case other budget cuts are necessary. When determining the budget cuts and reduction in pay, there was a line drawn so anyone earning under \$65,000 would receive no reduction. This was based on the most recent research on what was the minimum income needed for a family of 4 in Fort Collins. If they were considering salary cuts, a progressive proposal was suggested so that those who earned more had a higher cut.

Mary Meyer: Requests that President McConnell address the resolution on budget priorities passed by the faculty council recently.

President McConnell: Ensures that educational excellence has been put front and center with regards to the budget, and that includes the well-being and support of the faculty. Worked with the budget to take cuts elsewhere so that there were no salary reductions. These priorities will remain in place for next year, as well as support for faculty in terms of IT and library. Mentions to all faculty in the meeting that they are interested in increasing the stipends for our graduate students. Would like some input on this from Faculty Council.

Cynthia Brown: Thanks President McConnell for her efforts to avoid impact to university employees. Asks what the process and priorities are for allowing departments to rehire faculty lines due to people retiring.

President McConnell: We are not really thinking of them in lines. We are purely thinking about them because it was a way to make a difference in budget and not cut people's salaries. We wanted to make savings where we could during the duration of the CARES Act. It is not so much that it disappears but goes centrally so salaries do not need to be cut. If we receive more money from the state or from enrollment revenue, it may be possible that those positions can be filled.

Mary Van Buren relays a question from Steve Mumme: Asks what the university policy with regards to faculty teaching classes in the fall.

President McConnell: We are trying to accommodate everyone who does not want to have to teach in-person classes. What we do not know yet is whether that will leave on-campus classes uncovered. What is needing to be determined is the process of figuring out how many sections we need of anything given the square footage of particular classrooms. This will determine how many we need teaching face-to-face versus how many we can assign to remote classes.

Antonio Pedros-Gascon: Thanks President McConnell for drawing a line in the sand with regards to salaries. Curious about spending in sports separate from spending in education. Expressed

disappointment in the disconnect between the Board and our institution and faculty, and hope that it will improve during President McConnell's tenure.

President McConnell: Does have to work more closely with the Board, and is hopeful she can inform them of our mission more. Would like to work with the Faculty Council to see how we can highlight our faculty to the Board and to engage the Board more.

Pedros-Gascon: Asks if there is any update on the Provost search.

President McConnell: There is, and once she receives a confirmation, she will be able to provide an announcement.

Karen Barrett: States she is appreciative of President McConnell's comments about priorities with the budget. Wishes to clarify that with the progressive approach, everyone would have the same percentage cut. Mary Van Buren clarifies that people who make more would have a higher percentage cut and that there would be brackets.

President McConnell: Was originally working with a progressive pay cut model if pay cuts would become necessary. As the salary got higher, the percentage cut would rise.

Wes Kenney: Assuming that University Policy cannot extend beyond state policy regarding numbers in teaching/performance spaces, how soon after a policy change by the state can we expect it to trickle down into CSU policy?

President McConnell: It really depends on viral transmission. Once the county makes the decision based on what the governor says, then we will make a decision. It is typically made in conjunction with the local hospitals. Based on recent decisions, the governor would likely make a decision at the beginning of the month, with the county taking 1-2 weeks following that to change their guidelines, and then another 1-2 weeks for us to change our guidelines. Will discuss with preparedness team to see if guidelines can be changed quicker.

Kenney: Believes it will affect enrollment, especially in the arts. Unsure what fall will look like, especially after fall break.

President McConnell: Clarified that the decision to not bring back students back from fall break was a health decision to decrease the likelihood of exposure. Possibility for exceptions for final performances and those who want to stay.

Miranda: The intention overall for closing shop at fall break need not be universal. May be able to allow students to stay for those final two weeks with social distancing and health protocols in place.

Kenney: Hopeful to be able to disseminate some information to students who are questioning even coming in the fall.

President McConnell: Believes the performance opportunities are there, more concerned about the audience.

Kenney: We are considering live-streaming all performances. Waiting to see what studies determine about dispersion in performing.

B. REPORTS TO BE RECEIVED

1. Chair of the Faculty Council – Tim Gallagher

Tim Gallagher: Has two things to bring to the Faculty Council's attention. The first concern is with regards to the Tutor.com option available through Canvas for our students. There have been concerns raised regarding the reputation of this online service. There are also concerns that Tutor.com is providing material differently than what is presented in class, as well as the lack of need for it for the upper-level classes. States that he was not aware if the faculty was consulted about this. Has reached out to the administration and hopes to receive more details. The second part of his report is with regards to a memorandum of understanding he was sent by CSU Online that discusses how he should be presenting his synchronous and asynchronous material for his RI classes in the fall. Found the document to be problematic. Has discussed this with the provost's office and CSU Online. Has been told the document has been around for several years. He was being asked to come up with a refresh of online material for those courses with online content, and ties into the question of ownership of academic materials. One of the problematic areas of the document states that other instructors may be allowed to teach the class using the materials that other instructors have produced.

Rick Miranda: Has been in close communication with CSU Online colleagues about the MOU for instructional development and the Tutor.com issues. Has a meeting tomorrow afternoon on the Tutor.com topic with them. States that with the MOU, almost all players have changed since it was developed, but that it was reviewed by the Faculty Council Committee on Teaching and Learning and OGC at the time. Should have more information in the next week or so.

Candance Mathiason asks Tim Gallagher to share what "RI" stands for. Randall Boone clarifies that it means "Resident Instruction".

2. Incoming Chair of the Faculty Council – Sue Doe

Sue Doe: Wanted to thank the patience of the budget committee and for those involved in the decisions regarding budget cuts. Was excited to hear that President McConnell wanted to highlight the faculty with regards to the Board. Wants others to understand the workload of the faculty and the range of things that faculty do on a regular basis. Wanted to recognize the efforts of the faculty to get their classes online, as well as working over the summer to make their classes better, sometimes without compensation. Parties outside of the university may not understand everything they do. Would be interested in inviting at least two members of the Board of Governors to visit us for every Faculty Council meeting. Believes it would be helpful in highlighting the range of ways faculty works. Wants to propose spending at least 10 minutes at

the end of each faculty meeting to highlight two faculty members and what they are currently working on. Hoping to create a more robust shared governance around central issues with some task forces.

Matthew Malcolm: Appreciative of Sue Doe's comments regarding unpaid summer work.

Steven Reising: States his thanks regarding Sue Doe's comments about everything faculty is doing.

Candance Mathiason: Suggests that the Board of Governors come see the research labs as well.

President McConnell: Mentions that several Board members visited labs last fall and appreciated the inside look into what faculty were doing.

Dawn DeTienne states that she is finding it difficult to conduct research using the library resources due to working remotely using Pulse Secure. Stated that it was determined that you must log out of Pulse Secure to use library resources, and the re-log in and then log-out, and so on. Was wondering when the issue would be resolved. Karen Estlund from the libraries agrees to address this question. Melinda Smith suggests installing LibKey in Google Chrome. Christianne Magee suggests using OneDrive as a secure storage cloud site rather than Pulse CSU as a workaround for the issue.

Karen Estlund: When first moving remote, the VPN was prioritized for HR and financial resources with regards to bandwidth. In the last month, the Pulse Secure problem should have been solved, so if there are issues with a particular database, reach out to the libraries so they can reach out to the vendor. Suggests beginning on the library website to avoid authentication issues on the vendor page.

3. Board of Governors – Stephanie Clemons

Stephanie Clemons: Expresses appreciation for both Tim Gallagher's and Sue Doe's leadership, as well as that of President McConnell.

Gallagher: Wanted to take a moment to express appreciation for everything Provost Rick Miranda has done for the university.

Clemons: The Board met June 3-5, 2020. The report was distributed by Tim Gallagher. We received quite a few public comments by electronic methods and wanted to thank everyone who took the time to provide the public comments. Parking rates stayed flat, we do have parking improvements going on. There was also a demographic change with CSU Global during April and May. It shifted from typically age 35 with children, and is now more significantly between the ages of 23 and 30. CSU Global has 10,500 new students. The next Board of Governors meeting will be over Zoom on August 6-7, 2020. Will be confirmed that it is over Zoom.

Doe: Expresses appreciation to anyone who provided a public comment for the Board of Governors meeting.

Pedros-Gascon: Had a question about the last Board of Governors meeting. Was confused that it lasted 3 days, but only one day was open for public scrutiny.

Clemons: Clarified the actual agenda was only a day and a half. They evaluated the first day, took Thursday off, and met on Friday for a half day. Part of the agenda had changed due to the current circumstances and that faculty and students did not need to submit reports.

C. DISCUSSION

UNIVERSITY CURRICULUM COMMITTEE MINUTES

Due to the closure of CSU's campus during the Covid-19 pandemic, a 'virtual' meeting of the University Curriculum Committee was held on **May 1, 2020** at 2:00 p.m. via Microsoft Teams. The meeting adjourned at 3:05 p.m.

Minutes

The minutes of April 24, 2020 were approved.

Consent Agenda

The Consent Agenda was approved.

Please note: Approved curriculum changes are summarized below. Additional details may be viewed in the Curriculum

Management (CIM) system by clicking on the hyperlinked course number or program title below. Once a course proposal is fully approved through the CIM workflow (approved proposal will be viewable under 'History' box on right side of CIM-Courses screen), the course should be available to be added to the Class Schedule in ARIES/Banner (contingent on the effective term approved by UCC and Scheduling deadlines).

Exception Request for Third Experimental Course Offering

Course #	Course Title	Notes/Changes	Effective Term
CO 180A1	Writing Seminar - CSU Writing Center	1 st offering: FA19; 2 nd offering: SP20.	Summer 2020

Study Abroad Course – Permanent Offering

Course #	Course Title	Notes	Effective Term
IE 352A	Study Abroad--Morocco: Education and Culture	1 cr. Travel dates: 1/3/21-1/15/21 (13 days) Previously offered provisionally as IE 382D.	Fall 2021

Major Changes to Courses

Course #	Course Title	Notes	Effective Term
ATS 699A	Thesis: Global Climate Change Thesis: Atmospheric Dynamics	Edit to course title.	Spring 2021
ATS 699L	Thesis: Data Assimilation and Causality Thesis: Satellite Applications	Edit to course title; change in Grade Mode from Instructor Option to S/U Only.	Spring 2021
ATS 699P	Thesis: Radiation Transfer Thesis: Radiation Theory	Edit to course title; change in Grade Mode from Instructor Option to S/U Only.	Spring 2021
ATS 699T	Thesis: Climate Analysis Thesis: Chemistry in the Atmosphere-Earth Systems	Edit to course title.	Spring 2021

ATS 799A	Dissertation: Global Climate Change Dissertation: Atmospheric Dynamics	Edit to course title.	Spring 2021
ATS 799L	Dissertation: Data Assimilation and Causality Dissertation: Satellite Applications	Edit to course title.	Spring 2021
ATS 799P	Dissertation: Radiation Transfer Dissertation: Radiation Theory	Edit to course title.	Spring 2021
ATS 799T	Dissertation: Climate Analysis Dissertation: Chemistry in the Atmosphere-Earth Systems	Edit to course title.	Spring 2021
CS 253	Software Development with C++	Addition of Distance/Online offering.	Spring 2021
CS 270	Computer Organization	Addition of Distance/Online offering.	Spring 2021
CS 320	Algorithms--Theory and Practice	Removal of AUCC 4B designation.	Spring 2021
MU 649	Advanced Practice in Music Therapy	Addition of Distance/Online offering.	Fall 2021

Major Change to Course AUCC 3D/Guaranteed Transfer (GT) Pathways Resubmission (<i>GT-HI1</i>)			
Course #	Course Title	Category/Notes	Effective Term
HIST 150	U.S. History to 1876	Edit to course description. Resubmission for AUCC 3D (Historical Perspectives) and GT-HI1 (History).	Spring 2021

Major Changes to Existing Programs		
Program Title	Notes	Effective Term
CIM-MCIN-GISP: Molecular, Cellular and Integrative Neurosciences Graduate Interdisciplinary Studies Program		Fall 2020
ENGL-CRWZ-BA: Major in English, Creative Writing Concentration		Fall 2020
ENGL-ENEZ-BA: Major in English, English Education Concentration		Fall 2020
ENGL-LANZ-BA: Major in English, Language Concentration		Fall 2020
ENGL-LITZ-BA: Major in English, Literature Concentration		Fall 2020
ENGL-WRLZ-BA: Major in English, Writing, Rhetoric and Literacy Concentration		Fall 2020
MUSC-MUTZ-BM: Major in Music, Music Therapy Concentration		Fall 2020
MUSI-BA: Major in Music		Fall 2020
SOCR-BS: Major in Soil and Crop Sciences		Fall 2020
LCHQ: Minor in Chinese		Fall 2020
LJPQ: Minor in Japanese		Fall 2020

New Concentration		
Program Title	Notes	Effective Term
Major in History, Digital and Public History Concentration		Spring 2021

Program Deactivation		
Program Title	Last admit term	Last term students can complete
Major in Environmental Horticulture, Landscape Business Concentration	Spring 2021	Fall 2022

CONSENT AGENDA

Experimental Courses – 1st Offering			
Course #	Course Title	Notes/Changes	Effective Term
BUS 681A1	Rethink, Reinvent and Recover Symposium: Lessons and Crisis Management in COVID-19 Era	Distance/Online only.	Summer 2020
GES 380A2	Systems Thinking in the Anthropocene		Fall 2020
INST 380A1	Narratives of Globalization	Distance/Online and Face-to-face.	Summer 2020

Experimental Courses – 2nd Offering <i>(for informational purposes only)</i>			
Course #	Course Title	Notes/Changes	Effective Term
NR 581B1	Intro to NR Research and Professionalism	1 st offering: FA17 (10 students). No permanent course proposal found in CIM.	Fall 2020

Minor Changes to Courses			
Course #	Course Title	Notes/Changes	Effective Term
DSCI 475	Topological Data Analysis	Edit to prerequisites: DSCI 369 or MATH 369 . DSCI 473 .	Spring 2021
SYSE 786	Applied Systems Engineering Practicum	Edit to prerequisites: ENGR 710 502 ; ENGR 531 or SYSE 710 . CIS 600 or CIS 670	Spring 2021

Course Deactivations			
Course #	Course Title	Notes/Changes	Effective Term
E 342	Shakespeare I	Replaced by E 344: Shakespeare Curriculum & Catalog Unit will administratively remove from INST-EUSZ-BA.	Fall 2020
E 343	Shakespeare II		
SOC 192	Civic Culture and Social Responsibility	Not referenced in any programs or courses.	Spring 2021

SOC 321	Soil, Environment, and Society	<i>Curriculum & Catalog Unit will administratively remove from POLS-EPAZ-BA.</i>	Spring 2021
SOC 366	Peoples and Institutions of Latin America	<i>Curriculum & Catalog Unit will administratively remove from:</i> <ul style="list-style-type: none"> • IIDQ • ILAQ • INST-LTSZ-BA • CIM-PE-GISP 	Spring 2021
SOC 371	Symbolic Interaction	Not referenced in any programs or courses.	Spring 2021
SOC 429	Comparative Urban Studies	<i>Curriculum & Catalog Unit will administratively remove from:</i> <ul style="list-style-type: none"> • IIDQ • INST-ASTZ-BA • INST-EUSZ-BA • INST-LTSZ-BA • INST-MEAZ-BA 	Spring 2021

**Update/Correction to 4/17/20 Minutes Major
Change to Existing Program**

Program Title	Notes	Effective Term
ENRE-BS: Major in Environmental and Natural Resource Economics	Additional program change: Offered with Online Degree Completion.	Fall 2020

Minutes approved by the University Curriculum Committee on 5/8/20.

Brad Goetz, Chair
Shelly Ellerby and Susan Horan, Curriculum & Catalog

UNIVERSITY CURRICULUM COMMITTEE MINUTES

Due to the closure of CSU's campus during the Covid-19 pandemic, a 'virtual' meeting of the University Curriculum Committee was held on **May 8, 2020** at 2:00 p.m. via Microsoft Teams. The meeting adjourned at 3:05 p.m.

Minutes

The minutes of May 1, 2020 were approved.

Consent Agenda

The Consent Agenda was approved.

Please note: Approved curriculum changes are summarized below. Additional details may be viewed in the Curriculum

Management (CIM) system by clicking on the hyperlinked course number or program title below. Once a course proposal is fully approved through the CIM workflow (approved proposal will be viewable under 'History' box on right side of CIM-Courses screen), the course should be available to be added to the Class Schedule in ARIES/Banner (contingent on the effective term approved by UCC and Scheduling deadlines).

Exception Requests for Third Experimental Course Offering			
Course #	Course Title	Notes/Changes	Effective Term
ART 280A1	Photo Image Making for Non-Art Majors	1 st offering: FA19 (11 students); 2 nd offering: SP20 (10 students). No permanent course proposal found in CIM.	Summer 2020
FACS 380A1	Family and Consumer Sciences Research	1 st offering: FA18 (13 students); 2 nd offering: FA19 (10 students). Permanent proposal: FACS 360 (must submit program changes for a proposed AUCC Category 4 course)	Fall 2020

Study Abroad Course – 1 st Provisional Offering			
Course #	Course Title	Notes	Effective Term
LI 382A	Study Abroad--Mexico: Empowerment and Cultural Literacy	Travel dates: 1/3/21-1/13/21 (11 days) 1 cr.; partial semester.	Spring 2021

New Courses			
Course #	Course Title	Notes	Effective Term
ERHS 573	Design and Conduct of Epidemiologic Research	2 cr.	Spring 2021
MU 552	Contemporary Issues in Music Education	Graduate only. Proposed as required in MUSC-MUEZ-MM: Master of Music, Music Education Specialization.	Spring 2021

PBHL 575	Epidemiological Research for Public Health	Graduate only.	Spring 2021
SYSE 534	Human Systems Integration	Graduate only. Offered Mixed Face-to-Face, Distance/Online, and Face-to-face. Proposed as an elective in all Systems Engineering graduate programs. Previously offered as experimental course ENGR 581A4 .	Spring 2021
SYSE 573	Cost Optimization for Systems Engineers	Graduate only. Offered Mixed Face-to-Face, Distance/Online, and Face-to-face. Proposed as an elective in all Systems Engineering graduate programs. Previously offered as experimental course ENGR 581A3 .	Spring 2021

Major Changes to Courses			
Course #	Course Title	Notes	Effective Term
ECE 103	DC Circuit Analysis	Edit to course description; addition of Distance/Online offering; updates to CLOs.	Spring 2021
ECE 251	Introduction to Microcontrollers and IoT Microprocessors	Edits to course title and description; addition of Distance/Online offering.	Spring 2021
JTC 204	Radio Operations	Credit increase (1 to 3); change in contact hour distribution (0-0-1 to 2-0-1); edit to offering term; addition of Distance/Online offering.	Spring 2021
MECH 105	Mechanical Engineering Problem Solving	Edit to course description and prerequisites; addition of Distance/Online offering.	Spring 2021
POL 496	Washington DC Semester Colloquium Group Study	Credit change from 3 to 2-3 variable; edits to course title and offering term; addition of Add'l Reg Info: 'Students should register for 3 credits in the Spring and Fall semesters, and for 2 credits in the Summer term.'	Spring 2021

New Course Submission AUCC 3B/Guaranteed Transfer (GT) Pathways (<i>GT-AH1</i>)			
Course #	Course Title	Category/Notes	Effective Term
MU 133	Survey of Jazz History	New course submission for AUCC 3B (Arts and Humanities) and GT-AH1 (Arts & Expression) . Experimental course MU 181A1 was approved for a FA20 offering.	Spring 2021

Existing Graduate Degree – Previously Unpublished in Catalog		
Program Title	Notes	Effective Term
Doctor of Veterinary Medicine		Fall 2020

Program Deactivations			
Program Title	Notes	Last admit term	Last term students can complete
BIOM-BS: Major in Biomedical Sciences	Replaced by the new BIOM-BS umbrella major and new concentrations (<i>effective SU20</i>).	Spring 2020	Fall 2025
EVHL-BS: Major in Environmental Health		Spring 2020	Fall 2025
MICR-BS: Major in Microbiology		Spring 2020	Fall 2025

CONSENT AGENDA

Experimental Courses – 1st Offering			
Course #	Course Title	Notes/Changes	Effective Term
DM 581A1	Sustainability in Design and Merchandising		Fall 2020
FW 380A1	Mapping Culture and Conservation		Fall 2020
MECH 480A7	Production Manufacturing		Fall 2020
MU 180A2	Self-Care for Creative Arts Majors		Fall 2020

Course Deactivations			
Course #	Course Title	Notes	Effective Term
NR 545A	Multilevel Views: Society and Conservation-Mexico	Not referenced in any programs or courses.	Summer 2020
NR 546A	Socioecological Context: Mexico		
NR 548A	Conservation Planning and Management: Mexico		

Minor Changes to Existing Programs		
Program Title	Notes	Effective Term
IARD-BS: Major in Interior Architecture and Design	Freshman year: replacing required course DM 192 with DM 192B.	Fall 2020

Provisional Study Abroad Courses – Rescheduled Offerings			
<i>UCC has approved the below Study Abroad courses for 1st provisional offerings, but these offerings were rescheduled due to the COVID-19 pandemic. Curriculum will be taught as originally approved. Updated OIP approval letters and budgets are attached to each course in CIM.</i>			
Course #	Course Title	Cancelled Offering	Rescheduled Offering
EDAE 582A	Study Abroad--Thailand: Spiritual Practices in Thailand	Summer 2020	Summer 2021

INST 382C	Study Abroad--Mexico: Global Citizenship and Community Engagement	Fall 2020	Spring 2021
JTC 382A	Study Abroad--Todos Santos: Multimedia Storytelling	Fall 2020	Spring 2021
MECH 182A	Study Abroad--Germany: Introduction to Mechanical Engineering	Fall 2020	Fall 2021
RRM 382A	Study Abroad--Thailand: Hospitality and Tourism	Summer 2020	Summer 2021

Minutes approved by the University Curriculum Committee on 5/11/20.

Brad Goetz, Chair
Shelly Ellerby and Susan Horan, Curriculum & Catalog

Candidate Statement
Ruth Hufbauer, Professor
Department of Agricultural Biology
Nominee for Vice Chair of Faculty Council

I am pleased to accept the nomination to the position of Vice Chair of Faculty Council. Here, I offer my candidacy and seek the support of the members of Faculty Council. If elected to this position, I would work to continue and strengthen the role of Faculty Council in shared governance at Colorado State University. I fully agree with Sue Doe that the scholarship, teaching and engagement we do will be stronger if the faculty is active and fully engaged in decision making at the university. Now more than ever, with the pandemic likely to lead to deep budget cuts, it is imperative that we not wait for top-down plans for how to manage cuts, but propose ideas from the ground up, using our deep and broad knowledge of the institution, and keeping equity in mind through that process. My candidacy rests on my knowledge of the university, its structures and its people, my experience in leadership and connections across campus, and my deep appreciation for the importance of scholarship and education in American society.

I have served on Faculty Council several times, representing my department or the college as an at-large member. Additionally, I just completed service on the Committee on Faculty Governance (CoFG), including serving as Co-Chair of that committee last year. My time working on the CoFG deepened my knowledge and appreciation of the Academic Faculty and Administrative Professional Manual as a whole, and particularly the Code (Section C). As Sue Doe noted in her candidate statement last spring, the Manual has the authority of law behind it, and as such, through the Manual, Faculty Council wields tremendous power. That power also gives us responsibility to not only other faculty members, but also to staff. Through the Manual, we can protect academic freedom and embed equity into university structures. As Vice Chair, I will encourage members of faculty council to engage their constituents to participate fully in revisions to the manual that effect positive changes that support faculty, staff, students, and the university as a whole.

In addition to the service on Faculty Council and CoFG, I have held other positions that have given me experience that will help me serve effectively as Vice Chair. For example, I currently serve as Co-Chair of the President's Council for Gender Equity on the Faculty (CoGen), and as Director of the Graduate Degree Program in Ecology, CSU's longest standing and first interdisciplinary program. Previously, I served as Chair of the College of Agriculture's Diversity Catalyst Team, and Chair of my department's graduate education program. In these roles and others, I have developed strong and positive working relationships with people across campus. I am confident that these relationships will facilitate communication and strengthen my ability to advocate for faculty and staff and strengthen faculty governance.

I continue to have an abiding passion for scholarship and education. My scholarship in evolutionary ecology and agricultural sciences has been successfully and continually funded by national competitive grants (USDA, NSF) in my 20 years at CSU, and I have published well by the standards of my field, in disciplinary journals as well as broader ones. My teaching includes a core course in the LIFE curriculum, which I chose over smaller courses within my department to be able to connect with and positively influence more students. In the role of Vice Chair, I would do my utmost to support strong scholarship and education across the institution.

Thank you for considering my candidacy. If elected, I will labor diligently to support Sue Doe in her role as Chair, to protect and defend the rights and responsibilities of faculty members.

Candidate Statement
Steven C. Reising, Professor of Electrical and Computer Engineering
Nominee for Vice Chair of Faculty Council
Fall 2020

I am pleased to accept the nomination for Vice Chair of Faculty Council. I am writing to express the motivation for my candidacy and ask for the support of the members of Faculty Council. I enthusiastically support strong faculty governance and its ability to effect change in the university. If elected, I will work to build on and enhance the current strengths of Faculty Council in shared governance of Colorado State University.

I concur with Sue Doe's candidate statement for Faculty Council Chair in Spring 2020, and her resolve to increase the effectiveness of our role in shared governance at CSU. I am committed to working together with her and the members of Faculty Council to enhance our effectiveness in communicating with the campus community. We need to increase awareness in the community, and particularly among faculty, of our mandate and ability as an assembly of scholars to fully participate in shared governance of CSU. We need continue to be a creative force by providing new ideas and present solutions from the ground up, rather than waiting for decisions to come from the top down.

We all know that faculty members are united in our motivation to pursue top-quality, innovative teaching, research, service, scholarship and creative activity. At the same time, we faculty need to recognize that our academic freedom and pursuit of research, innovation and ideas depend upon and are enhanced by our ability to engage in shared governance. As the Faculty Council Chair discussed in a verbal report last spring, our Manual has the authority of law behind it, and thereby provides the opportunity to assert, protect and defend faculty rights along with our attendant responsibilities. Therefore, we need to continue to increase awareness among faculty of the importance of our committed engagement in shared governance. At the same time, we need to continue the on-going process of enhancing the involvement of non-tenure track faculty (NTTF) in shared governance. We also need to strengthen our communication with ASCSU and other student organizations on campus so that we are further informed by the perspectives of our students. Academic freedom protects the free exchange of research and ideas, but at the same time provides us with the solemn responsibility to educate and value our students who are, in the end, our most important contribution to the State of Colorado, our nation and the world.

I have demonstrated my commitment to the mission and values of Faculty Council since 2007, when I was first elected as the ECE Department Representative to Faculty Council. Since that time, I have served as a Faculty Council member continuously, interrupted only by my sabbatical in Spring 2014. As the College of Engineering Representative to the Committee on University Programs for 6 years (2009-2015), I gained great appreciation for the importance and effectiveness of the faculty's oversight role in the initiation and periodic review of CSU's cross-disciplinary research centers. As the College of Engineering Representative to Executive Committee for nearly 7 years between 2010 and 2019, under three successive Faculty Council

Chairs, I participated weekly in formulating and making decisions on the agenda for our Faculty Council Meetings as well as discussing weekly with Administration leaders about decisions impacting the future of CSU. Finally, as the College of Engineering Representative to the Committee on Faculty Governance for more than 7 years (Fall 2012-present), I gained knowledge and awareness of the Code (Section C of our Manual) and its ramifications. In particular, as Committee Chair (2019-2020) I led the process of proposing Code changes that were adopted by Faculty Council. Service on Faculty Council provides us with myriad opportunities to reach beyond our own disciplinary boundaries and find connections and commonalities with a diverse group of faculty from across campus in our shared governance of CSU. It is therefore our responsibility to bring together the best ideas of faculty to formulate our unique and powerful voice in the stewardship and shared governance of CSU.

In addition to service on Faculty Council, I have built and demonstrated leadership skills by serving as the Graduate Committee Chair in Electrical and Computer Engineering for the past 15 years. I have also served as a leader in national and international professional societies in my discipline, including as an elected member of the Administrative Committees of IEEE international technical societies for the past 17 years, as well as one of the vice-presidents or committee chairs on the Executive Committees of these societies for the past 12 years. I have also served for a total of 9 years, as Secretary, Chair and Past Chair of the U.S. National Committee of URSI, under the auspices of The National Academies.

Over the past 20 years, I have served as PI of 17 research grants from NASA, NOAA, NSF and many other federal and international agencies, as well as private industries in the Colorado Front Range. I have served for 12 years as Associate Editor of some of the most prestigious journals in the remote sensing field. I have advised many M.S and Ph.D. students, who are now employed in universities, industry and government laboratories. I have taught courses on all levels from first-year students to Ph.D. students, making me deeply aware that our students and the graduates they become are our key contribution to society.

If elected, I will devote my skills and energy tirelessly to supporting Sue Doe as Chair and to promoting a strong and effective faculty role in shared governance of Colorado State University.

BALLOT
Academic Faculty Nominations to Faculty Council Standing Committees
September 1, 2020

COMMITTEE ON FACULTY GOVERNANCE

Term Expires

LEIF SORENSEN	CLA	2023
(Nominated by Committee on Faculty Governance)		

COMMITTEE ON LIBRARIES

Term Expires

RODOLFO VALDES-VASQUEZ	CHHS	2023
(Nominated by Committee on Faculty Governance)		

COMMITTEE ON SCHOLARSHIP, RESEARCH AND GRADUATE EDUCATION

Term Expires

WILLIAM (BILL) SANFORD	WCNR	2023
(Nominated by Committee on Faculty Governance)		

COMMITTEE ON SCHOLASTIC STANDARDS

Term Expires

GERRIT (JERRY) BOUMA	CVMBS	2023
(Nominated by Committee on Faculty Governance)		

UNIVERSITY CURRICULUM COMMITTEE

Term Expires

SALLY SUTTON	WCNR	2023
(Nominated by Committee on Faculty Governance)		

June 29, 2020

TO: Sue Doe, Chair
Executive Committee and Faculty Council

FROM: Brad Goetz, Chair
University Curriculum Committee

SUBJECT: New Degree: Doctor of Occupational Therapy (O.T.D.)

The University Curriculum Committee moves Faculty Council adopt the following:

A new Doctor of Occupational Therapy (O.T.D.), to be established effective Fall 2021 in the Department of Occupational Therapy.

According to the request submitted:

Description:

The aim of Colorado State University's Doctor of Occupational Therapy (CSU-OTD) is that graduates of our program, “will be collaborative and enduring change agents and leaders grounded in occupation who positively influence individuals, groups, communities, populations, and the profession.” Occupation refers to the innumerable activities that people need and want to do in their homes, schools, places of work, and communities that impart meaning and purpose to daily life. Occupational therapy is an evidence-based and science-driven profession that enables people of all ages and abilities to live life to the fullest. The profession’s vision for 2025 is: “As an inclusive profession, occupational therapy maximizes health, well-being, and quality of life for all people, populations, and communities through effective solutions that facilitate participation in everyday living” (www.aota.org). An essential feature of the doctorate includes situating an iterative process of learning in real world experiences that are integrated through the curriculum. Engagement in real world experiences culminates in students' completion of an individualized 14-week full-time doctoral capstone experience and doctoral project. Throughout the three-year, full time (99 credit) program faculty provide ongoing mentorship and advising with the aim of fostering socialization into the occupational therapy profession. This new degree will allow CSU-OT to remain as a leader in occupational therapy education, preparing graduates to become leaders and change agents prepared to meet the occupational needs of our changing society. The program level learning objectives detailed below were created to reflect the aim of the CSU-OTD with full consideration given to the accreditation standards of the American Council on Occupational Therapy Education.

Rationale:

The CSU Occupational Therapy Department is eliminating the Master of Occupational Therapy (MOT) as the entry-level professional degree and replacing it with the Doctor of Occupational Therapy (OTD) as the entry-level professional degree.

The request was reviewed and approved by the Committee on Scholarship, Research and Graduate Education on 4/2/20; the University Curriculum Committee on 4/10/20; the Committee on Strategic and Financial Planning on 5/4/20; and the Council of Deans on 5/20/20.

NEW PROGRAM PROPOSAL

Date Submitted: 11/13/19 10:40 am

VIEWING: DOCTOR OF OCCUPATIONAL THERAPY (O.T.D.)

LAST EDIT: 04/10/20 3:05 PM

Changes proposed by: 831862312

Proposal Contact(s):

Name	Title	Phone	E-mail
Aaron Eakman	Tenure Track Faculty	1-2716	aaron.eakman@colostate.edu

Program available to students: Fall 2021

College: Health and Human Sciences

Department/Unit: 1573 - Occupational Therapy

Academic Level: Graduate

Program Type: Professional Doctorate

Program Title: Doctor of Occupational Therapy (O.T.D.)

Program Description:

The aim of Colorado State University's Doctor of Occupational Therapy (CSU-OTD) is that graduates of our program, “will be collaborative and enduring change agents and leaders grounded in occupation who positively influence individuals, groups, communities, populations, and the profession.” Occupation refers to the innumerable activities that people need and want to do in their homes, schools, places of work, and communities that impart meaning and purpose to daily life. Occupational therapy is an evidence-based and science-driven profession that enables people of all ages and abilities to live life to the fullest. The profession’s vision for 2025 is: “As an inclusive profession, occupational therapy maximizes health, well-being, and quality of life for all people, populations, and communities through effective solutions that facilitate

participation in everyday living” (www.aota.org). An essential feature of the doctorate includes situating an iterative process of learning in real world experiences that are integrated through the curriculum. Engagement in real world experiences culminates in students' completion of an individualized 14 week full-time doctoral capstone experience and doctoral project. Throughout the three year, full time (99 credit) program faculty provide ongoing mentorship and advising with the aim of fostering socialization into the occupational therapy profession. This new degree will allow CSU-OTD to remain as a leader in occupational therapy education, preparing graduates to become leaders and change agents prepared to meet the occupational needs of our changing society. The program level learning objectives detailed below were created to reflect the aim of the CSU-OTD with full consideration given to the accreditation standards of the American Council on Occupational Therapy Education.

Offered as: Main Campus Face-to-Face

Justification for Request:

The CSU Occupational Therapy Department is eliminating the Master of Occupational Therapy (MOT) as the entry-level professional degree and replacing it with the Doctor of Occupational Therapy (OTD) as the entry-level professional degree.

Program Level Learning Objectives:

Objective 1: Occupation and OT Process

Definition: OTD students are proficient in collaborative occupational therapy services guided by clinical reasoning given a rich understanding of occupation and its use in occupation-centered practice.

- 1.1 Conduct (FYI includes select, implement, monitor, modify, and document) and justify contextually sensitive occupational therapy evaluations and interventions based upon theory, practice models, and evidence across settings, populations, and roles.
- 1.2 Champion occupation as a health-promoting factor.
- 1.3 Advocate for occupation-centered practice to the client constellation across settings, populations, and roles.

Objective 2: Change and Learning Process

Definition: OTD students understand and apply dynamic mechanisms known to foster change and learning that enables occupation in individuals, organizations, and societies.

- 2.1 Analyze and synthesize ideas about change and learning embedded within contemporary occupational therapy and interdisciplinary theories.
- 2.2 Demonstrate and justify how to assess and influence change and learning in occupation.
- 2.3 Recognize and respond effectively to affective (emotional) dimensions of change and learning in self and others when implementing an occupation-centered program at individual, group, community and populations.

Objective 3: Intentional Learning and Professional Development

Definition: OTD Students are Intentional learners and active members in the profession.

3.1 Evaluate the strengths and weaknesses in one's own approaches to learning in classroom, community and practice contexts and create strategies that improve one's effectiveness as an intentional learner.

3.2 Create strategies and transfer knowledge from the classroom to occupation-centered, reflective, evidence-based practices and professional leadership.

3.3 Actively advance the OT profession through awareness, advocacy, education, research, service, etc. as evidenced by regularly updated professional development plans.

Objective 4: Professional Reasoning

Definition: OTD students integrate multiple types of reasoning, evidence-based knowledge and skills to plan, direct, perform, assess, modify, and reflect on occupational therapy practice and research.

4.1 Apply and justify multiple types of reasoning, published and practice-based evidence to prioritize occupational needs and solutions in a variety of case formats involving individuals, groups and populations.

4.2 Design, conduct, and disseminate research and/or scholarly activities that contribute to the body of knowledge of occupational therapy.

4.3 Demonstrate a commitment to conscientious reasoning, evidence-based practice, and practice-based evidence as demonstrated by reflective writing and oral examination.

Objective 5: Practice Settings, Populations, and Roles

Definition: OTD students appreciate and analyze the impact that the practice setting, client population, and therapist roles have on occupational therapy and they use their analyses to improve occupation-centered practice.

5.1 Evaluate and appreciate similarities and differences in occupational therapy practices according to the transactions among setting, population, and roles (both currently and historically).

5.2 Create new or improve upon existing occupation-centered practices by considering transactions among settings, populations, and roles.

Objective 6: Professional and Therapeutic Collaborations

Definition: OTD students engage in dynamic, goal-directed collaborations with the client constellation (individual, group, community) and other professionals to maximize occupational performance.

6.1 Use and justify enablement skills that support the client constellation in creating and realizing contextually sensitive occupation-centered outcomes.

6.2 Recognize the need to and shift approaches (e.g. communication style, interpersonal modes) to maximize relationships across multiple professional contexts.

6.3 Effectively work with (collaborate, communicate, sensitivity to diversity and inclusion) an interprofessional team while contributing an occupational perspective.

Program Requirements

Effective Fall 2021

Code	Title	Credits
First Year: Summer		
OT 720	Occupation and Occupational Therapy Process	3
OT 721	Impacts on Occupation I	3
OT 722	Foundations for Professional Development	1
First Year: Fall		
OT 730	Professional Reasoning and Relationships	2
OT 731	Impacts on Occupation II	3
OT 732	Adult and Older Adult I	2
OT 733	Adult and Older Adult I Lab	2
OT 735	Occupational Therapy Research Process I	3
OT 786B	Practicum: Integrative Experiential Learning I	1
First Year: Spring		
OT 740	Occupation, Learning, and Change	3
OT 742	Adult and Older Adult II	2
OT 743	Adult and Older Adult II Lab	2
OT 745	Occupational Therapy Research Process II	3
OT 749	Capstone Overview	1
OT 786C	Practicum: Integrative Experiential Learning II	2
Second Year: Summer		
OT 787	Level IIA Fieldwork - Adults and Older Adults	12
Second Year: Fall		
OT 750	Programmatic Interventions	3
OT 752	Infancy Through Early Childhood	2
OT 753	Infancy Through Early Childhood Lab	1
OT 755	Occupational Therapy Research Process III	3
OT 759	Capstone Planning	1
OT 761	Inclusive Technology	2
OT 786D	Practicum: Integrated Experiential Learning III	1
Second Year: Spring		
OT 760	Leadership Skills of Change Agents	2
OT 762	Early Through Middle Childhood	2

Code	Title	Credits
OT 763	Early Through Middle Childhood Lab	1
OT 764	Adolescent and Young Adult	2
OT 769	Capstone Project and Experience Development	3
OT 786E	Practicum: Integrated Experiential Learning IV	1
Third Year: Summer		
OT 772	Innovative Practice in Occupational Therapy	2
OT 786F	Practicum: Integrated Experiential Learning V	1
Third Year: Fall		
OT 788	Level IIB Fieldwork - Lifespan Experience	12
Third Year: Spring		
OT 779	Capstone Project	1
OT 789	Capstone Experience	14
Program Total Credits:		99

A minimum of 99 credits are required to complete this program.

Additional Information: The Master of Occupational Therapy (MOT) program will be discontinued following the implementation of the Doctor of Occupational Therapy (OTD) program and matriculation of the last MOT cohort. The last MOT cohort will begin classes no later than fall 2021. The Preliminary Program Proposal for the OTD was approved by Provost and Council of Deans on March 7, 2018.

Affected Departments:

Supporting Documents:

OTD_Preliminary Proposal_COD_2018-3-7.pdf
 OTD Program of Study 9-17-19.pdf
 OTD CPP 01-15-2020 Final.pdf
 OTD CPP 01-15-2020.docx
 OTD_Program of Study_Final 3-26-2020.pdf
 OTD CPP_Final 03-30-2020.docx
 OTD CPP_Final 03-30-2020.pdf
 Council of Deans CPP Presentation_Final 4-1-2020.pdf

Date: August 20, 2020

To: Sue Doe
Chair, Faculty Council

From: Marie Legare
Chair, Committee on Responsibilities and Standing of Academic Faculty

Subject: Faculty Manual Appendix 1 **Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, Stalking, and Retaliation**

The Committee on Responsibilities and Standing of Academic Faculty submits the following:

MOVED, THAT APPENDIX 1 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL BE REPLACED BY APPENDIX 1 AND APPENDIX 2 WITH THE TEXTS GIVEN BELOW, AND THAT THE REMAINING APPENDICES BE REORDER AND RENUMBERED AS SHOWN BELOW WITH NO CHANGE TO THEIR TEXTS.

APPENDIX 1: TITLE IX SEXUAL HARASSMENT

SECTION 1. POLICY STATEMENT & PURPOSE

Colorado State University(CSU) is a land-grant institution committed to offering access in its educational, scholarly and outreach activities to all individuals representative of our multi-cultural society and providing an environment of excellence in which all individuals can participate to the full level of their capabilities, realize their aspirations and contribute to the global society in which we live. In this pursuit, the University is committed to providing an environment that respects the dignity and worth of every member of its community. To this end, **the University prohibits sexual harassment, as defined in this Policy, by or against any member of or visitor to the CSU community.**

The University will respond to reports or information about such incidents of which it has actual knowledge and will work to stop the inappropriate behavior, remediate its effects, and take steps to prevent the recurrence of the prohibited conduct while respecting the rights of all involved.

CSU is required to comply with applicable state and federal statutes, including Title IX of the federal Higher Education Amendment of 1972, which prohibits discrimination on the basis of sex in any education program or activity receiving federal financial aid. Sexual harassment in its various forms is a type of sex discrimination prohibited by Title IX. In the employment context, other federal and state laws and regulations may also apply; see the [CSU Policy on Discrimination and Harassment](#).

The purpose of this policy is to further the University's goals of addressing sexual harassment and providing resources to those impacted by such incidents. The policy will describe the

manner in which CSU responds to reports of sexual harassment and the procedures and options for reporting policy violations.

SECTION 2. DEFINITIONS USED IN THIS POLICY

Consent: Consent is defined in [Colorado Revised Statutes § 18-3-401](#) as “cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act...

Submission under the influence of fear shall not constitute consent.” Under this policy, consent must be knowing, voluntary, active, present and ongoing. Consent is described in more detail in Section 5 below.

Formal complaint: A document filed by an Impacted Party or signed by the Title IX Coordinator alleging sexual harassment against a Responding Party and requesting that the University investigate the allegation of sexual harassment.

Impacted Party (referred to in federal regulations as the “Complainant”): An individual who reports being the subject or target of sexual harassment as prohibited by this policy.

Official with Authority: Officials with authority to initiate corrective action, including disciplinary sanctions, when a report of sexual harassment is received are the University’s Title IX Coordinator, the President, the Provost, all Vice Presidents, Vice Provosts, Dean of Students, Associate Dean of Students, Director of the Student Resolution Center, Director of the Office of Equal Opportunity, Executive Director of Human Resources/Chief Human Resource Officer, and Director of Athletics.

Reasonable person means a reasonable person under similar circumstances and with similar identities to the Impacted Party.

Responding Party: (referred to in federal regulations as a “Respondent”): An individual who is alleged to be responsible for an incident(s) of sexual harassment.

Responsible Employee: Any CSU employee who has the responsibility to report to the Office of Title IX Programs and Gender Equity any incident of sexual harassment of which they become aware. At CSU, this includes:

- An academic or activity advisor such as a faculty advisor, student success coordinator, internship coordinator, advisor to a student organization or club; however, faculty members are not considered responsible employees in the ordinary course of classroom or online instruction
- All coaches, trainers, and other athletic staff that interact directly with students, including club sports
- All student affairs employees whose duties require them to have regular or daily contact with students. This includes employees who are responsible for directly providing services to undergraduate and graduate students and to student organizations
- All employees of the CSU Police Department
- Employees whose job duties require that they regularly interface with students
- All supervisors of employees, including student employees

- A senior administrator (president, provost and executive vice president, vice provost, associate and assistant provost, dean or associate dean, vice president, associate or assistant vice president, director of athletics, senior associate director of athletics department head/chair, executive director, director, associate or assistant director)
- Student employees assigned responsibilities for campus safety or when acting as mentors

Retaliation is any action, performed directly or through others, that is intended to deter a reasonable person from engaging in a protected activity or is done in retribution for engaging in a protected activity. Retaliation includes any attempt to intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege under the Title IX law and regulations or this policy, or because the individual has made a report or complaint, testified, assisted, participated or refused to participate in any manner in an investigation, proceeding or hearing. The University strictly prohibits retaliation. Depending on the behaviors, examples of actions that could constitute retaliation when done in retribution for engaging in a protected activity include, but are not limited to:

- Reducing a person's salary or work hours
- Giving a negative performance evaluation
- Making adverse decisions relating to one's work assignments, vacation, or promotion or advancement opportunities (whether employment-related or academic)
- Reducing a student's grade
- Removing a person from a student organization, academic program, or lab
- Interfering with one's job search
- Engaging in harassing conduct that is sufficiently severe, pervasive, and/or persistent to create a hostile environment; for this purpose, the existence of a hostile environment is to be judged both objectively (meaning a reasonable person would find the environment hostile) and subjectively (meaning the affected individual felt the environment was hostile) or
- Making threats to engage in any of the actions listed above.

Sexual harassment is defined under Title IX regulations as conduct on the basis of sex that constitutes one or more of the following:

1. An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct ("*quid pro quo*" sexual harassment); or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity. Depending upon the behaviors, examples of such conduct may include, but are not limited to:
 - Gender-based bullying, including towards trans and non-binary people
 - Direct propositions of a sexual nature
 - Pressure for sexual activity
 - A pattern of conduct that includes one or more of the following: (1) unwelcome and unnecessary touching, patting, hugging, or brushing against a person's body;

- (2) remarks of a sexual nature about a person's clothing or body, whether or not intended to be complimentary; (3) remarks about sexual activity or speculations about previous sexual experience; (4) other comments of a sexual nature, including sexually explicit statements, questions, jokes or anecdotes; or (5) written or digital communications such as emails, texts, live or streaming audio or video, social media posts, etc. containing sexual comments, words or images
- Visual displays of sexually oriented images outside the educational context
3. "Sexual assault", "dating violence", "domestic violence", "stalking" as defined in laws and regulations and set forth below.
- a. *Sexual Assault* is defined as:
- i. *Non-Consensual Sexual Penetration (Rape)*: the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. The gender of the victim is irrelevant.
 - ii. *Non-Consensual Sexual Contact (Groping/Fondling)* is the touching of the private body parts of another person without the consent of the person, including instances where the person is incapable of giving consent because of their age or temporary or permanent mental incapacity. This type of sexual assault also includes making a person touch themselves or another with, or on, any intimate body parts. It can occur whether those involved are clothed or unclothed.
 - iii. *Incest*: Non-forcible sexual intercourse between persons who are related to each other as an ancestor or descendant, including a natural child, child by adoption, or stepchild twenty-one years of age or older, a brother or sister of the whole or half blood, or an uncle, aunt, nephew, or niece of the whole blood.
 - iv. *Statutory Rape*: Sexual penetration with an individual who is below the legal age of consent according to Colorado law. The general age of consent in Colorado is 17. However, the ages of both parties, as well as their marital status, are considered when determining whether the sexual contact is unlawful. For a more detailed definition of the age of consent, see [C.R.S. § 18-3-402 and this article released by the Colorado General Assembly](#).
- b. *Dating violence* means violence or the threat of violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim (referred to in this policy as the Impacted Party). The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the following factors:
- i. The length of the relationship
 - ii. The type of relationship
 - iii. The frequency of interaction between the persons involved in the relationship

- c. *Domestic violence* includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim (Impacted Party) under the domestic or family violence laws of the jurisdiction (i.e., Colorado or other place where the conduct occurs), or by any other person against an adult or youth victim who is protected from that person's acts under the laws of the jurisdiction.

In Colorado, "domestic violence" means an act or threatened act of violence upon a person with whom the actor is or has been involved in an intimate relationship. "Domestic violence" also includes any other crime against a person, or against property, including an animal, or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship. C.R.S. § 18-6-800.3.

- d. *Stalking*: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress. For the purposes of this definition:

Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Examples of stalking behavior include, but are not limited to:

- Non-consensual communication, including face-to-face communication, telephone calls, voice messages, e-mails, texts, letters, notes, gifts, or any other communications that are undesired and place another person in fear
- Surveillance or other types of observation, including staring or "peeping"
- Pursuing, following, waiting, or showing up uninvited at or near a residence, workplace, classroom, or other places frequented by the victim
- Defamation (disseminating false information to others about another)
- Gathering information, or asking others to gather information about an individual from friends, family, or co-workers
- Threats to harm self or others
- Vandalizing a person's property
- Cyber-stalking--the repeated use of electronic communication to harass or frighten someone through use of online, electronic, or digital technologies, such as:

- Unauthorized posting of pictures, messages, and/or information about the Impacted Party on websites, internet sites, social networking sites, mobile apps (e.g., Snapchat, Instagram, etc.), bulletin boards and/or chat rooms
 - Creating a website about the victim
 - Sending unwanted/unsolicited email, texts, talk, or communication requests (e.g., Facebook friend requests)
 - Posting private or public messages on Internet sites, social networking sites, and/or bulletin boards
 - Using Global Positioning Systems (GPS) to monitor a victim
 - Installing surveillance equipment, hardware, or software (e.g., spyware, cameras) on a victim's computer or other device
 - Catfishing: falsifying your identity in order to gain access to or trust of another person or trick someone into a relationship
4. Sexual exploitation of another that is unwelcome and is so severe, pervasive and objectively offensive that it effectively denies a person equal access to the university's education programs or activities. Some examples of sexual exploitation include:
- a. Prostituting another person, coercing sex work or trafficking persons for sex
 - b. Voyeurism (secretly viewing the sexual activities or nudity of others)
 - c. Exhibitionism (compulsive display of one's genitals in non-consensual circumstances; masturbation in front of others; flashing someone with a sexual or other intimate body part)
 - d. Non-consensual photographing or videotaping another individual's personal body parts (clothed or unclothed)
 - e. Non-consensual video or audio recording of sexual activity
 - f. Non-consensual possession, sharing, or streaming of images, photography, video, or audio recording of sexual activity or nudity, or distribution of such without the knowledge and consent of all parties involved
 - g. Allowing a third-party to observe consensual sexual activity without the knowledge and consent of all parties involved
 - h. Knowingly having sexual contact with a person who is not aware that you have a sexually transmitted disease, or HIV
 - i. Inducing incapacitation to make another person vulnerable to non-consensual sexual activity and/or to make another person expose their genitals

Title IX Coordinator means the CSU Vice President for Equity, Equal Opportunity and Title IX (Vice President) or any person appointed by the Vice President to serve as Title IX Coordinator. The Vice President may also appoint Deputy Title IX Coordinators at any time. The names and contact information for each of these individuals are available on the [Title IX web page](#).

SECTION 3. PARTIES, JURISDICTION & APPLICABILITY

2. The Parties

The Parties to a formal complaint and related proceedings are the Impacted Party and the Responding Party. This Policy and the related Procedures apply equally to both Parties, although

different supportive and interim measures, remedies and sanctions may be implemented as appropriate. There may be more than one Impacted Party and/or more than one Responding Party named in a formal complaint.

An Impacted Party may bring a formal complaint when participating in, or attempting to participate in, a University education program or activity at the time of filing the formal complaint.

In some circumstances when the Impacted Party has not filed a formal complaint or is not participating in the grievance process, Title IX may nevertheless require the University to initiate an investigation and adjudication of sexual harassment allegations in order to protect the University community. In such instances, the Title IX Coordinator will sign the complaint. The Title IX Coordinator may consider a variety of factors, including a pattern of alleged misconduct by a particular Responding Party, in deciding whether to sign a formal complaint. The Title IX Coordinator may take circumstances into account such as whether the information or allegations involved violence, use of weapons, or other such factors.

Pursuant to C.R.S. § 13-25-138, the TIX coordinator may NOT consider an Impacted Party's previous sexual history except for prior or subsequent sexual conduct with the Responding Party, or physical evidence such as the source or origin of semen to show that the act or acts were or were not committed by the Responding Party.

3. Applicability

1. Members of the University Community

All University community members are prohibited from engaging in or assisting another's engagement in conduct that would violate this policy. This includes, without limitation, all students, faculty, staff, other employees and volunteers.

2. Non-Members of the University Community

When the person accused of sexual harassment is not a member of the University community and the University has no authority to impose disciplinary sanctions against that person if found responsible, the University may dismiss the formal complaint while still providing supportive measures to the Impacted Party. For more information on supportive and interim measures, see the procedures described in Section 11 below.

Employees and agents of contractors, visitors to the University, donors, alumni and others over whom the University does not have authority to take corrective or disciplinary action are also expected to comply with this policy when doing business with the University. The University may, among other actions, terminate its contract and relationship with the individual or entity, exclude such persons from campus, and/or refer the matter to law enforcement.

4. Relationship of the Behavior to the University's Programs and Activities

- Behavior is subject to this policy when:
 - The behavior occurs on university property, including property owned or controlled by a recognized student organization such as a fraternity or sorority;

- The behavior occurs off university property in the context of university employment or any university education program or activity, including, but not limited to, university-sponsored academic, athletic, alumni, fundraising, public relations, extracurricular, study abroad, research, on-line or internship programs or activities; or
- The behavior occurs off university property and outside the context of a university employment or education program or activity but has a continuing adverse effect on students, employees, or third parties in any university employment, living or education program or activity.
- Cyber Harassment: As used above, “university employment or education program or activity” includes behavior conducted electronically, such as in an online class or through digital communication.

SECTION 4. FALSE STATEMENTS

It is prohibited to knowingly make a materially false statement in bad faith during the grievance process. The outcome of the case alone cannot be the basis for concluding that a party made a bad-faith materially false statement.

SECTION 5. CONSENT

It is the responsibility of every individual to ensure they have the consent of others to engage in sexual activity. Communication regarding consent consists of mutually understandable words or actions that indicate an unambiguous willingness to engage in specific sexual activity at the same time, in the same way. In the absence of clear communication or outward demonstration, there is no consent. Lack of protest, lack of resistance, or silence do not alone constitute consent.

Consent must be all of the following:

- *Knowing*: All individuals understand, are aware of, and agree as to the “who” (same partners), “what” (same acts), “where” (same location), “when” (same time), and “how” (the same way and under the same conditions) of the sexual activity.
- *Active*: Consent must take the form of “clearly understandable words or actions” that reveal one’s expectations and agreement to engage in specific sexual activity. This means that silence, passivity, submission, or the lack of verbal or physical resistance (including the lack of a “no”) should not – in and of themselves – be understood as consent. Consent cannot be inferred by an individual’s manner of dress, the giving or acceptance of gifts, the extension or acceptance of an invitation to go to a private room or location, or on a date.
- *Voluntary*: Consent must be freely given and cannot be the result of respondent’s intimidation (extortion, menacing behavior, bullying), coercion (severe or persistent pressure causing fear of significant consequences from respondent if one does not engage in sexual activity), force (violence, physical restraint, or the presence of a weapon), threats (indications of intent to harm, whether direct or indirect), or fraud (misrepresentation or material omission about oneself or the present situation in order to gain permission for sexual or intimate activity).
- *Present and Ongoing*: Consent must exist at the time of the sexual activity. Consent to previous sexual activity does not imply consent to later sexual acts; similarly, consent to

one type of sexual activity does not imply consent to other sexual acts. Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another person.

Consent may also be withdrawn at any time, for any reason, provided the person withdrawing consent makes that known in clearly understandable words or actions. Thus, even if a person agreed to a sexual interaction or continued sexual interaction, that person has the right to change their mind, at any time, irrespective of how much sexual interaction may have already taken place.

Consent to any one form of sexual activity does not imply consent to any other forms of sexual activity. The existence of a dating relationship or past sexual relations between the individuals involved is not conclusive evidence of consent in another instance (nor will subsequent sexual relations or dating relationship alone suffice as evidence of previous consent).

Force and Coercion

Consent obtained through force or coercion is not valid consent. Force is the threat or use of violence and/or imposing on someone physically to gain sexual access.

Coercion is pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure exerted to obtain consent. When someone has not indicated clearly that they want to engage in sexual activity or, indicates that they want to stop or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point is coercive. Coercion occurs when a person exerts power or influence over another in order to gain consent to engage in sexual activity.

Coercion can happen one time in the moment and/or over a length of time. A person can coerce someone into an act with them or into a sexual act with others.

Resistance is a clear demonstration of non-consent; however, there is no requirement that a party resist a sexual advance or request. Physical trauma is not required to investigate accusations of non-consensual sex.

5. Incapacitation

Incapacitation is a state where a person cannot make rational, reasonable decisions because they lack the physical or mental capacity to give knowing consent (i.e., to understand the “who, what, when, where, why and how” of their sexual interaction).

Because alcohol or other drug use can place an individual’s capacity to consent into question, sober sex is less likely to raise such questions. When alcohol or other drugs, including those that incapacitate (such as Rohypnol, Ketamine, GHB, etc.), are involved, a person will be considered unable to give consent if they cannot fully understand the details of a sexual interaction because they lack the capacity to reasonably understand the situation. Administering a drug that incapacitates another individual is a violation of this policy. More information on these drugs can be found at www.911rape.org.

This policy also prohibits sexual activity with a person whose incapacity results from mental or physical disabilities, sleep, unconsciousness, or involuntary physical restraint.

Consent is not obtained when:

- The Responding Party's belief in affirmative consent arose from their own intoxication or recklessness; or
- The Responding Party did not take steps under the circumstances to determine whether the Impacted Party consented to sexual activity.

6. Consensual Relationships Involving CSU Employees

The University has a [policy defining Consensual Relationships](#) and providing procedures to be followed when such relationships arise between students and faculty or other employees, or between employees. When the policy on Consensual Relationships is violated, a violation of this policy may also result.

SECTION 6. THE ROLE OF THE TITLE IX COORDINATOR

CSU has appointed a Title IX Coordinator and Deputy Title IX Coordinators to oversee and coordinate its compliance with Title IX of the Education Amendments of 1972, 20 U.S.C. 1681 et seq. (Title IX) and its implementing regulations, 34 C.F.R. Part 106. Title IX prohibits discrimination on the basis of sex in education programs or activities by recipients of federal financial assistance, of which CSU is one.

D. Title IX Coordinator

The University's Title IX Coordinator oversees the University's compliance with Title IX, including its policy, procedures, education and prevention efforts, and coordinates training for members of the CSU community. The Title IX Coordinator also oversees and monitors Title IX investigators and reviews information about sexual harassment and gender-based discrimination occurring in the University community in order to identify and address systemic problems. In so doing, the Title IX Coordinator provides appropriate resources and supportive and interim measures to those involved in a complaint or investigation.

The Title IX Coordinator is available to meet with any member of the University community or campus organization that would like to make a report involving matters of sexual harassment and gender-based discrimination, discuss reporting options, and to answer questions about the University's Title IX compliance, efforts, policy and procedures.

The Title IX Coordinator has overall responsibility for the effective implementation of remedies offered to the Parties to assure equal access to educational programs and activities.

7. Deputy Title IX Coordinators

Deputy Title IX Coordinators provide support for the University and the CSU community on Title IX-related matters and concerns and answer questions about Title IX policy, procedures and resources.

Contact information for the Title IX Coordinator and Deputy Title Coordinators is found below under [How to Report](#).

SECTION 7. DUTY TO REPORT & REPORTING OPTIONS

Anyone who has witnessed, suspects, or is aware of any incident involving conduct prohibited by this policy is strongly encouraged to report it to the Title IX Coordinator or a Deputy Title IX Coordinator (see [How to Report](#), below).

A “Responsible Employee” [is defined above](#) in this policy. Responsible Employees have special responsibilities with respect to reporting incidents of sexual harassment. All Responsible Employees **must** report incidents of sexual harassment to the Title IX Coordinator or a Deputy Title IX Coordinator within 24 hours after becoming aware of the incident (see [How to Report](#), below). It does not matter whether the person alleged to have engaged in sexual harassment is a member of the University community, or not; the Responsible Employee’s duty is to report all incidents. Failure to report sexual harassment may subject a Responsible Employee to corrective or disciplinary action.

3. Privacy and Sharing of Information

The University will protect the identity of persons involved in reports of sexual harassment to the best of its ability. The University will only share personally identifiable information with those who have a legitimate need to know in order for the University to investigate and respond or to deliver resources or support services. The University does not publish the names or post identifiable information about persons involved in a report of sexual harassment in the CSU Police Department’s Daily Crime Log or elsewhere online. However, the University cannot promise complete confidentiality or privacy in the handling of sexual harassment reports. For those seeking completely confidential services and support, [see Confidential Support Options below](#).

8. How to Report

When an emergency exists such as a person needing immediate medical attention or a crime or threat is in progress, call 911 from any phone and provide the dispatcher with your location.

Consistent with Section 7.A above, anyone may report an incident of sexual harassment to the Office of Title IX Programs and Gender Equity as follows:

Online: [Title IX Reporting Options and Form](#)

In person:

Office of Title IX Programs and Gender Equity
123 Student Services Building
Colorado State University
Fort Collins, CO 80523

By postal mail:

Office of Title IX Programs and Gender Equity
 0161 Campus Delivery
 Fort Collins, CO 80523-0161

By telephone: 970-491-1715

By email: titleix@colostate.edu

Reports may also be made online on the Student Conduct Services website under [Create an Incident Report](#).

The University will not impose discipline on a party or witness for other policy violations related to the incident such as possession or consumption of alcohol or drugs. However, participation in an investigation, hearing or appeal does not shield any person from disciplinary action for sexual harassment or sexual misconduct, whether or not such behavior is related to the allegations in the formal complaint.

9. Law Enforcement Reporting Options (Non-Confidential)

In an emergency or to report a crime in progress, call 911. To report a crime that is not in progress or whenever police assistance is needed in a non-emergency, call CSU Police at 970-491-6425, day or night.

CSU Police Department

Phone: (970) 491-6425 (non-emergency)

In-Person: 750 Meridian Street, Campus Police- Green Hall

Online (Anonymous): <https://police.colostate.edu/reportcrimeanonymous/>

Online (NON-emergency): <https://police.colostate.edu/crime-reporting/>

Fort Collins Police Services

Phone: (970) 221-6540 (non-emergency)

In-Person: 2221 S. Timberline Road, Fort Collins

Monday through Friday 8 a.m. – 6 p.m.

Saturday and Sunday 8 a.m. – 2 p.m.

Online (NON-emergency): <https://www.fcgov.com/police/coplogic-start-report.php>

Larimer County Sheriff's Office

2501 Midpoint Dr, Fort Collins, CO 80525

Phone: (970) 416-1985

10. Other University Reporting Options (Non-Confidential)

Tell Someone

If you are concerned about safety or mental health – your own or someone else's, please call (970) 491-1350 or complete the online referral form.

Bias Incident Reporting

A bias incident is any conduct, speech, or expression, motivated in whole or in part by bias or prejudice that is meant to intimidate, demean, mock, degrade, marginalize, or threaten individuals or groups based on that individual or group's actual or perceived identities. To report an incident of bias, call Support and Safety Assessment at (970) 491-7407.

Student Conduct Services Incident Report

If you have knowledge of a CSU student violating the Student Conduct Code, you are encouraged to notify our office of the incident. If you have any questions regarding filing an incident report, please contact Student Conduct Services at the Student Resolution Center at (970) 491-7165.

SECTION 8. SUPPORT OPTIONS

Individuals who wish to seek advice or assistance or to discuss options for addressing sexual harassment or other sexual misconduct or discrimination confidentially may do so by speaking with licensed counselors, clergy, medical providers in the context of providing medical treatment, and interpersonal violence advocates and counselors who specialize in IPV trauma. Students, staff, and faculty who wish to speak to someone on a strictly confidential basis may contact the following confidential resources:

4. On-Campus Confidential Support

Victim Assistance Team (VAT): Women and Gender Advocacy Center

Confidential Victim Advocates are available to provide crisis intervention and emotional support through the Women and Gender Advocacy Center. Advocates in the office are full time staff members dedicated to working with students of all genders who have experienced trauma as a result of interpersonal/gender-based violence. Advocates provide information about academic, legal, medical, emotional, and student conduct resources available to survivors of sexual assault, relationship violence and stalking. Advocates can also offer support to secondary survivors, such as intimate partners, friends, and family.

All information shared with advocates is confidential unless the person is a danger to themselves, someone is in imminent danger, a child currently under 18 has been abused or if the perpetrator is currently in a position of power over minors (even if the survivor is over the age of 18).

Locations for drop-in or appointment:

112 Student Services (corner of Libby Coy Way and University) OR 234 Lory Student Center

Monday – Friday, 8am-5pm

Phone: 970-492-4242 (24-Hour Hotline)

Phone: 970-491-6384 (WGAC Office)

Email: wgac@colostate.edu

Website: <https://wgac.colostate.edu/support/about-advocacy/>

CSU Health and Medical Center Counseling Services

Provides counseling and spiritual care services.

Location for drop-in or appointment:

151 W. Lake St., 3rd Floor
(corner of College Ave. and Prospect Rd.)

Monday – Friday, 8am- 5pm

Phone: 970-491-6053

Phone: 970-491-7111 (After-hours)

Website Information to Make an Appointment:

<https://health.colostate.edu/make-a-counseling-appointment/>

Women's Care Services at CSU Health Network

Provides care services, including, but not limited to, women's examinations, birth control counseling, and sexual transmitted infection (STI) testing, counseling, and treatment.

Location for drop-in or appointment:

151 W. Lake St., 2nd Floor
(corner of College Ave. and Prospect Rd.)

Monday – Friday, 8am- 5pm

Phone: 970-491-1754

Website: <https://health.colostate.edu/womens-care/>

5. Off-Campus Confidential Support

Sexual Assault Victim Advocate Center (SAVA)

Provides counseling, crisis intervention, and advocacy services for those affected by sexual violence.

Phone: 970-472-4200 (24-Hour Rape Crisis Hotline)

Phone: 970-472-4204 (Fort Collins Office)

Crossroads Safehouse

Provides crisis intervention, emergency shelter and advocacy services for individuals experiencing dating violence or domestic violence.

Phone: 970-482-3502 (24-Hour Crisis Hotline)

Phone: 970-530-2353 (Fort Collins Office)

Alternatives to Violence (Loveland)

Provides crisis intervention, emergency shelter and advocacy services for individuals experiencing dating violence or domestic violence.

Office: 970-669-5150

After Hours Crisis Hotline:

970-880-1000

Rape, Abuse & Incest National Network (RAINN)

Provides advocacy by phone or live online communication.

Phone: 1-800-656-4673 (24-Hour National Crisis Hotline)

[Online Chat](#)

11. On-Campus Non-Confidential Support

Student Case Management and Referral Coordination

501 W. Lake Street, Suite B

Fort Collins, CO 80523

Phone: (970) 491-8051

SECTION 9. FIRST AMENDMENT

As a public institution of higher education, Colorado State University is required to follow the First Amendment to the U.S. Constitution, which broadly protects speech and expression from governmental interference. Depending on the circumstances, certain speech or expression may be protected by the First Amendment and, therefore, will not be actionable under this Policy.

SECTION 10. CLERY ACT CRIME REPORTING BY THE UNIVERSITY

Actions or conduct that occur in geographical locations defined under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”) and that constitute crimes defined under the Clery Act will be reported **without personally identifying information** by CSU to the U.S. Department of Education to be included within the annual crime statistics reported by the University to students, employees, prospective students and employees, parents of students and prospective students, and the public.

SECTION 11. PROCEDURES

CSU has adopted procedures for investigating and responding to complaints of sexual harassment under Title IX laws and regulations (“Procedures”) to implement this policy and to provide for prompt and equitable investigations, hearings and appeals of complaints of sexual harassment and gender-based discrimination that fall under the Title IX laws and regulations.

CSU will treat all those involved in a proceeding pursuant to this policy fairly and equitably. Differences between one party’s rights and options and another party’s rights and options will never be based on sex. When a report of sexual harassment is received, the University will offer such supportive measures to the Impacted Party as are appropriate to the circumstances and will not impose disciplinary sanctions on the Responding Party except as warranted after following fair and equitable procedures.

Sexual misconduct that does not fall within the definition of sexual harassment under the Title IX regulations is subject to different procedures than those for Title IX matters. Students alleged to have committed such violations are subject to the provisions in the [Student Conduct Code](#). Employees alleged to have committed such violations are subject to the [CSU Policy on Discrimination and Harassment](#).

SECTION 12. COMPLIANCE WITH THIS POLICY

Compliance with this policy is required of every member of the University community. When an individual is found to have violated this policy, consequences will result.

1. Students: Disciplinary sanctions may be imposed pursuant to the Student Conduct Code, up to and including expulsion from CSU. Disciplinary sanctions may include but are not limited to:

- Disciplinary standings:
 - Disciplinary probation
 - Loss of good standing
 - Disciplinary suspension
 - Deferred disciplinary suspension
 - Disciplinary expulsion
 - Loss of student organization recognition
- Discretionary sanctions:
 - Alcohol and drug education, intervention, or treatment
 - A continuum of conflict resolution processes
 - Withholding or revocation of a degree
 - Educational workshops
 - Permanent University housing modification including removal from University housing
 - Interpersonal violence evaluation/treatment
 - Parent/guardian notification (student under the age of 21)
 - Compliance with court-ordered sanctions

2. Employees: Disciplinary sanctions may be imposed pursuant to applicable policies and procedures, up to and including termination from university employment. Any disciplinary action for a tenured faculty member must follow the procedures outlined in Section E.15, Disciplinary Action for Tenured Faculty, of the Faculty and Administrative Professional Manual. Disciplinary sanctions may include:

- Coaching
- Verbal reprimand/documentated conversation
- Pay reduction
- Suspension without pay
- Demotion
- Facilitation/Mediation
- Letter of Expectation
- Termination

SECTION 13. REFERENCES AND LEGAL AUTHORITY

- Title IX of the 1972 Education Amendments to the Higher Education Opportunity Act, 20 U.S.C. § 1681, et seq., and 20 U.S.C. §§ 1681-1688; 34 C.F.R. § 106.1 et seq.
- Violence Against Women Act, 34 U.S.C. § 12291, et seq., 34 C.F.R. § 668.46
- Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ([20 U.S.C.A. §1092\(f\)](#)) and implementing regulations, [34 C.F.R. §668.41 and 668.46](#))

- [Colo. SB19-007](#), C.R.S. § 23-5-146 – 147, Prevention of Sexual Misconduct on Higher Education Campuses
- [CSU Student Conduct Code](#)
- [CSU Policy on Discrimination and Harassment](#)
- [Rape Shield Protections for impacted parties-- C.R.S. § 13-25-138](#)
- [Victims' Rights](#)
 - [State of Colorado- Colorado Crime Victim Rights](#)
 - [CSU Annual Fire and Safety Report \(Clery Report\)](#), which details victim rights and expectations

APPENDIX 2: DISCRIMINATION AND HARASSMENT

SECTION 1. POLICY STATEMENT

Colorado State University (CSU) is a land-grant institution committed to offering access in its educational, scholarly and outreach activities to all individuals representative of our multi-cultural society and providing an environment of excellence in which all individuals can participate to the full level of their capabilities, realize their aspirations and contribute to the global society in which we live. In this pursuit, the University is committed to providing an environment that respects the dignity and worth of every member of its community and strives to create and maintain a work and study environment that is equitable, inclusive, and responsible so that each member of the University community is treated with dignity and respect and is rewarded for relevant considerations such as ability and performance. As a means of achieving these goals and to prevent harm arising from discrimination and harassment, the University prohibits discrimination and harassment, including sexual harassment and retaliation, as defined in this policy, by or against any member of or visitor to CSU.

Colorado State University is committed to providing an environment that is free from discrimination and harassment based on race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or pregnancy and will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Such an environment is necessary to a healthy learning, working, and living atmosphere because discrimination and harassment undermine human dignity and the positive connections among all people at our university. Acts of discrimination and harassment will be addressed consistent with this policy.

Consistent with state and federal law, reasonable accommodation will be provided to persons with disabilities.

Discrimination and harassment are very serious matters that can have far-reaching, current and future impact on the lives, educational experience, and careers of individuals. Intentionally false accusations can have a similar impact. Discrimination and harassment are strictly prohibited by

the University and will not be tolerated. An individual who impermissibly discriminates against another, or an individual who knowingly and intentionally files a complaint under this policy containing false statements or information, is subject to university discipline.

SECTION 2. DEFINITIONS USED IN THIS POLICY

For the purposes of determining whether a particular course of conduct constitutes discrimination or harassment under this policy, the following definitions will be used:

Complainant: The person who reports or is reported by another person as having been subjected to acts potentially constituting discrimination, harassment, sexual harassment, or retaliation by another.

Discrimination is conduct that is based upon an individual's race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or pregnancy that (a) excludes an individual from participation in, (b) denies the individual the benefits of, (c) treats the individual differently from others in, or (d) otherwise adversely affects a term or condition of an individual's employment, education, living environment or university program or activity. It is unlawful discrimination for an employer to refuse to hire, to discharge, to promote or demote, to harass during the course of employment, or to discriminate in matters of compensation, terms, conditions, or privileges of employment against any person otherwise qualified because of any of the listed protected identities. Consistent with state and federal law, this includes failing to provide reasonable accommodations to persons with disabilities or to accommodate religious practices.

Harassment is a form of discrimination and is conduct based upon an individual's race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or pregnancy that is unwelcome and sufficiently severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or offensive, or that substantially interferes with an individual's work or education. Intent is irrelevant in the determination of prohibited harassment. Depending upon the facts, harassment could include, but is not limited to threats, physical contact or violence, pranks, jokes, bullying, epithets, derogatory comments, or vandalism.

Even if actions are not directed at specific persons, a hostile environment may be created when the conduct is sufficiently severe or pervasive so as to substantially interfere with or limit the ability of an individual in the environment to work, study, or otherwise participate in activities of the University.

Conduct alleged to be harassment, including sexual harassment (defined below), will be evaluated by considering the *totality of the particular circumstances*, including the nature, frequency, intensity, location, context, and duration of the conduct. Although repeated incidents generally create a stronger claim of harassment, a serious incident, even if isolated, can be sufficient.

Sexual Harassment* is any unwelcome sexual advance, request for sexual favors, or other conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education or participation in a university activity;
2. Submission to or rejection of such conduct by an individual is used as the basis for, or a factor in, decisions affecting that individual's employment, education or participation in a university activity; or
3. Such conduct is sufficiently severe or pervasive to unreasonably interfere with an individual's employment or academic performance or create an intimidating, hostile or offensive environment for that person's employment, education or participation in a university activity.

Depending upon the facts, examples of sexual harassment could include, but are not limited to: unwelcome sexual advances; repeated and unwelcome sexually-oriented bullying, teasing, joking, or flirting; verbal abuse of a sexual nature; commentary about an individual's body, sexual prowess, or sexual deficiencies; leering, touching, pinching, or brushing against another's body; or displaying objects or pictures, including electronic images, which are sexual in nature and which create a hostile or offensive work, education, or living environment.

The fact that a consensual relationship exists, in and of itself, is not a defense to a charge of sexual harassment. Conduct may occur within a consensual relationship or following termination of a consensual relationship that is unwelcome and meets the definition of sexual harassment under this policy or as defined by the University's Title IX policy. *

The University's Consensual Relationship Policy prohibits faculty from entering into new consensual relationships with a student over whom they have any evaluative authority. The asymmetry of the faculty-student relationship means that any sexual relationship between a faculty member and a student is potentially exploitative. In the event of a charge of sexual harassment, the University will in general be unsympathetic to a defense based upon consent when the facts establish that a professional faculty-student, staff-student, or supervisor-employee power differential existed within the relationship.

*For the definition of sexual harassment pursuant to Title IX of the Education Amendments Act of 1972, see the CSU Policy on Sexual Harassment. Sexual harassment is prohibited by both Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments Act of 1972, and by both this policy and the CSU Policy on Title IX Sexual Harassment. The Office of Equal Opportunity will explain the applicability of these laws and policies to parties involved in a complaint and grievance procedure involving sexual harassment.

Respondent: The person reported to have engaged in one or more acts that may constitute a violation of this policy, including discrimination, harassment, sexual harassment, or retaliation.

Retaliation is any materially adverse action taken against an individual or someone associated with that individual because they have participated or may participate in a protected activity, such as making a complaint or report; serving as a witness; assisting in an investigation, grievance procedure, hearing, or related activity concerning an unlawful practice or violation of university policy; or opposing a discriminatory practice. Action is generally deemed retaliatory if

it would deter a reasonable person in the same circumstances from opposing practices prohibited by this policy or participating in the complaint processes under this policy. For there to be retaliation, there must be a causal connection between the protected activity and the materially adverse action. The University strictly prohibits retaliation. Depending upon the facts, examples of conduct that may be retaliation may include, but are not limited to demotion, denial of raise, termination, threats, harassment, and intimidation.

Third-Party Harassment is harassment committed by an individual or persons not employed by or enrolled as students at the University such as a vendor, contractor, guest lecturer or other visitor to campus.

SECTION 3. JURISDICTION & APPLICABILITY

All University community members are prohibited from engaging in or assisting another's engagement in conduct prohibited by this policy. This includes, without limitation, students, employees (including faculty), affiliates, volunteers, visitors, and (where provided by law or contract) agents, contractors, subcontractors, and grantees of the University. The University's disciplinary response may be limited if the conduct is by a visitor or other third-party not subject to the University's jurisdiction. When alleged discrimination or harassment is by an individual or external entity (for example, an individual employed by an outside contractor, program provider, or internship provider) doing business with the University and it reasonably appears that a violation has occurred, the matter will be referred to the appropriate official or department for further action, which may include termination of the contract or relationship.

This policy applies to alleged discrimination or harassment that takes place on university property or at university-sponsored events, regardless of their location. This policy may also apply to alleged discrimination or harassment that occurs off university property and outside the context of a university employment or education program or activity but nevertheless has a continuing adverse impact on or creates a hostile environment for students, employees, or third parties in any university employment, living or academic environment. Depending upon the facts, examples of where such conduct may occur include, but are not limited to, study abroad programs, conferences, social gatherings and virtual spaces.

SECTION 4. FIRST AMENDMENT

As a public institution of higher education, Colorado State University is required to follow the First Amendment to the U.S. Constitution, which broadly protects speech and expression from governmental interference. Depending on the facts, certain speech or expression may be protected by the First Amendment and, therefore, will not be actionable under this Policy.

SECTION 5. CONFIDENTIALITY

The University recognizes the importance of confidentiality and privacy. Although the confidentiality of the information received and the privacy of the individuals involved cannot be guaranteed, they will be protected to the extent feasible and as permitted by law. Information received in connection with the reporting, investigation, and resolution of allegations will be

treated as confidential and will only involve individuals whom the University determines are necessary to conduct an appropriate investigation, to provide assistance and resources to parties, to perform other appropriate university functions, or when the University is required to provide information under the law.

The expressed request of the complainant not to proceed with a complaint or investigation will be considered in the context of the University's legal obligation to act upon the allegations and the right of the responding party to be informed concerning the charge(s). The University will evaluate the request to determine whether the University can honor the request while still providing a safe and nondiscriminatory environment. A decision to proceed despite a complainant's request not to will be made on a case-by-case basis after an individualized review, and the complainant will be notified of the decision to proceed.

All individuals involved in the process should observe the same standard of discretion and respect for everyone involved in the process.

SECTION 6. REPORTING DISCRIMINATION OR HARASSMENT

Any university community member or individual who is directly involved in, observes, or reasonably believes that discrimination or harassment may have occurred can submit a report to the Office of Equal Opportunity.

How to Report

Anyone may report an incident of discrimination, harassment or sexual harassment as follows:

In person:

Office of Equal Opportunity
101 Student Services Building
Colorado State University
Fort Collins, CO 80523

By telephone: 970-491-5836

By postal mail:

Office of Equal Opportunity
0160 Campus Delivery
Fort Collins, CO 80523-0160

By email: oeo@colostate.edu

University Confidential Support for Faculty and Staff

Office of the Ombuds
316 General Service Building
Fort Collins, CO 80523
Phone: (970) 491-1527

SECTION 7. PROCEDURES

CSU has procedures addressing complaints of discrimination and harassment (“Procedures”) to implement this policy and to provide for prompt and equitable informal resolutions, investigations, hearings and appeals for complaints of discrimination, harassment and sexual harassment. An individual may file a complaint addressing an instance or a pattern of instances if the last instance took place within the last 120 calendar days.

Colorado State University will employ the preponderance of the evidence standard.

SECTION 8. COMPLIANCE WITH THIS POLICY

Compliance with this policy is required of every member of the University community and all others who are subject to it. When an individual is found to have violated this policy, consequences will result, up to and including dismissal from CSU in accordance with the applicable procedures. Any disciplinary action for a tenured faculty member must follow the procedures outlined in Section E.15, Disciplinary Action for Tenured Faculty, of the Faculty and Administrative Professional Manual.

SECTION 9. AFFIRMATIVE ACTION

The University, as a federal contractor, takes affirmative action to employ qualified women, racialized minorities, veterans, and individuals with disabilities. For information on this Affirmative Action commitment and program, contact the Office of Equal Opportunity at oeo@colostate.edu or (970) 491-5836.

SECTION 10. FILING WITH EXTERNAL AGENCIES

Persons who believe that they have been subjected to discrimination, harassment, sexual harassment, retaliation may be able to file a complaint with the Colorado Civil Rights Division, the U.S. Equal Employment Opportunity Commission, the U.S. Department of Education’s Office for Civil Rights or the Office of Federal Contract Compliance Programs. Information

regarding filing charges with any of these agencies may be obtained from the Office of Equal Opportunity.

SECTION 11. REFERENCES AND LEGAL AUTHORITY

- Title VI of the Civil Rights Act of 1964
- Title VII of the Civil Rights Act of 1964, amended in 1991
- Executive Order 11246, as amended
- Pregnancy Discrimination Act of 1978
- Equal Pay Act of 1963
- Age Discrimination in Employment Act of 1967
- Vietnam Era Veterans' Readjustment Assistance Act, as amended
- Uniformed Services Employment and Reemployment Rights Act of 1994
- Genetic Information Nondiscrimination Act of 2008
- Americans with Disabilities Act of 1990, amended by the ADA Amendment Act of 2008
- Sections 503 and 504 of the Rehabilitation Act of 1973
- Title IX of the 1972 Education Amendments to the Higher Education Opportunity Act, 20 U.S.C. § 1681, et seq., and 20 U.S.C. §§ 1681-1688; 34 C.F.R. § 106.1 et seq.
- Violence Against Women Act, 34 U.S.C. § 12291, et seq., 34 C.F.R. § 668.46
Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 U.S.C.A. §1092(f) and implementing regulations, 34 C.F.R. §668.41 and 668.46) ("Clery Act")

APPENDIX 3: PROCEDURE FOR RESOLUTION OF DISCRIMINATION COMPLAINTS (OTHER THAN SEXUAL HARASSMENT)

APPENDIX 4: CONSENSUAL RELATIONSHIPS

APPENDIX 5: FAMILIAL RELATIONSHIPS

APPENDIX 6: BULLYING IN THE WORKPLACE

APPENDIX 7: RESEARCH MISCONDUCT

APPENDIX 8: FAMILY MEDICAL LEAVE POLICY

Rationale: Changes to federal regulations have required changes to CSU's policy on sexual harassment. The old policy is included in the Manual as part of Appendix 1. The required changes make it necessary to split off the policy on sexual harassment from the policy on discrimination and other types of harassment. Thus, Appendix 1 needs to be split into two

separate appendices, and this requires renumbering the other appendices. The current order of the appendices came from when each one was created. As long as they need to be renumbered, it makes sense to place them in a more logical order.

Since the policies for the new Appendix 1 and Appendix 2 are university policies, rather than just policies for faculty and/or administrative professionals, then Faculty Council can only vote yes or no on whether to include them in the Manual as appendices. However, both the Chair of Faculty Council and the Chair of CoRSAF were involved in the writing of these policies (as representatives of Faculty Council). Much of the language is mandated by federal regulations.

Board of Governors – Faculty Council Representative Report – CSU-Fort Collins

Faculty Council Meeting September 1, 2020

Respectfully submitted by Stephanie Clemons, Ph.D.

Board of Governors (BOG) Meeting (virtual) August 6-7, 2020 Executive Summary

The Board of Governors' (BOG) meeting held on Thursday, August 6th was focused on the candidate interviews for their CSU Global Presidential Search. On Friday, August 7th the meeting began with a report from the Audit and Finance Committee. It outlined the FY 2020-2021 Audit Plan as well as the Covid-19 and State Budget Update. An announcement was made that the Shepardson Building remodel at CSU-FC will be moving forward with the passing of Senate Bill 2019.

Campus budget presentations were offered by respective campus presidents and their CFOs. The budgets reflect a possible 10% and 20% reduction in state funding. Two scenarios – 0% and 3% -- were also presented regarding a possible student tuition increase. There has been no tuition increase in the last two years. However, the BOG is not excited about raising costs for students. The 3% increase equals about \$1.34/day for a 16-week semester. A decrease in enrollment was factored into budgets and identified expenses included a significant increase in insurance costs, newly filled positions (e.g. new dean, VP Engagement, Provost), and prior commitments related to research, student success and public safety. The motion for the Annual Approval of Institutional Plan for Student Fees was approved.

Public comments – none received.

CSU System Highlights and Chancellor's Report. The CSU System office has completed the move to their new location at 555 17th Street. Dr. Rick Miranda was welcomed to his new role as Chief Academic Officer of CSU System and Dr. Becky Takeda-Tinker to her new role as Chief Educational Innovation Officer. The System's new website was rolled out in June. Chancellor Frank continues to engage with City of Fort Collins leadership around redevelopment of the Hughes Stadium property. The System continues to work in partnership with the campuses to navigate the requirements of CARES Act (Coronavirus Aid, Relief and Economic Security) funding. Six of the 24 Latin American Education Foundation scholars in Colorado are coming to CSU this fall, representing the largest number of scholars of any school. CSU Spur announced the eight artists for its large-scale art collection on the campus including four artists from Colorado; three from other locations in the U.S. and one artist from London.

CSU-Fort Collins Highlights. After consideration, no program reviews will take place during academic years 2020-2021. The Tenure and Promotion report revealed that in 2020, 83 candidates were tenured, promoted or both. The total tenure-track faculty numbers rose slightly this past year (1.7%). Our number of female faculty continued to rise, as did our number of international faculty; both are at historic highs. NTTF advancement in rank report indicated 48 candidates were promoted to various positions including senior instructor, master instructor, teaching associate professors, and associate professors. Plans have recently been finalized for a three-year phased in approach to increasing the non-tenure-track faculty salary floor. Using AAUP data, CSU faculty salaries and total compensation lag behind our peers. Overall, the CSU average faculty salary is at 91% (up from last year); total compensation is higher at around 95%. Almost 8,000 degrees were conferred at CSU-FC; 5500 were bachelor's degrees.

CSU- Global Highlights. President Becky Takeda-Tinker reported a 12.7% enrollment drop spring semester due to pandemic. Marketing was adjusted to attract new students. A 9% overall increase in enrollment is projected; 10,500 new students with 85% retention rate. As of this meeting, they were at 108% of their goal; 96% active students, 99% new students. After expenses, total increase is projected at \$3.1 million.

CSU- Pueblo Highlights. President Tim Mottet reported a revenue increase for summer 2020 when compared to summer 2019. Additional revenue is also projected as they become the first solar-powered university in the state <https://www.chieftain.com/news/20200207/csu-pueblo-will-be-first-solar-powered-university>. Five new undergraduate certificates were approved.

Academic and Student Affairs Committee. Approval of Consent Agenda items included new music therapy Ph.D. and changes to Faculty Council Manual at CSU-FC. Motion: approval of degree candidates and conferral of degrees to CSU-FC, CSU-Global and CSU-Pueblo. This is an annual action item. Motion passed.

Special Reports received from Paul Plinske, Athletic Director, CSU-Pueblo and Joe Parker, CSU-FC.

Other Standing Committee Reports received from Real Estate/Facilities Committee and Evaluation Committee.

Next BOG Meeting: October 8-9, 2020 at CSU-Fort Collins.

**COLORADO STATE UNIVERSITY
FACULTY COUNCIL ANNUAL REPORT
TO THE BOARD OF GOVERNORS
July 2019 – May 2020**

Current Faculty Council Officers:

Timothy Gallagher, Chair
Sue Doe, Vice Chair
Stephanie Clemons, BOG Faculty Representative
Lola Fehr, Professional Registered Parliamentarian
Rita Knoll, Executive Assistant

Incoming Faculty Council Officers for 2020-2021:

Sue Doe, Chair
Sue James, Vice Chair
Stephanie Clemons, BOG Faculty Representative
Lola Fehr, Professional Registered Parliamentarian
Amy Barkley, Executive Assistant

Faculty Council acts as a representative body for the academic faculty and performs duties delegated to the faculty by acts of the legislature. The Faculty Council, subject to statutes of the State and regulations and policies of the Board of Governors (BOG), has jurisdiction over the general educational policies of the University and passes all rules and regulations necessary to University government. Faculty Council membership consists of one elected representative from each academic department and the Libraries, and a proportionate representation from each college as voting members. Upper-level administrators are *ex officio* non-voting members. The 2019-20 membership for the Faculty Council is attached. Below is a list of Faculty Council business during the 2019-20 academic year.

Action Items Requiring BOG Approval – 2019-2020 Academic Year:

Academic Faculty and Administrative Professional Manual Revisions 2019-20:

Section D.5.3.1 Types of Appointments

Section D.7.18 Retirement

Section E.2.1.1—E.2.1.5 Basic Types of Faculty Appointments

Section E.2.1.1 Tenured Appointments

Section E.2.1.2 Tenure-Track Appointments

Section E.2.1.3 Contract Faculty Appointments

Section E.2.1.4 Continuing Faculty Appointments

Section E.2.1.5 Adjunct Faculty Appointments

Section. F.3.13 Leave Without Pay

Section K Resolution of Disputes

Section K.1 General Information

Section K.1.1 Participants in the Section K Process and Definition of Terms

Section K.3 Definition of Action, Grievable Action, and Grievance

Section K.6.1 Initiation of Mediation Process

Section K.10.5 Recommendation of Hearing Committee

Section K.10.6.2 Review by the Provost
 Section K.10.6.3 Appeal of the Recommendation From the Provost
 Section K.10.6.4 Review by the President
 Section K.3.1 A Grievable Action does not include
 Section K.3.2 Types of Grievable Actions and Burden of Proof
 Section K.3.2.2 (“Class B”)
 Section K.12.4 Duties of a University Grievance Officer
 Section C.3.2.1.a Department Name Change in College of Agricultural Sciences—Change
 Department of Bioagricultural Sciences and Pest Management to Department of Agricultural
 Biology
 Section E.12.2 Research and Other Creative Activity
 Section J.2 Definitions
 Section J.3 Ownership and Rights
 Section I.4 Student Appeals of Interdisciplinary Decisions Made by University Hearing
 Officers
 Section I.5 Academic Integrity Policy and Academic Misconduct Procedures

Candidates for Degrees:

Fall Candidates 2019
 Spring Candidates 2020
 Summer Candidates 2020

New Degree Programs:

- Master of Public Policy and Administration, Plan C, College of Liberal Arts—effective Fall 2020
- Master of Sport Management, Plan C, College of Liberal Arts—effective Fall 2020
- Major in Dance (BFA), School of Music, Theatre, and Dance—effective Fall 2020
- Major of Agricultural Biology, Department of Agricultural Biology (formerly Department of Bioagricultural Sciences and Pest Management)—effective Fall 2020
- Ph.D. in Music Therapy, School of Music, Theatre, and Dance—effective Fall 2021

2019-2020 General Catalog Revisions (BOG Approval Not Required)

2019-2020 Curricular Policies and Procedures Handbook

No change

2019-2020 Graduate & Professional Bulletin Revisions (BOG Approval Not Required)

Requirements for all Graduate Degrees and Graduation Procedures
 Graduate Certificate Program
 Scholastic Standards
 Integrated Degree Program and Integrated Degree Program Plus Admissions
 The Advisory System
 Graduate Assistantship—Terms and Conditions of Appointment
 Definition of “In-State Residency” for Tuition Purposes

Graduate Study, Master Degrees
 Admission Requirements and Procedures
 The Advisory System—Non-Academic Members

New Centers, Institutes and Other Special Units

Institute for Research in the Social Sciences (IRISS)
 Center for Human-Carnivore Existence

Routine Action Items for Faculty Council Approval (BOG Approval Not Required)

Confirmation of Faculty Council Secretary and Parliamentarian
 Elections:

Faculty Council Officers
 Faculty Council Standing Committee Members
 Graduate and Undergraduate Student Representatives on Faculty Council

Standing Committees

Grievance Panel
 Discipline Panel
 University Benefits Committee

Approval of Appeal Chair nominees for Student Conduct Services
 All-University Core Curriculum (AUCC) language and requirements

Annual Reports (2019-2020):

Faculty Council Standing Committees
 University Benefits Committee
 University Grievance Officer Annual Report

Changes in Curriculum – 2019-2020

Recommendations for Continuance or Discontinuance of Centers, Institutes, and
 Other Special Units

Faculty Council Discussion Items 2019-2020:

None.

Faculty Council Special Reports 2019-2020:

October 1, 2019—CSU Mental Health Initiatives—Blanche Hughes and Lori Lynn

November 5, 2019—Task Force on Institutional Learning Objectives—Matt Hickey

December 3, 2019--2018 Employee Climate Survey Results-- Shannon Archibeque-
 Engle and Jennifer Schneider

March 3, 2020—Report on CSU-FC Research—Alan Rudolph

April 7, 2020—Report on Faculty and AP Retirement Changes—Teri Suhr and Robyn
 Fergus

May 5, 2020—Report on Faculty Ombuds “Types of Concerns and Issues Dealt With”—
 Kathy Rickard

Faculty Council Campus Issues 2019-2020:

Continued work on improving the status and rights of Non-Tenure Track Faculty

Enhancing the quality of online instruction

Worked with administration on ways to navigate necessary changes to academics due to the pandemic

Reviewed intellectual property issues and policies including those related to academic materials created by a faculty member

Faculty Council Resolutions 2019-2020:

October 2019—Faculty Council Resolution on Budget Priorities

Faculty Council Resolution on Budget Priorities

(1) WHEREAS instructional spending per student at CSU has remained flat, after accounting for inflation, since 2009;

(2) WHEREAS athletic subsidies have almost doubled during this same period, amounting to \$25.4 million in FY18;

(3) WHEREAS \$5.9 million of these subsidies came from student athletic fees that raised the cost of attendance;

(4) WHEREAS Faculty Council believes that more resources should be devoted to CSU's primary academic mission without increasing tuition and fees;

(5) BE IT RESOLVED that Faculty Council urges the CSU administration to significantly reduce athletic program subsidies, and to use the savings to support the university's primary academic mission.

ENDNOTES 1. Budgetary subsidies are provided by the university to the athletic program to offset athletic program budget deficits. Athletic program budget data from NCAA financial reports, available at <https://sports.usatoday.com/ncaa/finances/>. The FY18 subsidy is reduced by a \$0.5 million transfer from athletics back to the general fund

May 2020—Faculty Council Resolution to Support Student Demands for Equity and to Share Action and Accountability:

Resolution to Support Student Demands for Equity and to Share Action and Accountability

Whereas, over the last five years, various students groups have called for actions on campus to promote well-being and learning at CSU;

Whereas, incidents have occurred that reflected bias, insensitivity, and disruptive behaviors, which have not been satisfactorily resolved;

Whereas, the Principles of Community have been adopted (2016) to guide CSU as a community of 'WE' characterized by inclusion, integrity, respect, service, and social justice;

Whereas, dialogue and learning depend on the ‘WE’ listening to each other, explaining what we know, and admitting what we don’t know;

Whereas, CSU has codes and policies that identify rights and responsibilities to guide actions and behaviors and related processes for review, to complain and to grieve (these include, but are not limited to, disruptive behavior, discrimination, harassment, bullying) within the context of state and federal laws

Be it resolved that Faculty Council:

Acknowledges students’ concerns;

Challenges the status quo and supports proactive efforts and accountability for continual improvements of the climate at CSU for all;

Calls upon our faculty peers to seek opportunities to learn of and lessen barriers to our and students’ learning and well-being;

Collaborates with students, staff, and administrators to assure the Principles of Community become universally integrated into the ‘what’ and ‘who’ we are as CSU’s community now and into the future

Assures that its annual reporting (Faculty Council and its committees) communicates progress and actions consistent with the Principles of Community and improvement of CSU’s climate for all.

MEMBERSHIP OF THE FACULTY COUNCIL 2019-2020

OFFICERS

Chair: Timothy Gallagher

Vice-Chair: Sue Doe

Executive Assistant: Rita Knoll

BOG Representative: Stephanie Clemons

Professional Registered Parliamentarian: Lola Fehr

ELECTED MEMBERS	REPRESENTING	TERM
Agricultural Sciences		
Stephan Kroll	Agricultural and Resource Economics	2022
Jason Bruemmer	Animal Sciences	2021
Cynthia (Cini) Brown	Bioagricultural Sciences & Pest Management	2021
Kelly Curl	Horticulture & Landscape Architecture	2021
Thomas Borch	Soil and Crop Sciences	2020
Bradley Goetz	College-at-Large	2021
Ruth Hufbauer	College-at-Large	2020

Page 2 – Faculty Council Membership 2019-2020

TBD	College-at-Large	2022
Health and Human Sciences		
Nancy Miller	Design and Merchandising	2021
Raoul Reiser	Health and Exercise Science	2022
David Sampson	Food Science and Human Nutrition	2022
Karen Barrett	Human Development and Family Studies	2020
Bolivar Senior	Construction Management	2020
Matt Malcolm	Occupational Therapy	2020
Carol Makela	School of Education	2021
Shannon Hughes	School of Social Work	2022
Business		
Larry Johnson	Accounting	2022
Stephen Hayne	Computer Information Systems	2021
John Elder	Finance and Real Estate	2022
Dawn DeTienne	Management	2021
Kathleen Kelly	Marketing	2021
Engineering		
Kristen Rasmussen	Atmospheric Science	2021
Margarita Herrera-Alonso	Chemical and Biological Engineering	2022
Peter Nelson	Civil and Environmental Engineering	2021
Siddharth (Sid) Suryanarayanan	Electrical and Computer Engineering	2022
Kirk McGilvray	Mechanical Engineering	2020
Susan James	College-at-Large	2022
Steven Reising	College-at-Large	2022
Jason Quinn	College-at-Large	2021
J. Rockey Luo	College-at-Large	2022
Liberal Arts		
Michael Pante	Anthropology	2020
Jason Bernagozzi	Art	2022
Ziyu Long	Communication Studies	2022
Ramaa Vasudevan	Economics	2020
Doug Cloud	English	2020
Albert Bimper	Ethnic Studies	2022
Maria Del Mar Lopez-Cabrales	Languages, Literatures and Cultures	2022
Thaddeus Sunseri	History	2020
Michael Humphrey	Journalism and Technical Communication	2020
Wes Kenney	Music, Theater, and Dance	2022
Moti Gorin	Philosophy	2022
Peter Harris	Political Science	2021
Tara Opsal	Sociology	2022

Page 3 - Faculty Council Membership 2019-2020

Antonio Pedros-Gascon	College-at-Large	2020
Steve Shulman	College-at-Large	2020
Lisa Langstraat	College-at-Large	2020
Marcela Velasco	College-at-Large	2021
Del Harrow	College-at-Large	2021
Maura Velazquez-Castillo	College-at-Large	2021

Natural Resources

Monique Rocca	Ecosystem Science and Sustainability	2020
David Koons	Fish, Wildlife, & Conservation Biology	2021
Seth Davis	Forest and Rangeland Stewardship	2020
Bill Sanford	Geosciences	2020
Tara Teel	HDNR in Warner College	2020

Natural Sciences

Jennifer Nyborg	Biochemistry and Molecular Biology	2022
Melinda Smith	Biology	2021
George Barisas	Chemistry	2020
Ross McConnell	Computer Science	2022
Yongcheng Zhou	Mathematics	2020
Dylan Yost	Physics	2021
Silvia Canetto	Psychology	2022
Mary Meyer	Statistics	2022
Chuck Anderson	College-at-Large	2020
Anton Betten	College-at-Large	2022
TBD	College-at-Large	2022
Brad Conner	College-at-Large	2021
Alan Van Orden	College-at-Large	2020

Veterinary Medicine & Biomedical Sciences

DN Rao Veeramachaneni	Biomedical Sciences	2022
Kevin Haussler	Clinical Sciences	2022
Elizabeth Ryan	Environmental & Radiological Health Sciences	2020
Tony Schountz	Microbiology, Immunology and Pathology	2021
Noreen Reist	College-at-Large	2020
Jennifer Peel	College-at-Large	2020
William Black	College-at-Large	2020
Marie Legare	College-at-Large	2022
Adam Chicco	College-at-Large	2022
Christianne Magee	College-at-Large	2022
Candace Mathiason	College-at-Large	2022
Gerrit (Jerry) Bouma	College-at-Large	2021

University Libraries

Linda Meyer	Libraries	2022
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Ex Officio Voting Members

Timothy Gallagher	Chair, Faculty Council/Executive Committee	2020
Sue Doe	Vice Chair, Faculty Council	2020
Stephanie Clemons	BOG Faculty Representative	2020
Steve Reising, Chair	Committee on Faculty Governance	2020
Todd Donovan, Chair	Committee on Intercollegiate Athletics	2020
Jerry Magloughlin	Committee on Libraries	2020
Jenny Morse, Chair	Committee on Non-Tenure Track Faculty	2020
Hong Miao, Chair	Committee on Responsibilities & Standing of Academic Faculty	2020
Melinda Smith, Chair	Committee on Scholarship Research and Graduate Education	2020
Karen Barrett, Chair	Committee on Scholastic Standards	2020
Joseph DiVerdi, Chair	Committee on Strategic and Financial Planning	2020
Matt Hickey, Chair	Committee on Teaching and Learning	2020
Mo Salman, Chair	Committee on University Programs	2020
Bradley Goetz, Chair	University Curriculum Committee	2020
Susan (Suellen) Melzer	Committee on Non-Tenure Track Faculty	2021
Denise Apodaca	Committee on Non-Tenure Track Faculty	2021
Christine Pawliuk	Committee on Non-Tenure Track Faculty	2022
Ashley Harvey	Committee on Non-Tenure Track Faculty	2022
Daniel Baker	Committee on Non-Tenure Track Faculty	2020
Leslie Stone-Roy	Committee on Non-Tenure Track Faculty	2022
Mary Van Buren	Committee on Non-Tenure Track Faculty	2020
Steve Benoit	Committee on Non-Tenure Track Faculty	2022
Natalie Ooi	Committee on Non-Tenure Track Faculty	2022

Ex-Officio Non-Voting Members

Joyce McConnell	President
Rick Miranda	Provost/Executive Vice President
Brett Anderson	Special Advisor to the President
Kim Tobin	Vice President for Advancement
Mary Ontiveros	Vice President for Diversity
Blake Naughton	Vice Provost for Engagement/Director of Extension
Leslie Taylor	Vice President for Enrollment and Access
Dan Bush	Vice Provost for Faculty Affairs
Karen Estlund	Vice President for Information Technology/Dean Libraries
Kathleen Fairfax	Vice Provost for International Affairs
Pam Jackson	Interim Vice President for External Relations
Alan Rudolph	Vice President for Research
Blanche M. Hughes	Vice President for Student Affairs

Page 5 - Faculty Council Membership 2019-2020

Kelly Long	Vice Provost for Undergraduate Affairs
Lynn Johnson	Vice President for University Operations
James Pritchett	Interim Dean, College of Agricultural Sciences
Lise Youngblade	Dean, College of Health and Human Sciences
Beth Walker	Dean, College of Business
David McLean	Dean, College of Engineering
Mary Stromberger	Dean, Graduate School
Ben Withers	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
Catherine Douras	Chair, Administrative Professional Council

Committee on Faculty Governance (CoFG) Annual Report 2019-2020

Members for 2019-2020:

Agricultural Sciences: Ruth Hufbauer, Vice Chair

Health and Human Sciences: Scott Shuler

Business: Leo Vijayasathy

Engineering: Steven Reising, Chair

Liberal Arts: Emily Moore

Natural Resources: Troy Ocheltree

Natural Sciences: Don Estep

Veterinary Medicine and Biomedical Sciences: Quint Winger

University Libraries: Allison Level

The committee met in person or online on the following dates: 1/28/20, 2/11/20, 3/3/20, 3/31/20 and 4/28/20. All meetings were in person except for 3/31/20 and 4/28/20, which were held online on Teams. All CoNTTF Members were invited to the 3/31/20 meeting to discuss their proposed motions for changes to the Code. The committee chair met with the CoRSAF Chair and the Faculty Council Chair multiple times. The committee conducted significant business through e-mail discussions.

Code changes to the following sections were considered by CoFG:

- Changes to Section C.2.1.3.1 of the Code to eliminate ambiguity in the Code and maintain approximately equal proportional representation in the number of representatives on Faculty Council to the number of faculty members in each College and the Libraries were passed by CoFG and presented to Faculty Council by Steven Reising on May 5, 2020. The proposed changes were accepted by Faculty Council with well over 2/3 majority.
- Changes to Section C.2.1.3.1 of the Code proposed by CoNTTF to enhance the voice of NTTF in shared governance were considered and discussed at several committee meetings, including during the CoFG meeting with CoNTTF members on 3/31/20. The committee's consensus is that NTTF need to have a stronger voice in shared governance. However, the means and method to achieve that vision and goal need to be discussed among Departments, Colleges and the Libraries across the campus to determine the best way

forward.

CoFG took the following actions regarding elections:

- Conducted elections for departmental and at-large representatives to Faculty Council.
- Conducted elections for members of Executive Committee.
- Made nominations for Faculty Council officers.
- Made nominations for members of Faculty Council standing committees.
- Made nominations for members of University Benefits Committee.
- Made nominations for members of Grievance Panel.
- Appointed substitutes for temporary vacancies on Faculty Council and its standing committees.

Faculty Council Committee on Intercollegiate Athletics
Annual Report – From September 2019 to May 2020

Member	College	Role / Title	# of meetings attended out of 4
Mike Wilkins	Agricultural Sciences	Member	3
Karen Hyllegard	Health & Human Sciences	Member	2
Todd Donavan	Business	Chair	4
Christian Puttlitz	Engineering (Mechanical)	Member	0
Cindy O'Donnell-Allen	Liberal Arts (Political Science)	Member	1
Kevin Crooks	Natural Resources (Forestry Rangeland)	Member	3
Shane Kanatous	Natural Sciences (Biology)	Member	4
Craig Webb	Veterinary Medicine & Biomedical Sciences	Member	0
Heidi Zuniga	University Libraries	Member	2
Ashlyn Foster & Taylor Millson	Student Representative (Undergraduate)	Undergrad Student Rep.	2
We were unable to identity a student to fulfill this role	Student Representative (Graduate)	Graduate Student	n/a
Kyle Saunders	Faculty Representative to Athletics (ex officio)	Ex-Officio	2

Dates of Meetings:

September 26, 2019
October 31, 2019
November 18, 2019 with SAAC Students
February 17, 2020

FCCIA met during the school year 2019-2020 four times, including meeting on November 18th with the SAAC students to discuss the previous year's exit surveys. (Note: The number of meetings for the 2019-2020 were down from previous years. This was due to the problems associated with COVID-19). The meeting with SAAC is the best means for FCCIA to understand how the students feel about their student-athlete experience here at CSU. The results of that meeting are reproduced here.

Four members of FCCIA met with SAAC on October 8th, and three met with SAAC on April 16th in the 3rd floor conference room of McGraw. We assured the group that what is said in the meeting will be kept in confidence and that we are charged with looking out for their welfare as student athletes. Traditionally, we use the athletic survey to guide our questioning of SAAC. However, a version of the survey results was

not available for our review. (We have since volunteer to create a survey for future use). Therefore, we used our experience with issues affecting student athletes to guide our questions.

FCCIA Notes from SAAC Meeting

November 18th, 2019

FCCIA members present: Todd Donovan, Heidi Zuniga, Kevin Crooks, Shane Kanatous, Karen Hyllegard, and Mike Wilkins

The FCCIA members visited with members of SAAC to address any low scores on the 2019 athletic survey and any other topics of concern to the student-athletes.

Travel Meals

The first question addressed was the relatively low score given to “meal quality” while traveling. When questioned about this issue student athletes were not concerned about the food on away trips.

Tutoring

Still have some issues with students having access to tutors for their upper division classes as well as unqualified tutors at the introductory levels.

The accounting lab closes at 4:00 when the athletes are not out of practice until 3:30. Is there a way to make an adjustment with the lab times?

Suggestion of having the course instructors suggest possible tutors possibly the TA2

Student were also interested in possibly being tutors for other athlete as possible community hours offset or for credit

Athletes still have issues with some professors not allowing them to make up exams or being available for meetings outside of regular office hours.

The most disturbing case was a student athlete with a diagnosed concussion, medical diagnosis, case management case being forced to take an exam and failing. This may be a case where the case management worker should step in and contact the instructor, and/or faculty council should discuss the issue of what are the rules for taking exams after a student has a concussion. We as members of FCCIA are willing to talk to those parties involved or have Kyle initiate this discussion.

Some student with scheduled medical procedures not being accommodated.

Some students mentioned professors who made public and disrespectful comments about the athletic performance of the team with the students in class.

Also, some issues with transparency between the athletic administration and the students about the state of certain issues or ongoing problems

Suggestion was to distribute the names and emails of the FCCIA members so athletes would know who they to contact with some of these issues in a timelier fashion.

It was also suggested that we attend some of the opening meetings with the teams to introduce ourselves and our roles

Shane B. Kanatous, Ph.D.
Professor in the Department of Biology
Colorado State University
Phone: 970-491-0782

Todd Donovan, Ph.D.
Associate Professor of Marketing
Colorado State University
Phone: 970-491-6897

COLORADO STATE UNIVERSITY COMMITTEE ON NON-TENURE TRACK FACULTY

Annual Report for August 2019 to May 2020

MEMBERSHIP 2019-2020

Agricultural Sciences	Sue Ellen Melzer
Health and Human Sciences	Leann Kaiser/Ashley Harvey
Business	Jenny Morse, Chair
Engineering	Dan Baker
Liberal Arts	Denise Apodaca
Natural Resources	Natalie Ooi/Sean Bryan
Natural Sciences	Steve Benoit, Vice Chair
Veterinary Medicine and Biomedical Sciences	Leslie Stone-Roy
Libraries	Christine Pawliuk
Tenured Faculty	Mary Van Buren
Tenured Faculty	Jamie Neilson
At-large member	Joseph DiVerdi

I. Meetings

The Committee on Non-Tenure Track Faculty (CoNTTF) met 16 times during the 2019-2020 academic year. All 16 meetings focused on moving forward with our proposals and recommendations to improve the circumstances of non-tenure track faculty (NTTF) at CSU.

Since all non-tenure track members of CoNTTF are now voting members of Faculty Council, our 9 college reps attended the 8 Faculty Council meetings during 2019-2020.

08/27/19	Reviewed challenges and requests from the summer and made plans for fall, including continuing to develop the website with Christine and Natalie leading
9/10/19	Discussed communication with administration, plans for Campus Equity Week, and challenges INTO faces with NTTF and shared governance
9/24/19	Discussed Extension, communication with central administration, website, Campus Equity Week plans, and voting rights. Reaffirmed CoNTTF's policies and procedures

- 10/8/19 Confirmed Campus Equity Week plans, Mary Stromberger attended to discuss changes to the Graduate School Bulletin; Alex Bernasek attended to discuss the recommendations made by the NTTF Task Force and the responses from administration
- 11/5/19 Reviews CoRSAF's proposed changes to E.12, discussed crafting motions to change C.2.1.3.1, discussed concerns with professional development and Affiliate Faculty, discussed the proposal to get administrative funding for the CoNTTF Chair
- 11/19/19 Discussed proposed revisions to C.2.1.3.1 and E.2.1.3, discussed creating an award for an administrator who supports NTTF, discussed Affiliate Faculty, discussed the proposal to get administrative funding for the CoNTTF Chair
- 12/3/19 Website ready to go live, administrator award drafted
- 1/21/20 Discussed various events and issues across colleges, discussed data that could be collected from Institutional Research
- 2/4/20 Discussed section E motions under review by CoRSAF, explored queries for Institutional Research data, reviewed materials from NTTF Task Force and the Professional development email notice from Dan Bush, Vice Provost
- 2/18/20 Prepared to meet with NTTF Task Force at the next meeting, prepared for Adriana Kezar's talk, reviewed motions to sections C and E and the proposal to fund the CoNTTF Chair, reviewed administrator award
- 3/10/20 Members of the NTTF Task Force attended to discuss their recommendations and lingering challenges and concerns
- 3/24/20 Unofficial meeting of CoNTTF members to touch base during CoVID-19 crisis
- 4/7/20 Discussed invitation to add NTTF member to Retirement Plan committee, debriefed on meeting with CoFG and next steps, discussed writing a statement on equity and CoVID-19, reviewed UCC item on Faculty Council agenda
- 4/21/20 Worked on a statement on equity and CoVID-19, reviewed graphics Dan Baker created with Institutional Research data
- 5/5/20 Website is live, discussed Faculty Council agenda items, finalized leadership for 2020-2021, reviewed more outstanding graphics from Dan Baker
- 5/21/20 Emergency meeting to discuss contract situation

II. Additional Meetings and Presentations Prepared by CoNTTF members

- 6/12/19 Chair spoke with Sue James, President's Council on Culture

6/26/19	Chair discussed an NTTF's retirement benefits
7/10/19	Chair met with Alex Bernasek, Associate Dean in CLA
7/12/19	Chair connected with NTTF in the College of Business
7/12/19	Chair met with Richard Eykholt, UGO
7/14 /19	Chair spoke with multiple NTTF in the College of Business
7/17/19	Chair met with Samantha Ye, reporter for the Collegian
7/22/19	CoNTTF met with COB NTTF
7/24/19	Chair met with Dan Bush, Vice Provost
7/24/19	Chair met with Tim Gallagher, Faculty Council Chair
7/24/19	Chair discussed with multiple NTTF in the College of Business
7/30/19	Chair met with Dan Bush, Vice Provost
7/31/19	Chair spoke with Sue James, President's Council on Culture
7/31/19	Chair discussed promotions with NTTF in CLA
8/15/19	Chair met with Alex Bernasek, Associate Dean in CLA
8/15/19	Chair worked with CLA and IT support on NTTF lists and listserv
8/20/20	Vice Chair attended orientation for new NTTF
9/19/19	Chair spoke with Ashley Stokes of CSU Extension
9/24/19	Chair met with Joseph DiVerdi on NTTF Task Force
10/8/19	Christine Pawliuk and Natalie Ooi met with Happy Bennet about the website
10/11/19	Chair met with CoNTTF new member, Jamie Neilson
10/22/19	CoNTTF held a Listening Session
10/29/19	CoNTTF members attended NTTF Task Force Listening Session
11/8/19	CoNTTF members attended NTTF Task Force Listening Session
11/20/19	Christine Pawliuk met with Happy Bennet about the website
11/22/19	CoNTTF members attended NTTF Task Force Listening Session
12/3/19	Chair met with Tim Gallagher, Faculty Council Chair
1/14/20	Denise Apodaca presented <i>Using the individual development plan for non-tenure track faculty</i> for the Professional Development Institute

1/15/20	Denise Apodaca presented <i>Campus equity concerns of non-tenure track faculty</i> for the Professional Development Institute
2/20/20	Denise Apodaca presented <i>A day in the life of non-tenure track faculty</i> for the Graduate School Professional Development series
3/31/20	CoNTTF members met with CoFG
4/6/20	CoNTTF members attended Adriana Kezar's presentation
4/17/20	Responded to CoFG post-meeting with revised motions to section C
6/1/20	CoNTTF members attended the open meeting on the oval
6/3/20	Chair met with Faculty Council leadership
6/8/20	Chair met with President McConnell, Provost Miranda, and Faculty Council leadership

III. Proposal Documents and Committee Process

Proposed revisions on C.2.1.3.1 sent to Faculty Council Chair on 12/1

Discussed with CoFG on 3/31

Responded to CoFG post-meeting with revised motions on 4/17

Made statement on FC agenda item related to section C on 5/5, anticipating discussion or vote on section C proposals at first Faculty Council meeting Fall 2020

Proposed revisions to E.2.1.3 and E.2.1.4 sent to Faculty Council Chair on 12/1

Revisions received from CoRSAF on 1/30

Revisions sent to CoRSAF on 2/7

Withdrawn after discussion with CoRSAF and Executive Committee on 2/19

Proposed revision to K.3.1.g drafted

Proposal to provide central funding to CoNTTF Chair sent 12/1

Discussed proposal with Faculty Council chair on 12/3

Sent proposal to Provost on 12/6

Acceptance of proposal's basic idea and agreement of funding through 2023 confirmed from Vice Provost on 2/5

Proposal to create an Administrator Award sent to Faculty Council Chair on 3/7

Statement on Concerns of Non-Tenure Track Faculty during CoVID-19 sent to central administration on 4/24

Email to NTTF to identify Contract appointment faculty affected by Board of Governors decision not to renew any contracts sent 5/23

Letter to Executive Committee on Board of Governors decision not to renew any contracts sent 5/26

IV. Other Committee Business

Leadership and Committee Composition

- Jenny Morse served as Chair for 2019-20 and has been reelected for 2020-2021.
- Steve Benoit served as Vice-Chair for 2019-2020 and has been reelected for 2020-2021.
- Christine Pawliuk has volunteered to serve as Webmaster for Spring 2020.
- Jamie Neilson, CNS, was elected to serve as a tenure-track member of our committee.
- Dan Baker will be rotating off the committee. A new representative from COE has already been identified.
- The committee continues to reach out to ASCSU, inviting an undergraduate and graduate student to participate.

Business

Reporting: For the upcoming 2020-2021 Academic Year, CoNTTF expects to continue advocating for Contract appointments, identifying challenges NTTF face especially in light of the CoVID-19 circumstances and overwhelming uncertainty, and work with Institutional Research to prepare data-driven reports on the state of NTTF at CSU.

Identifying NTTF: INTO faculty continue to be an outlier in Institutional Research and shared governance, as do Affiliate Faculty, APs who have teaching responsibilities, and any Extension employees who are converted to faculty. We will continue to communicate with and advocate for these groups as well as tracking numbers of Contract faculty and faculty who are kept or moved below 50% in the Adjunct category.

Advocacy: We have received reports of Contract appointments not being renewed as well as faculty being moved below 50% to be kept on in the Adjunct category. We must identify these problem areas and continue communicating with Faculty Council leadership and central administration to improve the circumstances of NTTF by following the manual in spirit and rule, rather than allowing people in power to circumvent the rules to the detriment of the faculty who serve the mission of the university.

Pay: Salary compression is a serious concern for our new Senior and Master Instructor ranks. As the base pay is raised over the next few years, those who earned the new rank earlier may fall behind. For example, a more experienced faculty member (6+ years of experience) making \$45,000 in 2019 earned a promotion and 10% salary increase to then make \$49,500 in 2020. A less-experienced faculty (5 years of experience) making \$45,000 in 2019, benefits from the base-

pay increase of 2020 to make \$48,000. If this less-experienced faculty member also earns a promotion and 10% salary increase in 2021, this person now will be making \$56,100 or \$6,600 more than their more-experienced colleague. Therefore, it will be essential to set a band for Senior and Master Instructor rank pay and to have it reviewed each year as the base pay is increased to ensure that those with more years of service at any given rank are compensated appropriately.

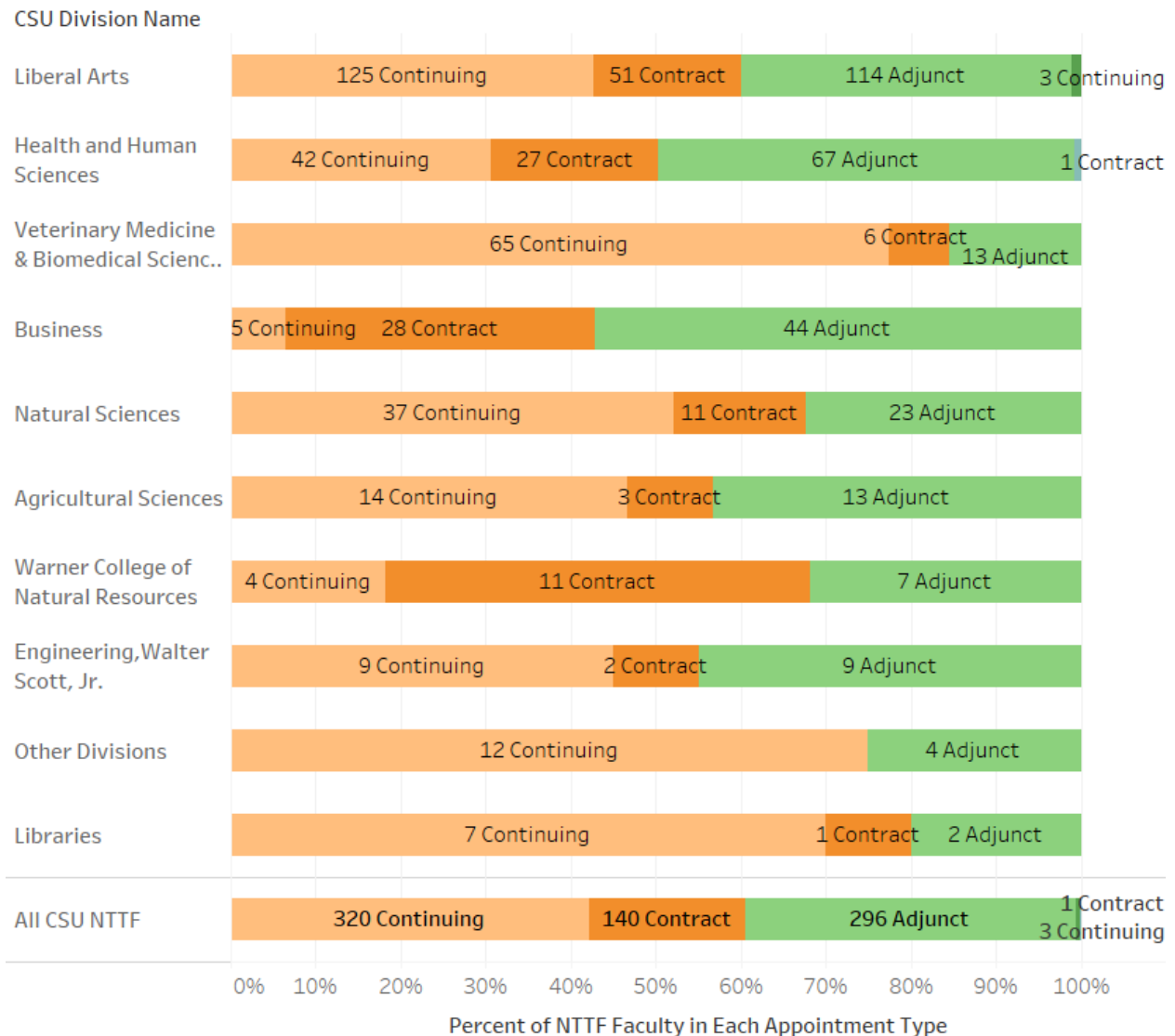
Further areas for work include

- Working with CoFG on the Section C proposals that were sent to them in December 2019 and again in April 2020
- Working with Faculty Council leadership and the Provost's Office to create the Administrator Award proposed in March 2020
- Facilitating the annual NTTF Reception, which did not occur this year as we transitioned to a new president
- Creating a record of grievances & issues brought to the CoNTTF and their outcomes
- Encouraging NTTF voting representatives on all remaining Faculty Council Standing Committees:
 - Committee on Faculty Governance
 - Committee on Libraries
 - Committee on Responsibilities and Standing of Academic Faculty
 - Committee on Scholarship, Research, & Graduate Education
 - Committee on University Programs
 - University Curriculum Committee
- Identifying and report on voting rights for NTTF in departments and colleges
- Ask for an audit of the budget, particularly to investigate how NTTF are being paid

V. Graphic Representations of data from Institutional Research

Dan Baker worked with Institution Research to capture data from Fall 2019 in order to create a more concrete picture of the current circumstances of non-tenure track faculty at CSU. Below are the graphics he created to represent that data.

Distribution of Appointment Types for CSU NTTF Faculty - Fall 2020 Data



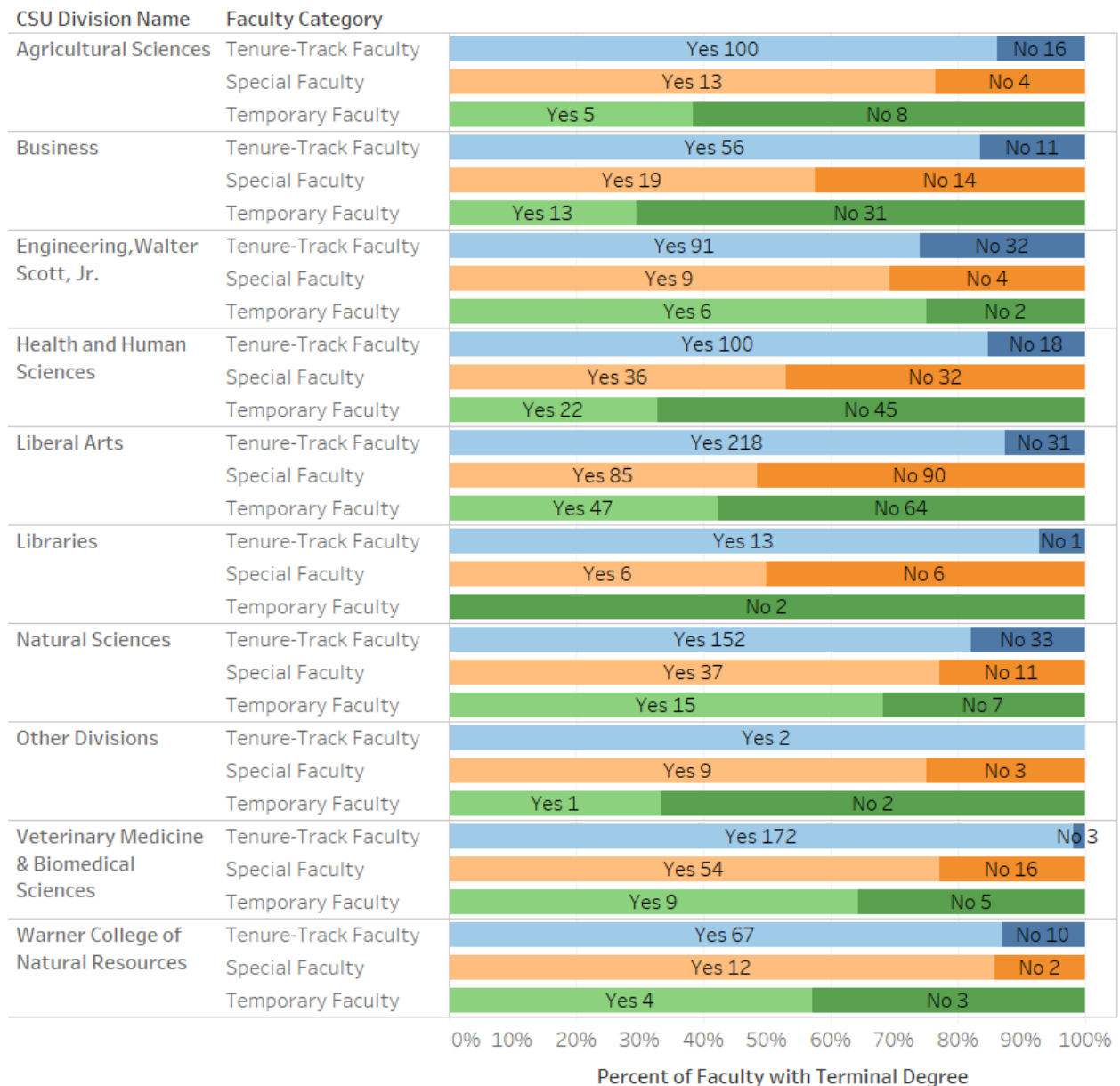
% of Total Count of Faculty Appointment Type for each CSU Division Name. Color shows details about Faculty Category and Faculty Appointment Type. The marks are labeled by count of Faculty Appointment Type and Faculty Appointment Type. The view is filtered on Faculty Category and Faculty Appointment Type. The Faculty Category filter keeps Special Faculty and Temporary Faculty. The Faculty Appointment Type filter keeps Adjunct, Continuing and Contract.

Average Student Credit Hours per Faculty Member - 2019-2020 Academic Year

CSU Division Name	Gender	Faculty Category			Average Across Cate..
		Tenure-Track Faculty	Special Faculty	Temporary Faculty	
Business	Female	445	1,138	167	665
	Male	537	1,145	427	668
Natural Sciences	Female	242	1,391	118	561
	Male	305	1,241	1,014	469
Liberal Arts	Female	222	553	194	363
	Male	280	707	108	357
Other Divisions	Female	57	326	93	249
	Male		691	45	562
Health and Human Sciences	Female	258	628	176	348
	Male	284	554	201	332
Warner College of Natural Resources	Female	260	787	238	358
	Male	212	830	70	302
Engineering, Walter Scott, Jr.	Female	167	576		233
	Male	296	1,063	152	341
Agricultural Sciences	Female	243	455	93	251
	Male	262	523	79	283
Veterinary Medicine & Biomedical Sciences	Female	186	171	231	181
	Male	236	214	27	221
Libraries	Female	10	5		7
	Male				
University Average		269	665	186	361

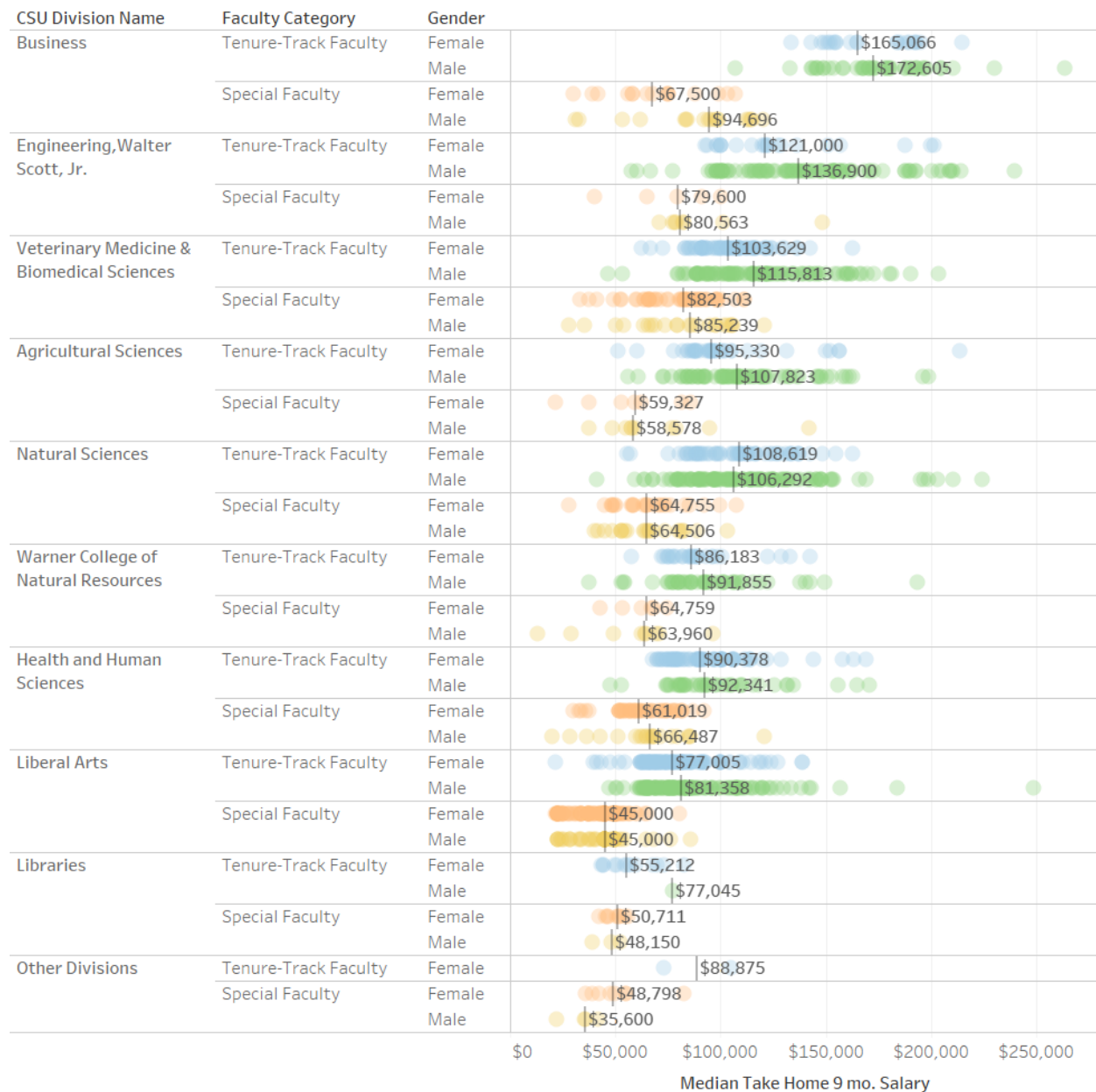
Faculty Category (color) and average of Pfy Total Sch (size) broken down by Faculty Category vs. CSU Division Name and Gender.

Number of Faculty with Terminal Degrees - Fall 2020 Data



% of Total Count of Faculty with Terminal Degree for each Faculty Category broken down by CSU Division Name. Color shows details about Faculty with Terminal Degree and Faculty Category. The marks are labeled by count of Faculty with Terminal Degree and Faculty with Terminal Degree. The view is filtered on Faculty with Terminal Degree, which keeps No and Yes.

Projected 9-Month Salary by Category & Gender - Fall 2020



Median Take Home 9 mo. Salary for each Gender broken down by CSU Division Name and Faculty Category. Color shows details about Faculty Category and Gender. The view is filtered on Faculty Category, which keeps Special Faculty and Tenure-Track Faculty.

Total Student Credit Hours Taught - 2019-2020 Academic Year

CSU Division Name	Faculty Category			Division Total
	Tenure-Track Faculty	Special Faculty	Temporary Faculty	
Liberal Arts	59,034	104,317	13,232	176,583
Natural Sciences	49,636	60,686	5,778	116,100
Health and Human Sciences	28,611	38,227	9,900	76,738
Business	29,939	31,979	4,087	66,004
Veterinary Medicine & Biomedical Sciences	35,975	10,778	420	47,173
Engineering, Walter Scott, Jr.	32,860	10,803	1,067	44,730
Agricultural Sciences	27,429	7,963	874	36,265
Warner College of Natural Resources	16,022	12,193	449	28,664
Other Divisions	113	5,043	138	5,294
Libraries	10	10		20

Faculty Category (color) and sum of Pfy Total Sch (size) broken down by Faculty Category vs. CSU Division Name.

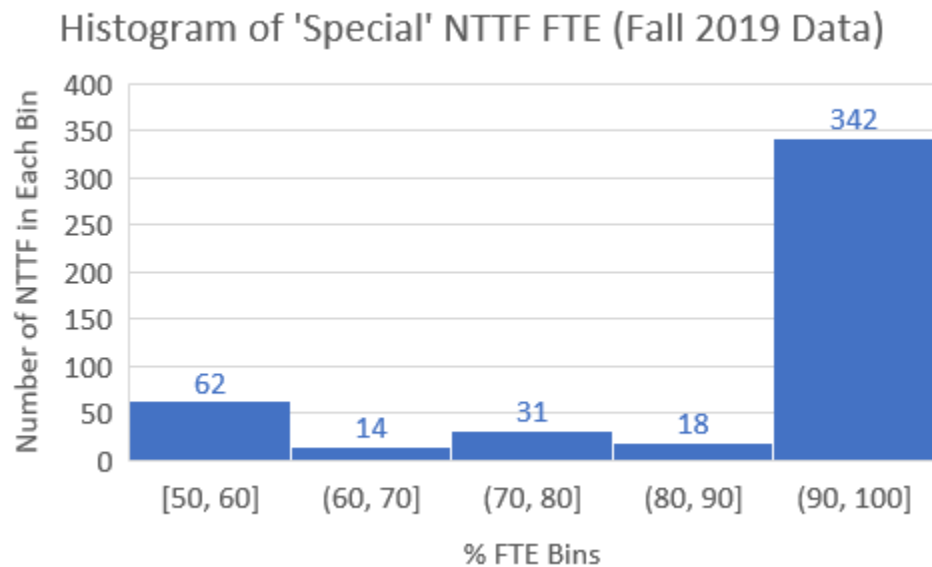


Figure description: According to Fall 2019 Institutional Research data, all NTTF with a contract or continuing appointment had >50% FTE with 73.2% (342/467) having >90% FTE appointments.

08/14/2020

To: Sue Doe, Chair Faculty Council

From: Richard Eykholt, CoRSAF

Re: **Summary of Activity for the Committee on Responsibilities and Standing of Academic Faculty (CoRSAF)**

Members:	Hong Miao, Chair	Business
	Jennifer Martin, Vice Chair	Agricultural Sciences
	Lise Aubry	Natural Resources
	Richard Eykholt	Natural Sciences
	Marie Legare	Vet. Med. and Biom. Sci.
	Stephen Mumme	Liberal Arts
	Svetlana Olbina	Health and Human Sciences
	Mark Shelstad	Libraries
	Chris Weinberger	Engineering

The following is a summary of activities for CoRSAF for the 2019-2020 Academic Year:

Approved Operating Procedures without any change.

Elected Hong Miao as the Chair.

Elected Jennifer Martin as the Vice Chair.

Submitted proposed changes to the following sections of the Academic Faculty and Administrative Professional Manual:

Section D.5.3.1
 Section D.7.18
 Section E.2.1
 Section E.2.1.3
 Section E.2.1.4
 Section E.12.2
 Section F.3.13
 Sections I.4 and I.10
 Section I.5
 Section J
 Section K
 Section K.3.1
 Section K.3.2
 Section K.12.4

Discussed several proposals from other Faculty Council committees and gave feedback to those committees.

Discussed proposal to link diversity and inclusion to promotion and tenure. This discussion will be continued next year.

Colorado State University

Committee on Scholarship, Research, and Graduate Education

Report, 2019-2020 academic year

Activities for the year:

Approved 53 new academic degrees or changes to existing degrees (7 PhD, 46 MA/MS)

Approved 21 new graduate certificates or changes to existing certificates

Approved creation of the Molecular, Cellular and Integrative Neurosciences Graduate Interdisciplinary program

Approved creation of a new SAU: School of Advanced Materials Discovery

Approved name change of SAU: The Leadership, Entrepreneurship, Arts Advocacy and the Public (LEAP) Institute for the Arts SAU changed to Arts Management SAU

Approved to temporarily stop admission to 8 academic degrees

Approved the following Graduate Bulletin resolutions (10 total):

1. Graduate Study – Master's Degrees (for dual/joint master's degrees)
2. Admissions Requirements and Procedures (for dual/joint master's degrees)
3. Graduate Assistantship
4. Bulletin revisions to update pronouns
5. Advisory System (refer to Non-Academic Members, NTTF titles)

Submitted by Melinda Smith (chair)

Members: Melinda Smith (chair), Don Samelson (co-chair), Greg Graff, Matt Kipper, Chris Harper, David Mushinski, Bill Sanford, Seonil Kim, Michelle Wilde, Dean Mary Stromberger (ex-officio), Matthew Saxton (graduate student)

COLORADO STATE UNIVERSITY COMMITTEE ON SCHOLASTIC STANDARDS

Annual Report for September 2019 to June 2020

COLLEGE MEMBERSHIP 2019-2020

- Agricultural Sciences: Zachary Johnson
- Health and Human Sciences: Karen Barrett
- Business: Michael Gross
- Engineering: Steve Simske
- Liberal Arts: Jason Frazier
- Natural Resources: Sally Sutton
- Natural Sciences: Alan Kennan
- Veterinary Medicine and Biomedical Sciences: Kristy Dowers
- Libraries: Kristy Nowak
- Office of the Provost (ex officio) Madlyn D’Andrea, Student Achievement

I. MEETINGS & ATTENDANCE

The Committee on Scholastic Standards met 10 times during the 2019-2020 academic year. Of these 10 meetings, 1 included review of academic dismissal appeals (fall 2019). There were no dismissal appeals necessary after spring 2020 due to the changes in the scholastic standards policies due to the coronavirus pandemic.

Note: While not optimal, committee members reviewed appeal requests online before the committee meetings when they were unable to attend the actual meetings due to short-term or extended travel or other professional conflicts.

09/05/19 Review of retroactive withdrawal requests

Members with excused absences: Jason Frazier and Kristy Dower

10/13/19 Review of retroactive withdrawal requests

Jason Frazier, Zach Johnson and Kristy Dowers

11/07/19 Review of retroactive withdrawal requests

Kristy Dowers and Zach Johnson

12/05/19 Review of retroactive withdrawals

Jason Frazier and Kristy Dowers, Zach Johnson

01/07/20 Review of academic dismissal appeals and retroactive withdrawals

Jason Frazier and Kristy Dowers

02/06/20 Review of retroactive withdrawal requests

Jason Frazier, Sally Sutton, and Zach Johnson

03/06/20 Review of retroactive withdrawal requests

Kristy Dowers and Zach Johnson

04/02/20 Review of retroactive withdrawal requests

Kristy Dowers and Zach Johnson

05/07/20 Review of retroactive withdrawal requests

Zach Johnson

06/11/20 Review of retroactive withdrawal requests

Zach Johnson

II. Retroactive Withdrawal Requests 2019-2020 compared to previous years:

Outcomes	2019-20 (total 160)	%	2018-19 (total 155)	%	2017-18 (total 157)	%	2016-17 (total 125)	%	2015-16 (total 145)	%
Denied	4	2.5	9	5.8	8	5.1	2	1.6	12	8.3
Granted	132	82.5	109	71.2	121	77.1	93	74.4	103	71.0
Not Yet Decided (Incomplete)	4	2.5	3	2.0	2	1.3	1	0.8	1	0.7
Partially Granted & Denied	0	0	2	1.3	0	0	0	0.0	1	0.7
Partially Granted – Denied & Tabled	2	1.25	0	0	3	1.9	5	4.0	12	8.3
Tabled	18	19	30*	19.6*	23	14.7	24	19.2	16	11.0

*Tabled requests may be evaluated in future terms and numbers will be corrected on future reports.

III. Academic Dismissal Appeal Decisions

	2019-20 (total 93)	%	2018-19 (total 188)	%	2017-18 (total 151)	%	2016-17 (total 148)	%	2015-16 (total 133)	%
Denied	45	48.4	81	43.1	57	37.7	60	40.5	55	41.4
Granted	48	51.6	107	56.9	94	62.3	88	59.5	78	58.6

A. Fall 2019

Original Appeals:

- 115 total appeals (vs. 143 in Fall 2018 and 112 in Fall 2017)
- 5 not eligible and not reviewed
- 18 earned a cumulative GPA of 2.0 or higher (did not need to be reviewed)

Of the 110 reviewed:

- 48 granted with an average 8.15 QPD (vs. 84 granted 2018 with average 9.5 QPD)
 - o 32 received information about investigating a potential retroactive withdrawal
 - o This continues the trend to granting appeals for higher levels of Quality Point Deficiency and increasing numbers of students who should consider a retroactive withdrawal.
- 44 denied with an average 24.61 QPD (vs. 43 denied 2018 with average 25.3 QPD)
 - o 20 received information about investigating a potential retroactive withdrawal.

B. Spring 2020

Due to COV-19, no dismissal appeals were accepted.

Leadership and Committee Composition

- o Karen Barrett continued to serve as Chair for 2019 – 2020 and has agreed to serve 2020 - 2021.
- o Two new committee members joined in fall 2019 – Michael Gross in Business and Zach Johnson in Agricultural Sciences.
- o Madlyn D’Andrea rejoined the Committee on an interim basis replacing Rebecca Villalpando.

Business

The primary business for the year was the changing of the scholastic standards policies during spring semester due to the coronavirus pandemic. No student progressed on to probation, on to second semester probation nor was dismissed. An additional review of retroactive withdrawal requests was held in June, to allow students an additional chance to proceed in good standing. In April, all committee meetings were held online and will continue to do so in the fall. New members for fall have not been determined at this time.



**Committee on Strategic and Financial Planning
Annual Report, AY 2019-2020**

COMMITTEE MEMBERSHIP:

George Barisas (College of Natural Sciences)
 Joseph DiVerdi (*Chair*, Non-Tenure-Track Faculty, *ex-officio*, *voting*)
 Catherine Douras (Administrative Professional Council, *ex-officio*, *voting*)
 Tim Gallagher (Faculty Council, *ex-officio*, *non-voting*)
 James Graham (College of Health & Human Sciences)
 Laura Jensen (Office of the Provost, *ex-officio*, *non-voting*)
 Matthew Johnson (College of Vet Medicine & Biomedical Science)
 Janice Nerger (Council of Deans, *ex-officio*, *non-voting*)
 Angela Nielsen (Office of the Associate VP for Finance, *ex-officio*, *non-voting*)
 Arnold Paecklar (Graduate Student Body)
 Gregory Perry (College of Agricultural Sciences)
 Melissa Quesada (Undergraduate Student Body)
 Robert Schwebach (College of Business)
 Charles Shackelford (College of Engineering)
 Martin Shields (College of Liberal arts)
 Megan Skeehan (Classified Professional Council, *ex-officio*, *voting*)
 Yongli Zhou (Libraries)
 unfilled (College of Natural Resources)

MEETINGS & PARTICIPATION: The Committee on Strategic & Financial Planning (CoSFP) held meetings during the academic year regularly on the second Mondays of the month at 2:00-3:30 pm in room 106 of the Administration Building with some exceptions for conflicts with university holidays and related matters. Details on meeting attendance are documented in meeting minutes and the attached attendance records. Meeting style switched mid-semester from face-to-face to on-line in accordance with the university policy changes driven by the pandemic.

No changes to CoSFP Operating Procedures were made during this Academic Year.

REPRESENTATION ON UNIVERSITY COMMITTEES: The Chair participated and represented CoSFP interests at the Council of Deans and at Faculty Council meetings, schedule permitting. The Chair was also asked to participate in the *ad hoc* University Advisory Recovery Committee whose “Primary activity was to recommend strategies for reducing expenditures within the Educational and General Budget to be in line with projected resources, University priorities and initiatives.”

CHANGES TO PROPOSAL REVIEW PROCESS: During this year the Committee continued its deeper involvement with the Catalog and Curriculum Management System consisting of permitting all of the Committee membership (not only the Committee Chair) to access Proposed Program documents and receive electronic invitations to be informed when such items are available. This deeper involvement was judged to be helpful and sufficiently unobtrusive to continue it through the next academic year.

PROPOSED PROGRAM REVIEWS: The Committee reviewed documents from the following Proposed Programs and received presentations from the Program Proposers. All Programs were approved by the Committee with varying degrees of advice and recommendation. The reviewed, advised and approved Programs are:

- **CELL & MOLECULAR BIOLOGY GRADUATE PROGRAM CONVERSION TO SPECIAL ACADEMIC UNIT (SAU)**
- **CREATION OF THE MASTER OF SPORT MANAGEMENT**
- **CREATION OF THE MASTER OF PUBLIC POLICY AND ADMINISTRATION**
- **NAME CHANGE OF LEADERSHIP, ENTREPRENEURSHIP, ARTS ADVOCACY AND THE PUBLIC (LEAP) INSTITUTE FOR THE ARTS TO ARTS MANAGEMENT**
- **CREATION OF THE SCHOOL OF ADVANCED MATERIALS DISCOVERY AS A SAU**
- **CREATION OF THE BACHELOR OF SCIENCE DEGREE AND THREE CONCENTRATIONS IN AGRICULTURAL BIOLOGY**
- **CREATION OF THE BACHELOR OF FINE ARTS IN DANCE DEGREE**
- **CREATION OF THE DOCTOR OF OCCUPATIONAL THERAPY DEGREE**
- **CREATION OF THE PHD IN MUSIC THERAPY DEGREE**

COMMITTEE ISSUES:

The determination of the optimal position for CoSFP review in the Proposed Program process continues to be an incompletely resolved issue. Improvements in the process have been made and will be evaluated in the next academic year.

ACTIVITIES & ACCOMPLISHMENTS: The Committee continues to be a voice for mindfulness and oversight to Administration concerning the integration of strategic planning and budgeting initiatives especially for new programs through its critical and independent review.

The Committee expanded its examination of recently (over the past several years) installed Programs to review the actual performance (recruitment, enrollment, etc. plus overall financial) of these Programs with an eye to providing a tool to both future applicants and the Administration.

At its 4 May 2020 meeting the Committee unanimously voted to re-elect Joseph DiVerdi as Committee Chair for the next academic year (AY 2020-2021).

**Committee on Teaching and Learning
Annual Report
2019-2020 Academic year**

Committee Membership

Lumina Albert (COB), Shawn Archibeque (Vice-chair, COAS), Ryan Ashburn, Director of Academics (ASCSU), Tony Becker (CLA), Dan Bush (VPFA, *ex officio*), Ben Clegg (CNS), Jody Donovan (Dean of Students, *ex officio*), Tim Gallagher (Chair, Faculty Council, *ex officio*), Gwen Gorzelsky (Director, TILT, *ex officio*), Matt Hickey (Chair, CHHS), Kelly Long (VPUA, *ex officio*), Jenny McLean

(CVMBS), Brian Mitchell (Graduate Student Council, Secretary), Jenny Morse (Chair, Committee on Non-tenure Track Faculty), Julia Murphy (Registrar's Office, *ex officio*), Courtney Schultz (WCNR), Karan Venayagamoorthy (COE), Renae Watson (CSU Libraries).

Major CoTL Activities:

1. Institutional Learning Objectives (ILO) Report

- a. The report is attached below for reference. CoTL wishes to note and expressly thank the Task Force (all members named in the attached report) for the extended effort involved in the development of the ILOs.
- b. The ILO report has been widely shared, and CoTL is *strongly supportive* of ongoing steps to implement the report into practice.

2. Revisions related to new student course survey

- a. Pilot and adoption of Smart Evals (to replace Qualtrics) as the plug-in to Canvas for delivery. Implemented Fall 2019 term.
- b. Faculty Control of survey release dates (piloted summer 2020, to be fully implemented Fall 2020).
- c. Optional modules – in development; we anticipate formal motion to be sent to FC in the 20-21 AY.
- d. Implemented new option for faculty to write custom-questions – This was “fasttracked” due to the COVID-19 pandemic. CoTL will discuss formal/permanent implementation of this option and forward recommendations to FC for consideration.
- e. Motion to FC for implementation of a mid-term option for use of student course survey will be forthcoming in the 20-21 AY.

3. Canvas observer pilot-Athletics

- a. CoTL has worked closely with Athletics and the Canvas team on a pilot of an “observer” platform for athletics academic support staff. The language, faculty consent/awareness, access, and privacy issues have all been addressed. The pilot was conducted in the Fall 2019 and Spring 2020 terms, and continues in the Fall 2020 term.

- b. Formal endorsement from CoTL is contingent upon a report from the athletics and Canvas teams on use and effectiveness.

4. Collaborations with TILT colleagues

- a. Digital Measures framework to adopt the Teaching Effectiveness Framework (TEF) development by TILT.
- b. CoTL continues to provide regular feedback to the development of the TEF to TILT colleagues.

5. ASCSU resolution on student parent absence

- a. CoTL hosted ASCSU leadership on the issue of the ASCSU resolution regarding Student Parent absence language/messaging. CoTL is supportive of this effort.

6. CSU Online invited to join CoTL as ex officio member 7. Motion to amend General Catalog - repeated courses

- a. CoTL endorsed a formal motion to FC at the May 2020 meeting to amend the general catalog to address grade inflation concerns related to repeating course where a high grade has already been earned. This motion was shared with the Faculty Council Executive Committee in May, and will be resubmitted in the Fall 2020 term for formal consideration.

8. UDTs discussions

- a. CoTL is engaged in ongoing discussions with the UDTs faculty on the definition of the UDTs designation, the qualifications, nomination, and selection process. Any formal recommendations that emerge will be shared with Faculty Council for consideration.

9. Provost's Ethics Colloquium

- a. CoTL was involved in the planning and hosting of the annual Provost's Ethics Colloquium (Fall 2019). CoTL strongly supports continued investment in this important annual series. From the description on the Provost's Ethics Colloquium website:

The Provost's Ethics Colloquium and CSU's Center for Public Deliberation hosted a discussion and community conversation, Beyond Partisan Politics: Bridging Divides by Overcoming Our Echo Chambers, on Friday, November 8th in the Lory Student Center Theater.

Participants represented a diverse set of perspectives. While Joan Blades, founder of MoveOn.org and MomsRising.org, takes a progressive view, she advocates dialogue across difference through Living Room Conversations. Similarly, John Gable, who works in Silicon Valley and earlier worked for Sen. Mitch McConnell, takes a conservative view, yet urges us to engage a full range of perspectives on issues through his start-up AllSides, designed specifically to address the biases caused by "filter bubbles." Pedro Silva is a USAF Veteran and trained linguist who currently serves as an Associate Minister at the First Congregational Church Boulder, UCC. He has a passion for using expansive conversational models such as Living Room Conversations to engage subjects such as race, ethnicity, and political discourse.

September 9, 2019

To: Tim Gallagher, Chair, Faculty Council From: Matt Hickey, Chair, Committee on Teaching and Learning Subject: Report from the Task Force on Institutional Learning Objectives

The Committee on Teaching and Learning submits the following report from the Task Force on Institutional Learning Objectives (ILOs).

Background:

The most recent accreditation visit to CSU from the Higher Learning Commission (HLC) resulted in a suggestion to consider developing ILOs to frame the undergraduate curriculum. By stating the knowledge, skills, attitudes, and habits of mind an institution's graduates should demonstrate, ILOs clarify for current and prospective students, families, instructors, and other internal and external stakeholders the value of an education at that institution. During a 2017 Fall Forum session, Kelly Long, Laura Jensen, and Matt Hickey shared the rationale for developing ILOs, examples of peer institutions' ILOs, and explanations of how these institutions developed their ILOs, then led a discussion of options for how to proceed at CSU. Following the Fall Forum, the Provost's Office asked the Committee on Teaching and Learning (CoTL) to constitute and charge a Task Force with developing ILOs for CSU. The Task Force was constituted in October 2017 and met throughout the Fall 2017 and Spring 2018 terms. In April 2018, the Task Force submitted a preliminary report to

CoTL, recommending that stakeholder input be sought on the draft ILOs. From May-October 2018,

CoTL solicited and received this stakeholder input. The Task Force was reconvened in November 2018 and used this input to revise the ILOs over the next several months. CoTL received formal recommendations on ILOs from the Task Force in February 2019. The ILOs were discussed and edited in CoTL at the February 25 and March 11 meetings. CoTL formally endorsed the ILOs at the March 11 meeting, and the report was discussed at the September 6th UCC meeting. The draft graphic shared on the final page of the report was designed by one of the Task Force members, and simply serves to show the interconnectedness of the ILOs; they are not meant to "stand alone".

Recommendations regarding Institutional Learning Objectives

A report created by the CoTL Task Force on Institutional Learning Objectives

Task Force Members:

Lumina Albert (Associate Professor, College of Business, Daniels Ethics Fellow, member, CoTL)

Shannon Archibeque-Engle (AVP, Strategic Initiatives & Assessment, Office of the Vice President for Diversity)

Shawn Archibeque (Associate Professor, College of Agriculture and Associate Chair, CoTL)

Ben Clegg (Professor, College of Natural Sciences, member CoTL)

Maricela DeMirjyn (Associate Professor, College of Liberal Arts)

Jody Donovan (AVP, Student Affairs & Dean of Students)

Gwen Gorzelsky (Executive Director, The Institute for Learning and Teaching)

Matthew Hickey (Professor and UDTs, College of Health and Human Sciences, Chair, CoTL)

Katie Lloyd (Director of Career Education, The Career Center)

David McKelfresh (Executive Director for Assessment & Research, Student Affairs, Faculty, School of Education)

Latoya Noel (Academic Success Coordinator, Food Science and Human Nutrition)

Branislav Notaros (Professor and UDTs, College of Engineering)

Sara Rathburn (Professor, Warner College of Natural Resources)

Erica Suchman (Professor and UDTs, College of Veterinary Medicine and Biomedical Science)

Rena Watson (Assistant Professor, Morgan Library)

Kerry Wenzler (Director, Orientation and Transition Programs) Theresa Wernimont (Instructor, College of Business)

Introduction

In the Fall 2017 term, the Provost's Office invited the Faculty Council Standing Committee on

Teaching and Learning (CoTL) to form a Task Force to develop recommendations regarding Institutional Learning Objectives (ILOs) to help provide a framework for the overall educational mission at CSU. The impetus for developing ILOs arose from the most recent Higher Learning Commission (HLC) accreditation visit, when a suggestion was made that CSU consider developing ILOs. Nationally, many of our peer institutions have articulated ILOs to frame institutional educational objectives and help provide a coherent framework within which individual course and programmatic learning outcomes can be oriented.

ILOs are meant to provide a framework for curricular and co-curricular coherence; in principle, the ILOs are conceptually linked to the university [Principles of Community](#) and individual course-level and program-level student learning outcomes (SLOs). By design, the SLOs within any given course or program may justifiably be aligned with one or more ILOs as part of the overall curricular and cocurricular framework. The alignment between SLOs and ILOs allows for coherent curricular and program mapping and design, affords opportunities for reflection on the relationship between the

AllUniversity Core Curriculum (AUCC) and disciplinary coursework, and can provide students a framework for understanding the coherence between AUCC, discipline-specific, elective coursework, and co-curricular learning. Moreover, ILOs make explicit the guiding principles that form the basis of the educational experience at Colorado State University.

Colorado State University Institutional Learning Objectives

An education at CSU is an opportunity for rigorous engagement with people and ideas in an environment built on the foundation of intellectual diversity and the free exchange of ideas that are at the heart of academic and intellectual freedom and oriented toward the common good. The pursuit of learning is rooted in our fundamental commitment to diverse viewpoints, open inquiry, and constructive disagreement in our pursuit of scholarship and learning. This commitment is manifested as the sustained willingness to engage with and understand different perspectives, ideas, histories, and approaches to solving complex social problems - and the attendant responsible exercise of freedom of speech and freedom of association – that form the basis for the vibrant academic life of the university. It is equally manifested through practice in the components of a traditional liberal education - employing the habits of mind, stimulating imagination, developing appreciation for the creative arts, developing the ability to communicate effectively in speech and writing, and understanding the ethical implications and societal applications of discoveries in science and technology. Here, these components are joined with the distinctive features of a CSU education, including the consistent pursuit of environmental sustainability, multidisciplinary approaches to human and animal health, and our sustained commitment to equity and inclusive excellence that is oriented toward expanding educational opportunity and building collaborative communities that apply and adapt knowledge to pursue solutions to the complex problems that impact the citizens of Colorado, the United States, and the world. This commitment reflects our land-grant mission of access, excellence, and engagement to inspire responsible citizenship and promote lifelong learning and community development inside and outside the classroom. As a research-intensive university, CSU is committed to designing and delivering curricula informed by the best scholarship in the art and science of teaching and learning. This commitment to the science of teaching and learning informs our approach to continuous improvement in delivering on our educational mission. Given these foundational commitments, the CSU Institutional Learning Objectives (ILOs) toward which our educational experience and mission are oriented include:

Creativity

Education for creativity includes the development of an understanding of the ways in which the arts and sciences support expression of the diversity of the human experience and human community, and the development of the ability to apply creative skills in problem solving; it stimulates the imagination to inform new ways of understanding our place in the world and contributes to innovative solutions addressing the challenges we face locally and globally.

Reasoning

Education for reasoning includes the development and application of logic, analytic and synthetic skills, the reflective discovery and use of information, the ability to identify and understand problems, ask

effective questions, understand and apply ethical principles appropriate to the task(s) and communities at hand, and the application of requisite knowledge and skills as part of multidisciplinary approaches to key challenges at all levels of society.

Communication

Education for personal and professional expression includes the development of written and oral communication skills for technical, professional, and public audiences. These skills include developing the capacity to listen substantively and communicate effectively and respectfully in settings where a variety of viewpoints, cultures, identities, and objectives may intersect; skills central to effective and equitable communication in a diverse society.

Responsibility

Education for personal and social responsibility is built upon an understanding of the social and educational advantages of viewpoint diversity and the ability to learn from those with perspectives, histories, cultures, and identities different from our own. Personal and social responsibility involves shared deliberation on the just ordering of political and legal systems, the presence of and options for responding to systemic barriers to equity and inclusiveness, and an understanding of the interconnectedness of societies worldwide. Finally, personal and social responsibility also includes understanding and being able to articulate and justify the values and principles involved in personal decision-making, taking responsibility for our own actions, speech, and reasoned convictions, engaging in critical reflection, and as warranted, self-correction or principled dissent; as well as understanding and participating in relevant governance systems.

Collaboration

Education for collaboration is oriented toward the effective and sustainable stewardship of human, economic, and environmental resources. This involves developing cooperative and mutually beneficial relationships with others; understanding of the advantages of shared discourse, open inquiry, and constructive disagreement regarding proposed solutions to social problems; demonstrating skill in guiding and assisting a group, organization, or community in meeting its goals; understanding the dynamics of a group and exhibiting democratic principles as a leader or group member; and communicating a vision, mission, or purpose that encourages commitment and action in others.

In order to deliver on these Institutional Learning Objectives, CSU graduates will throughout their education be immersed in sustained engagement with and reflection upon the interrelated core and discipline-specific knowledge domains including:

- **Creative and Aesthetic Expression**
- **Ethical Foundations of Sciences and Societies**
- **Economic and Financial Literacy • Natural, Physical, Social and Behavioral Scientific Knowledge**
- **Qualitative and Quantitative Methods for Acquiring, Interpreting, and Using Data**
- **Historical Knowledge**
- **Civic and Political Knowledge**
- **Cultural and Global Knowledge**

These domains undergird the specific knowledge and skills requisite to contribute to society as graduates of CSU. They are integrated in a curricular and co-curricular design that prepares students for success both as professionals and as responsible and self-aware community citizens who are equipped to be lifelong learners.

Date: August 15, 2020

To: Sue Doe, Chair of Faculty Council

From: Mo Salman, Chair of the Committee on University Programs

Re: Committee on University Programs Report – 2019-2020

The Committee on University Programs is responsible for reviewing new applications and for oversight of all Centers, Institutes, and Other Special Units (CIOSUs) on a biennial basis. Each Administrative Director of each CIOSU selected for biennial review submits a brief report of its activities and accomplishments. Copies of all biennial reports are kept in the Office of the Vice President for Research, who is responsible for maintaining the updated list of all CIOSUs. Committee business was primarily conducted online by email and document exchange throughout the year.

Below is the list of the CUP committee members with their terms:

Composition of CUP (July 2019)

Agricultural Sciences	Tanja Hess	2021
Health and Human Sciences	Laurie Carlson	2021 Business
Tian Wang		2021
Engineering	Eric Maloney	2021
Liberal Arts	Jose Luis Suarez-Garcia	2020
Natural Resources	Stuart Cottrell	2021
Natural Sciences	Anireddy Reddy	2020
Veterinary Medicine and Biomedical Sciences	Mo Salman, Chair	2020
University Libraries	Jocelyn Boice	2022
Student Representative (Undergraduate)	TBD	2020
Student Representative (Graduate)	TBD	2020
Office Vice President for Research (<i>ex officio</i>)	Ellen Fisher, Assistant VP for Strategic Initiatives	
Staff Support	Linda Foster - Office of the VPR- CIOSU	
	Record Keeping (Through August 10, 2020)	
Faculty Council Chair (<i>ex officio</i>)	Timothy Gallagher (Until July 2020)	

During the academic year of 2019-2020 the following activities were accomplished by this Committee.

I. The following list as for our recommendation for the approval for renewal

Applicant	College or Division	Name of Center or Institute or Other Special Unit (CIOSU)	Decision
Arabi, Mazdak	WSCOE	One Water Solutions Institute	RA
Belk, Keith	CAS	Center for Meat Safety & Quality	RA
Bishop, Gail	CVMBS	Argus Institute	RA
Black, Jerry	CVMBS	Equine Teaching and Research Center	RA
Braun, Barry	CHHS	Human Performance Clinical Research Laboratory	RA
Bunning, Marisa	CHHS	Center for Food Safety and Prevention of Foodborne Illness	RA
Chandrasekar, Chandra. V	WSCOE	CSU CHILL Radar facility	RA
Chen, Eugene	CNS	Materials Chemistry Program of Study	RA
Chicco, Adam	CVMBS	Center for Cardiovascular Research	RA
Colbert, Debora	Provost - TILT	Center for Mindfulness	RA
Crick, Dean	CVMBS	Mycobacterium Research Laboratories (MRL)	RA
Cutler, Harvey	CLA	Center for Disaster & Risk Analysis (CDRA)	RA
Dunbar, Brian	CHHS	Institute for the Built Environment	RA

Applicant	College or Division	Name of Center or Institute or Other Special Unit (CIOSU)	Decision
Enns, Richard	CAS	Western Center for Integrated Resource Management	RA
Folkestad, James	CHHS	Center for the Analytics of Learning and Teaching (C-ALT)	RA

Klein, Hilary	COB	Everitt Real Estate Center	RA
Kummerow, Christian	WSCOE	Cooperative Institute for Research in the Atmosphere (CIRA)	RA
Marchese, Anthony	WSCOE	Engines and Energy Conversion Laboratory	RA
McMeeking, Laura	Provost	STEM Center	RA
Page, Rod	CVMBS	Flint Animal Cancer Center	RA
Peairs, Frank	CAS	Center for Sustainable Integrated Pest Management in Colorado	RA
Reynolds, Stephen	CVMBS	High Plains Intermountain Center for Agricultural Safety and Health	RA
Ritter, Jr., Bill	Provost	Center for the New Energy Economy	RA
Rocca, Jorge	WSCOE	Center for Extreme Ultraviolet (EUV) Science and Technology	RA
Sanderson, John	WCNS	Center for Collaborative Conservation	RA
Schumacher, Russ	WSCOE	Colorado Climate Center	RA
Sebald, Ann	CHHS	Center for Educator Preparation	RA
Seng, Stephanie	CHHS	Center for Family and Couple Therapy (CFCT)	RA
Swaim, Randall	CNS	Tri-Ethnic Center for Prevention Research	RA
Weiner, Cary	Engagement	Rural Energy Center	RA
Orsi, Jared	CLA	Public Lands History Center	RA
Lappin, Mike	CVMBS	Center for Companion Animal Studies	RA

II. The following application is proposed to be recommended for renewal with suggestions to enhance the performance of this CIOU:

1. WCNS- Westfire Center- **It will be revisiting its strategic plan and goals due to transition in leadership; expect them to continue their strong contributions to the field.**

- III. NOT qualified applications at their current status- **The reasons for not qualified are listed.**
 - I. WCNS- Applied Isotope Research for Industry and the Environment (AIRIE) since **both Department Head and the Dean suggested against the renewal.**
 - II. WSCOE-Composite Materials, Manufacture and Structures Laboratory - **There is only one listed faculty member. The applicant has decided to withdraw the application.**
 - III. CHHS- Avenir Museum of Design and Merchandising – **The applicant lacks listed faculty members from more than one academic unit and there is a change in the leadership. Applicants requested postponement of this application to next year.**
- IV. New CIOSU applications

Four new applications were reviewed and evaluated during 2019-2020: Colorado State University Open Press, Center for Environmental Justice, Center for Professional Selling, Center for Human-Carniore Coexistence. The Centers for Human-Carniore and Environmental Justice were recommended for the approval; the other two centers were found to be insufficient for the approval as a new CIOSU.

On behalf of the Committee I thank the Faculty Council for their trust in assessment through their approval of our recommendations.

UNIVERSITY CURRICULUM COMMITTEE

Annual Report for 2019-2020

(July 1, 2019 through June 30, 2020)

1) Transmitted to the Faculty Council as special action items:

New Degrees

- Master of Sport Management (M.S.M.), Plan C (10/11/2019) ○ Master of Sport Management, Plan C, Business Foundations Specialization (10/11/2019)
- Major in Dance (B.F.A.) (1/31/2020)
- Major in Agricultural Biology (B.S.) (2/7/2020) ○ Major in Agricultural Biology, Entomology Concentration ○ Major in Agricultural Biology, Plant Pathology Concentration ○ Major in Agricultural Biology, Weed Science Concentration
- Doctor of Occupational Therapy (O.T.D.) (4/10/2020) – *pending review by Faculty Council, Board of Governors, and CCHE*
- Ph.D. in Music Therapy (4/10/2020) – *pending review by Board of Governors and CCHE*

All-University Core Curriculum (AUCC) Revisions

- Create a new AUCC category called '1C – Self, Community, World: Dialogue About Diversity, Inclusion, and Equity' and eliminate current category '3E – Diversity and Global Awareness' (4/17/2020)

Approval for Course Instructional Formats

- "The UCC supports approving the addition of all instructional formats (Face-to-Face, Mixed Face-toFace, Online/Distance) for all courses previously approved in any format. This would apply to all forthcoming course proposals from Spring 2020 to Spring 2021." (3/13/2020)

2) Other major actions submitted to Faculty Council through the minutes:

New Specialization

- Master of Sport Management, Plan C, Sport Marketing Specialization (4/10/2020)

New Concentrations

- Major in Computer Science, Artificial Intelligence and Machine Learning Concentration (3/6/2020)
- Major in Computer Science, Computing Systems Concentration (3/6/2020)
- Major in Computer Science, Networks and Security Concentration (3/6/2020)
- Major in Computer Science, Software Engineering Concentration (3/6/2020)
- Major in Mechanical Engineering, Aerospace Engineering Concentration (4/17/2020)
- Major in History, Digital and Public History Concentration (5/1/2020)

New Graduate Certificates

- Graduate Certificate in Business Application Development (10/18/2019)
- Graduate Certificate in Horticulture and Human Health (10/18/2019)
- Graduate Certificate in Cybersecurity (11/22/2019)
- Graduate Certificate in Communication and Technology (11/22/2019)
- Graduate Certificate in Biomaterials/Tissue Engineering (2/14/2020)
- Graduate Certificate in Data Engineering (3/13/2020)
- Graduate Certificate in Prevention Program Planning and Evaluation (3/13/2020)

New Minors

- Minor in Indigenous Studies (3/13/2020)
- Minor in Applied Data Science (4/3/2020)
- Minor in Data Science (4/3/2020)
- Minor in Design Thinking (4/17/2020)

New Interdisciplinary Minor

- Interdisciplinary Minor in American Sign Language (10/11/2019)

New Undergraduate Certificates

- Certificate in Sociological Methods (8/30/2019)
- Certificate in Seed Science and Technology (9/13/2019)
- Certificate in Museum and Cultural Heritage Studies (10/11/2019)
- Certificate in Business App Development (3/13/2020)
- Certificate in Business Analytics (3/13/2020)
- Certificate in Business Cybersecurity (3/13/2020)
- Certificate in Youth Mentoring with Campus Connections (3/13/2020)

Changes to Program Titles and Components Thereof

- **Renaming** the M.S. in Public Communication and Technology, Plan A and Plan B (9/13/2019) ○ New program titles:
 - M.S. in Journalism and Media Communication, Plan A and Plan B
 - Deactivated program titles:
 - M.S. in Public Communication and Technology, Plan A and Plan B
- **Renaming** the Master of Addiction Counseling, Plan C (M.A.C.) (11/1/2019) ○ New program title:
 - Master of Addiction Counseling in Psychology, Plan C (M.A.C.P.)
 - Deactivated program title:
 - Master of Addiction Counseling, Plan C (M.A.C.)
- **Renaming and restructuring** the Master of Greenhouse Gas Management and Accounting, Plan C (M.G.M.A.)
)
(3/6/2

020) ○

New

progra

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title:

- Professional Science Master's in Ecosystem Science and Sustainability
- Deactivated program title:
- Master of Greenhouse Gas Management and Accounting, Plan C (M.G.M.A.)
- **Dropping concentrations** from the Major in Chemistry (11/15/2019) ○
Retain 'standalone' major: ○ Major in Chemistry
 - Deactivated program titles:
 - Major in Chemistry, ACS Certified Concentration ○ Major in Chemistry, Non-ACS Certified Concentration
- **Dropping concentrations** from the Major in Statistics (2/28/2020) ○
Retain 'standalone' major: ○ Major in Statistics
 - Deactivated program titles: ○ Major in Statistics, General Statistics Concentration ○ Major in Statistics, Mathematical Statistics Concentration

Previously Unpublished Graduate Programs – Approved Program Requirements added to the Catalog • Master of Science in Student Affairs in Higher Education, Plan A (12/13/2019)

- Doctor of Veterinary Medicine (5/8/2020)

Deactivated Programs

- Master of Business Administration, Global Social and Sustainable Enterprise Specialization (9/20/2019)
- Graduate Certificate in Accounting Ethics and Auditing (9/20/2019)
- Major in Mathematics, Computational Mathematics Concentration (9/27/2019)
- Major in Horticulture, Viticulture and Enology Concentration (10/11/2019)
- Minor in Applied Statistics (11/1/2019)
- Systems Engineering Graduate Interdisciplinary Program (11/22/2019)
- Master of Landscape Architecture, Plan C (M.L.A.) (11/22/2019)
- Dual Degree in Engineering Science, B.S. and International Studies, B.A. (1/24/2020)
- Dual Degree in Interdisciplinary Liberal Arts, B.A. and Engineering Science, B.S. (1/24/2020)
- Major in Engineering Science (1/31/2020) ○ Major in Engineering Science, Engineering Physics Concentration (1/24/2020) ○ Major in Engineering Science, Space Engineering Concentration (1/24/2020) ○ Major in Engineering Science, Teacher Education Concentration (1/31/2020)

- Major in Applied Computing Technology (3/13/2020) ○ Major in Applied Computing Technology, Computing Education Concentration (3/13/2020) ○ Major in Applied Computing Technology, Computing Technology Concentration (3/13/2020)
- Major in Environmental Horticulture, Landscape Business Concentration (5/1/2020)
- Major in Biomedical Sciences (5/8/2020) – *replaced by Major in Biomedical Sciences, Anatomy and Physiology Concentration last year (this major still exists, but a concentration must be selected now)*
- Major in Environmental Health (5/8/2020) – *replaced by Major in Biomedical Sciences, Environmental Public Health Concentration last year*
- Major in Microbiology (5/8/2020) – *replaced by Major in Biomedical Sciences, Microbiology and Infectious Disease Concentration last year*

New Subject Codes

- Add “STAR” – Statistics for Researchers (9/20/2019)

Administrative Unit Moves

- Moved *from* the Department of Ethnic Studies *to* the College of Liberal Arts:
 - WS-Women’s Studies subject code courses ○ Major in Women’s and Gender Studies ○ Interdisciplinary Minor in Women’s Study ○ Graduate Certificate in Gender, Power and Difference
- Moved *from* the Department of Chemistry *to* the School of Advanced Materials Discovery SAU: ○ MSE-Materials Science & Engineering subject code courses
- Moved *from* the College of Natural Sciences *to* the School of Advanced Materials Discovery SAU:
 - M.S. in Materials Science and Engineering ○ Ph.D. in Materials Science and Engineering
- Moved *from* Provost/Academic Vice President *to* the Cell and Molecular Biology Graduate Program SAU:
 - CM-Cell and Molecular Biology subject code courses ○ M.S. in Cell and Molecular Biology ○ Ph.D. in Cell and Molecular Biology
 - Ph.D. in Cell and Molecular Biology, Cancer Biology Specialization
- Moved *from* the Department of Biochemistry and Molecular Biology *to* the College of Natural Sciences: ○ Professional Science Master’s in Natural Sciences, Biological Data Analytics Specialization ○ Professional Science Master’s in Natural Sciences, Microscope Imaging Technology Specialization

Division of Continuing Education – New Online/Distance Degree Program Codes

- Major in Environmental and Natural Resource Economics (*Online Degree Completion*) (4/17/2020)

New Special Academic Unit

- School of Advanced Materials Discovery (9/20/2019) – *special action submitted to FC by Committee on Faculty Governance*

Special Academic Unit – Name Change

- *From The Leadership, Entrepreneurship, Arts Advocacy and the Public (LEAP) Institute for the Arts to Arts Management (11/15/2019) – pending review by FC, Council of Deans, and Board of Governors*

Newly Designated AUCC/Guaranteed Transfer (GT) Pathways Courses

- Category 1B: Quantitative Reasoning ○ **FIN 200**: Personal Finance and Investing (10/25/2019) ○ **STAT 201**: General Statistics (9/20/2019)
 - **STAT 204**: Statistics With Business Applications (9/27/2019)
- Category 3A: Biological and Physical Sciences ○ **ANTH 274**: Human Diversity (2/14/2020)
 - **LIFE 103**: Biology of Organisms-Animals and Plants (1/24/2020)
- Category 3B: Arts and Humanities ○ **CS 201/PHIL 201**: Ethical Computing Systems (9/6/2019) ○ **MU 133**: Survey of Jazz History (5/8/2020)
- Category 3C: Social and Behavioral Sciences ○ **SOC 270**: Social Production and Reality (4/3/2020) ○ **SOC 271**: Body and Society (4/3/2020)
- Category 3E: Diversity and Global Awareness ○ **LB 173**: Encountering the Global (2/21/2020)

Removed from AUCC

- Category 3B: Arts and Humanities ○ **LGER 250**: German Language, Literature, Culture in Translation (4/10/2020)
- Category 3C: Social and Behavioral Sciences ○ **SOWK 110**: Contemporary Social Welfare (8/23/2019)

Guaranteed Transfer (GT) Pathways Courses – Resubmissions reviewed by UCC to verify compliance with mandated CDHE content criteria and competencies.

- Quantitative Reasoning (GT-MA1) ○ **MATH 101:** Math in the Social Sciences (9/6/2019)
- Natural and Physical Sciences w/ Lab (GT-SC1) ○ **CHEM 108:** Fundamentals of Chemistry Laboratory (8/30/2019)
- Natural and Physical Sciences Lecture Without Lab (GT-SC2) ○ GR 204/WR 204 ~~GR 304/WR 304~~: Sustainable Watersheds (4/17/2020)
- Arts and Expression (GT-AH1) ○ **D 110:** Understanding Dance (10/25/2019) ○ **MU 100:** Music Appreciation (10/25/2019)
 - **MU 131:** Introduction to Music History and Literature (4/3/2020) ○ **TH 141:** Introduction to Theatre (4/10/2020)
- Literature and Humanities (GT-AH2) ○ **E 140:** The Study of Literature (8/30/2019) ○ **E 142:** Reading Without Borders (8/30/2019) ○ **E 232:** Introduction to Humanities (8/30/2019)
 - **E 238:** Contemporary Global 20th Century Fiction (8/30/2019) ○ **E 242:** Reading Shakespeare (8/30/2019) ○ **E 245:** World Drama (8/30/2019)
 - **E 270:** Introduction to American Literature (8/30/2019)
 - **E 276:** British Literature—Medieval Period to 1800 ~~Survey of British Literature~~ † (9/6/2019) ○ **E 277:** British Literature—After 1800 ~~Survey of British Literature II~~ (9/6/2019)
- Ways of Thinking (GT-AH3) ○ **SPCM 201:** History and Theory of Rhetoric ~~Rhetoric in Western Thought~~ (8/30/2019)
- World Languages (GT-AH4) ○ **LARA 200:** Second-Year Arabic I (9/6/2019) ○ **LARA 201:** Second-Year Arabic II (9/6/2019) ○ **LCHI 200:** Second-Year Chinese I (9/6/2019) ○ **LCHI 201:** Second-Year Chinese II (9/6/2019) ○ **LFRE 200:** Second-Year French I (9/6/2019) ○ **LFRE 201:** Second-Year French II (9/6/2019) ○ **LGER 200:** Second-Year German I (9/6/2019) ○ **LGER 201:** Second-Year German II (9/6/2019) ○ **LITA 200:** Second-Year Italian I (9/6/2019) ○ **LITA 201:** Second-Year Italian II (9/6/2019) ○ **LJPN 200:** Second-Year Japanese I (9/6/2019) ○ **LJPN 201:** Second-Year Japanese II (9/6/2019) ○ **LSPA 201:** Second-Year Spanish II (9/6/2019)
- Historical Perspectives (GT-HI1) ○ **AMST 100:** Self/Community in American Culture, 1600-1877 (11/22/2019) ○ **AMST 101:** Self/Community in American Culture Since 1877 (11/22/2019) ○ **ANTH 140:** Introduction to Archaeology ~~Prehistory~~

- (11/22/2019) ○ **HIST 150**: U.S. History to 1876 (5/1/2020)
- Economic or Political Systems (GT-SS1) ○ **ECON 101**: Economics of Social Issues (11/22/2019) ○ **ECON 202**: Principles of Microeconomics (11/22/2019) ○ **ECON 204**: Principles of Macroeconomics (11/15/2019) ○ **ECON 211**: Gender in the Economy (11/15/2019) ○ **ECON 212**: Racial Inequality and Discrimination (12/6/2019) ○ **ECON 240/AREC 240**: Issues in Environmental Economics (2/14/2020) ○ **POLS 101**: American Government and Politics (11/1/2019) ○ **POLS 103**: State and Local Government and Politics (12/6/2019) ○ **POLS 131**: Current World Problems (9/20/2019) ○ **POLS 232**: International Relations (9/27/2019)
 - **POLS 241**: Comparative Government and Politics (9/27/2019)
 - Geography (GT-SS2) ○ **GR 100**: Introduction to Geography (11/1/2019)
 - Human Behavior, Culture or Social Frameworks (GT-SS3) ○ **ANTH 100**: Introductory Cultural Anthropology (11/1/2019) ○ **ANTH 200**: Cultures and the Global System (11/22/2019) ○ **SOC 100**: General Sociology (11/22/2019) ○ **SOC 105**: Social Problems (11/22/2019) ○ **SOC 205**: Contemporary Race-Ethnic Relations (12/6/2019) ○ **SOC 220**: Global Environmental Issues (12/13/2019)

3) Processed CIM course proposals:

- 23% increase compared to previous 4-year average (2015-16 through 2018-19)

College	New	Major Change	Minor Change	Deactivation	Study Abroad	Experimental – 1 st offering	Experimental – 2 nd offering FYIs	Total	Change from 2018-19
Agricultural Sciences	16	16	4	13	2	6	1	58	+10
Business	14	16	8	3	5	4	0	50	+15
Engineering	21	51	10	11	3	21	12	129	+17
Health and Human Sciences	67	32	32	3	7	8	6	155	+42
Intra-university	6	6	1	0	3	2	1	19	-11
Liberal Arts	61	118	25	15	22	27	5	273	+100
Natural Resources	11	10	10	6	4	6	3	50	-30
Natural Sciences	31	30	14	1	2	21	9	108	+12
Vet Med and Biomedical Sciences	10	5	5	3	1	7	13	44	-14
Total	237	284	109	55	49	102	50	886	+141

Change from 2018-19	+26	+108	-12	-14	+8	+11	+14	+141
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Note: Dual-listed courses are counted under both subject codes.

'Experimental' category: Exceptions for 3rd experimental offerings are listed in the 'Miscellaneous Request' table below.

'Study Abroad' category: Includes all provisional (-82) and permanent Study Abroad course proposals.

4) Processed CIM program proposals:

- 45% increase compared to previous 4-year average (2015-16 through 2018-19)

College	New	New UG Cert	New Grad Cert	Major Change	Deactivation	Title Change -New	Title Change-Deactivation	Minor Change	Total	Change from 2018-19
Agricultural Sciences	4	1	1	9	2	0	0	0	17	+7
Business	0	3	2	32	2	0	0	5	44	+15
Engineering	1	0	2	13	5	0	0	2	23	+10
Health and Human Sciences	2	1	1	13	0	0	0	9	26	+2
Intra-university	0	0	0	5	1	0	0	1	7	-4
Liberal Arts	7	2	1	46	1	2	2	7	68	+43
Natural Resources	0	0	0	10	0	1	1	6	18	-12
Natural Sciences	6	0	0	15	5	2	2	2	32	+20
Vet Med and Biomedical Sciences	0	0	0	3	0	0	3	1	7	-8
Total	20	7	7	146	16	5*	8*	33	242	+73
Change from 2018-19	-4	+7	+2	+46	+1	-6	+1	+26	+73	

*Discrepancy between the Title Change-New and Title Change-Deactivation category totals is due to deactivations for the standalone Majors in Biomedical Sciences, Environmental Health, and Microbiology (the new Concentrations that replaced these majors were included on the 2018-19 UCC Annual Report).

'New' category: Includes new degrees, specializations, concentrations, and minors.

'Major Change' category: Includes 1 proposal to add Online/Distance degree codes to existing programs and 2 previously unpublished graduate programs, which submitted their program requirements for inclusion in the General Catalog.

5) Processed CIM Miscellaneous Request proposals:

- 46% increase compared to previous 4-year average (2015-16 through 2018-19)

College	New Special Academic Unit	New Subject Code	Department/ Unit Name Change	PreMajor code	Third Experimental Request	Temp. Stop Admission	Other	Total	Change from 18-19
Agricultural Sciences	0	0	0	0	3	0	0	3	-2
Business	0	0	0	0	0	0	1	1	+1
Engineering	0	0	0	0	1	0	2	3	+1
Health and Human Sciences	0	0	0	0	1	0	0	1	+1
Intra-university	1	0	0	0	0	0	1	2	-4
Liberal Arts	0	0	1	0	3	8	1	13	+10
Natural Resources	0	0	0	0	0	0	0	0	-2
Natural Sciences	0	1	0	0	2	0	0	3	+3
Vet Med and Biomedical Sciences	0	0	0	0	0	0	0	0	-2
Total	1	1	1	0	10	8	5	26	+6
<i>Change from 201819</i>	<i>n/a</i>	<i>-3</i>	<i>-1</i>	<i>-1</i>	<i>+3</i>	<i>+8</i>	<i>n/a</i>	<i>+6</i>	

'Temp. Stop Admission' category: New category this year to track requests to temporarily stop admissions to programs and to have this noted in the Catalog. One previous request in 2017-18 was reported in the 'Other' category.

'Other' category: Includes moving the administrative unit for WS subject code and programs and documentation of various requests.

6) Administrative Updates processed by the Curriculum & Catalog Unit on behalf of UCC:

- 8% decrease compared to 2018-19 (first year we kept track of administrative updates)

College of the change that necessitated Admin. Updates	Credit Not Allowed Statement	Course Deactivation	New Dual-list	Course # or Subject Code Changes	Administrative Unit Move	Updates/ Corrections	Total	Change from 18-19
Agricultural Sciences	0	0	0	1	0	0	1	-16
Business	0	1	0	7	0	22	30	+30
Engineering	0	0	0	4	0	11	15	-5
Health and Human Sciences	2	0	0	0	0	3	5	-5
Intra-university	0	1	0	0	0	2	3	-10
Liberal Arts	0	17	0	9	24	2	52	+25
Natural Resources	2	2	0	7	0	0	11	-13
Natural Sciences	1	0	0	0	28	1	30	+12
Vet Med and Biomedical Sciences	0	0	0	0	0	0	0	-6
Total	5	21	0	28	52	41	147	-12
<i>Change from 2018-19</i>	<i>-10</i>	<i>-16</i>	<i>-23</i>	<i>+26</i>	<i>+33</i>	<i>-22</i>	<i>-12</i>	

'Credit Not Allowed Statement' category: Added CNA statements to affected courses when UCC approved adding statement to corresponding course.

'Course Deactivation' category: Removed deactivated courses from program requirements (21 program updates processed for 9 course deactivations).

'New Dual-list' category: The CIM system was upgraded this year to automatically update program tables when dual-listing is added/removed/changed through course proposals, so we no longer need to update programs manually.

'Updates/Corrections' category: Administratively updated/corrected programs and courses for course credit changes, course repeatability statements, withdrawn/reversed proposals, effective terms, titles, prerequisite/registration information, etc.

7) Other Business:

- Updates to Curricular Policies & Procedures Handbook, including the Study Abroad section (10/4/2019) • Approved Curriculum Deadlines for 2020-2021 for actions effective Spring 2021-Fall 2022 (5/1/2020)

8) Attendance:

UCC Representatives	Present	Substitute/Excused
Brad Goetz, Agricultural Sciences (<i>Chair</i>)	29	1
Don Samelson, Business	26	4
Brad Reisfeld, Engineering	28	2
Ruoh-Nan 'Terry' Yan, Health and Human Sciences	29	1
Lynn Kwiatkowski, Liberal Arts	30	0
Sally Sutton, Natural Resources	28	2
Martin Gelfand, Natural Sciences	28	2
Doreene Hyatt, Veterinary Medicine and Biomedical Sciences	25	5
Beth Oehlerts, University Libraries	30	0
Chris Whitehead, Graduate Representative	29	1
Mitchell Ballew, Undergraduate Representative (9/13/19 - 5/8/20)	19	11
Kelly Long, Vice Provost for Undergraduate Affairs (<i>ex officio, non-voting</i>)	24	6
Administrative Support and Regular Guests	Present	Substitute/Excused
Shelly Ellerby, Curriculum Liaison Specialist	29	1
Susan Horan, Curriculum and Catalog Assistant	30	0
Office of the Registrar Guests	30	0
Division of Continuing Education (CSU Online) Guests	30	0

9) Meeting dates and minutes:

The UCC held scheduled meetings on the dates below and acted on items, as reflected in the minutes (<https://curriculum.colostate.edu/ucc-agendas-minutes/archives-agendas-minutes/>).

[August 23, 2019](#)[August 30, 2019](#)[September 6, 2019](#)[September 13, 2019](#)[September 20, 2019](#)[September 27, 2019](#)[October 4, 2019](#)[October 11, 2019](#)[October 18, 2019](#)[October 25, 2019](#)[November 1, 2019](#)[November 8, 2019](#)[November 15, 2019](#)[November 22, 2019](#)[December 6, 2019](#)[December 13, 2019](#)[January 24, 2020](#)[January 31, 2020](#)[February 7, 2020](#)[February 14, 2020](#)[February 21, 2020](#)[February 28, 2020](#)[March 6, 2020](#)[March 13, 2020](#)[April 3, 2020](#)[April 10, 2020](#)[April 17, 2020](#)[April 24, 2020](#)[May 1, 2020](#)[May 8, 2020](#)