

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
March 2, 2021 – 4:00pm – Microsoft Teams**

FACULTY COUNCIL AGENDA ITEMS:

I. FACULTY COUNCIL AGENDA – March 2, 2021

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – April 6, 2021 – Microsoft Teams – 4:00pm
2. ASCSU President Hannah Taylor

B. MINUTES TO BE APPROVED

1. Faculty Council Meeting – February 2, 2021 (pp. 3-21)

C. PRESIDENT’S REPORT – President Joyce McConnell

D. PROVOST/EXECUTIVE VICE PRESIDENT REPORT – Provost Mary Pedersen

E. UNFINISHED BUSINESS

1. University Grievance Officer Annual Report 2020 – Richard Eykholt, University Grievance Officer (pp. 22-24)

F. CONSENT AGENDA

1. UCC Minutes – January 22 and 29, February 5 and 12, 2021 (pp. 25-44)

G. ACTION ITEMS

1. Election – Faculty Council Chair – Committee on Faculty Governance – Steve Reising, Chair
 - a. Candidate Statement – Sue Doe (pp. 46-47)

2. Election – Faculty Council Vice-Chair – Committee on Faculty Governance – Steve Reising, Chair
 - a. Candidate Statement – Andrew Norton (p. 48)
3. Election – Faculty Council Board of Governors Representative – Committee on Faculty Governance – Steve Reising, Chair
 - a. Candidate Statement – Melinda (Mendy) Smith (p. 49)
4. Revisions to *Graduate and Professional Bulletin*: Scholastic Standards, Evaluation of Graduate Students – Committee on Scholarship, Research, and Graduate Education – Melinda Smith, Chair (pp. 50-53)
5. Revisions to *Graduate and Professional Bulletin*: Terms and Conditions of Appointment – Committee on Scholarship, Research, and Graduate Education – Melinda Smith, Chair (pp. 54-57)
6. Section E.10.5.1 Recommendations – Committee on Responsibilities and Standing of Academic Faculty – Marie Legare, Chair (pp. 58-59)
7. Section E.13.2 Recommendations – Committee on Responsibilities and Standing of Academic Faculty – Marie Legare, Chair (pp. 60-61)

H. REPORTS TO BE RECEIVED

1. Faculty Council Chair Report – Sue Doe
2. Board of Governors Report – Melinda Smith

I. DISCUSSION

1. Athletic Budget Report – Joe Parker, Athletic Director (pp. 62-69)

To Faculty Council Members: Your critical study of these minutes is requested. If you find errors, e-mail immediately to Amy Barkley.

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

MINUTES
Faculty Council Meeting
February 2, 2021 – 4:00pm – Microsoft Teams

CALL TO ORDER

Chair Sue Doe called the meeting to order at 4:02 p.m.

Chair Doe: Reminded members of the protocols for the Teams environment.

FACULTY COUNCIL AGENDA ITEMS:

I. FACULTY COUNCIL AGENDA – February 2, 2021

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – March 2, 2021 – Microsoft Teams – 4:00pm

Chair Doe: The next Faculty Council meeting will be on March 2nd via Teams. Wanted to provide some information about upcoming meetings. On March 2nd, we will have Athletic Director Joe Parker coming to provide a budget report on Athletics. Have requested that this material be sent ahead of time to allow opportunity for review before the meeting. At the April 6th Faculty Council meeting, Lynn Johnson will be present to give a presentation on the budget.

Chair Doe: Will be resuming Laps and Chats starting this Thursday, February 4th. Will be doing those from 2:00pm-3:00pm. Just make laps around the Oval. Encouraged members to join if able. Worked last semester, met with a number of people.

Chair Doe: Wanted to mention that we maintain a subscription to the Chronicle of Higher Education, and it can be accessed via the Faculty Council website. The link to the Chronicle of Higher Education was posted in the chat.

Dean Karen Estlund: Confirmed in the chat that the login is just eID, normal library subscription.

Chair Doe: Wanted to also discuss the Harry Rosenberg Award. The 2020 information for the Harry Rosenberg Distinguished Service Award is on the front page of the Faculty Council website. Stated that Jenny Morse was the recipient last year. We are now at the point in the semester where it is time to start accepting nominations for this year's recipient of the award. The award serves to acknowledge people who have shown distinguished service, particularly as it relates to Faculty Council and shared governance. Asked members to start thinking about this and to keep those they want to nominate in mind.

Chair Doe: Brought members' attention to page 68 of the agenda packet, which includes the statement from the Executive Committee in support of student athletes. Wanted to discuss the process that was involved and then have time for conversation. Explained that in December, there was a statement that was placed into the public record by the Women and Gender Advocacy Center. Over the holidays, the Faculty Council Executive Committee had conversations around the idea of wanting to put out a statement. Clarified that this statement was specifically coming from the Executive Committee, not the Faculty Council as a whole. Wanted to bring this up during the announcements to allow time to hear from members and hear from the President with regards to the student athletes' situation.

Marcela Velasco: Thinks this is an important statement and that Faculty Council should formally endorse it. Thinks it sends a good signal to students. Would like to move that Faculty Council ratify the Executive Committee statement in support of student athletes.

David Koons: Second.

Chair Doe: Would like to hear some discussion before we formally place the motion.

Yolanda Sarason: Commented in the chat that we should be able to see President Joyce McConnell's statement to the Executive Committee before a vote.

President Joyce McConnell: Wanted to clarify that this was not a statement like the Executive Committee statement. It is an itemized list of actions we had taken up through December 8th. We have many updates to it but did not update it for today as it was considered important for Faculty Council to see exactly what the Executive Committee had seen. Can update this and make sure it gets to Faculty Council.

President McConnell: Discussed the list of actions taken. Started on November 18th when the action plan was published according to the Husch Blackwell report recommendations addressing climate issues and athletics. Plan includes a committee of University representatives external to the Athletics Department. Many included are on Faculty Council, wanted to make sure there was robust involvement on the part of faculty and Faculty Council members. Discussed the process for reporting on climate issues through that committee. Wanted to clarify that we were not creating some other process other than what was available to students, that this is just supplementing all those other processes. Action plan also includes amplifying education on enforcement of policies that prohibit retaliation. Met with five student athletes to learn more about their concerns. Have discussed having another meeting, students were noncommittal at that time. Have also requested a meeting with the students and the Student Athletic Advisory Council which has representatives from all 16 sports. Holidays and exams have put this in a temporary hiatus. Will be updating this list so the other actions that have been taken can be seen.

Antonio Pedros-Gascon: Would like to speak in favor of this statement. Believe there is a very clear concern in the whole institution regarding what is happening in athletics. Not just an issue for athletes, this is happening in many different places. Have been speaking to athletes and they do not want to meet with people they feel do not have their best interests in mind. Feels that it should be acknowledged that there is a lack of trust in identified leadership. Asked President

McConnell if Jimmy Stewart or Mike DeLucca had been met with yet. Received the message from Ida Donahue about the meeting on February 8th, wonders how that contributes to good will.

President McConnell: We have not contacted either former employees or current employees, as that has not come up in the Title IX context, because they have wanted to talk to the students. That is why we have not met with Jimmy Stewart or Mike DeLucca, who is a former employee. Stated that in the Husch Blackwell process, they spoke with over 125 people. They talked about other things, but we have no way of knowing who spoke to Husch Blackwell because of the confidentiality of the process. Wanted to clarify that. In terms of the Ida Donahue letter, believes Albert Bimper can better address these questions.

Albert Bimper: At the meeting next Monday, one of the topics was due processes in response to the concerns raised by the students. Conversations in preparing for this event started in July. Was reached out to be the community engagement team of the Fort Collins Police Services, who we have partnered with for many years. Didn't have much engagement over the pandemic, so it was an opportunity to re-engage and figure out a program. Goal was to understand conversations and have conversations. Have engaged with student athletes over the past several months, including the Student Athlete Advisory Committee about how this might look.

Pedros-Gascon: Asked in the chat: Why the meeting with students alone on February 8th, that is mandatory, without people who advocate for them? Asked if we can know what Bimper knew about all the issues in Athletics given that he was a member of the Committee on Intercollegiate Athletics.

Denise Apodaca: Commented in the chat that regarding the February 8th meeting, feels Pedros-Gascon's question is valid. Students will not talk if they don't have advocates or trust the environment.

Ruth Hufbauer: Commented in the chat that although it's not necessarily directly on topic, Monica Rivera is present, and she could probably shed light on these issues.

Andrew Norton: Requested in the chat that we speak for or against the motion and not try to turn this into an investigative hearing. Recognizes that the issues are important but that this may not be the best way to shed light.

Chair Doe: In the interest of time, we have one additional question from a person that pertains to the motion and the text of the motion. We are going to have to move on pretty quickly. Realize there are a number of questions that still remain and we may not be able to deal with them all at this time. Respects the questions and expressed hope we can find a way to deal with them.

Moti Gorin: Supportive of the statement. Reads it as a general statement of support for students who are looking for a better climate and that there are claims that should be respected and taken seriously. Had a question about the section of the statement that endorses the "veracity of the experiences of the students." Want to know what this refers to.

Chair Doe: Thinks this boils down to the question of whether you can endorse the statement as it stands or not. We did check on parliamentary procedures on this, as we are not in a position to alter or edit the statement. This was a point of some discussion in the Executive Committee.

Gorin: Asked: Could we get some clarity from somebody who drafted the statement about what they meant to say?

Hufbauer: Explained that it referred to the direct experiences that were mentioned in emails as opposed to details of things we had not seen. Experiences with climates.

Gorin: Statement says that the Executive Committee recognizes these being presented sincerely and that these experiences are not being taken seriously enough. Asked: But it is not within the Title IX complaints of what went on within those particular investigations that we are endorsing, correct?

Hufbauer: Correct.

Chair Doe: We do have a motion on the floor. Requested a vote in the chat.

Motion passed. Faculty Council endorsed the statement from the Executive Committee regarding support of student athletes.

B. MINUTES TO BE APPROVED

1. Faculty Council Meeting – December 1, 2020

Chair Doe: Asked: Are there any changes that need to be made to these minutes?

Hearing none, minutes approved by unanimous consent.

C. PRESIDENT'S REPORT – President Joyce McConnell

President McConnell: Provided an update on the Vice President for Diversity search. Before Vice President Mary Ontiveros retired, had worked together with Vice President Blanche Hughes and vetted three response to an RFP that we put out. Had asked search firms not only how much it would cost but to also put together an entire program for us as to the process of engagement for the entire CSU community. Dean Estlund agreed to chair the search committee. Both Dean Estlund and the search firm are doing wonderful work.

President McConnell: Can see an update on the progress of the original student demands that we have been accumulating and addressing through student affairs and through the Race, Bias, Equity Initiative. The monthly diversity newsletter is tracking the federal equity-focused actions. Hoped individuals have had an opportunity to participate in some of the focus groups. Suggested that we have a report from Dean Estlund as chair at the next Faculty Council meeting. Thanked the members of the committee for their work. The next step for the search committee is to be writing a position description based on the needs that they have heard expressed through the

community after hearing from the focus groups. Can see recent updates and next steps on the Vice President for Diversity's website.

President McConnell: Discussed the budget. There is an all-day Board of Governors retreat this Thursday, February 4th. Some bills and fiscal notes are going through. The Governor's proposed budget is to restore us to the 2020 pre-pandemic level. He proposed a 2.05% raise for classified staff, but no additional money to be allocated, so that creates, in a sense, a budget cut. There was some conversation that the Governor would no longer fund capital improvements, which means a pretty serious budget cut to higher education, just because we would have to come up with all of the money for buildings ourselves. Have been watching the state conversation about this. What was heard during the legislative call this morning is that we will be okay.

President McConnell: We continue to make great strides in strategic transformation and will have a framework laid out in the next couple weeks. Thinks people will be pleased with the themes that are being pointed out. They circle around our thriving world, people, humanity, environment, health, food security. Have really focused on racial justice, social justice, and our principles of community. We hired Jenelle Beavers who will be working on the campus-wide implementation. Will also be looking at our legislative relationships and other external relationships. Understand that people worry about the swelling of administrative numbers, assured that many people that the Chancellor took to the system have not been replaced. Still well below the administrative structure when he was here.

Chair Doe: Have had a series of questions regarding vaccinations for faculty. Believe that the Governors office has clarified that faculty are not considered one of the participating members in the educator group. Wondered what the University may be doing to make a case for faculty and staff to be included among those considered educators because of the exposure to student bodies.

President McConnell: Have been strong advocates for faculty and staff. Have talked to the Colorado Department of Health, who reports directly to the Governor and the Department of Higher Education. They are clear on our positions but have not changed their mind. We continue to advocate for vaccine policy. These are not voted on, are executive orders, so we have focused attention on the Governor and relevant agencies. Good news is that the Governor announced today that the schedule of vaccinations is moving up. Statement does say that vaccines are mostly going to be available through providers, not sure who is considered within the lists of providers. Will clarify that.

Pedros-Gascon: Requested confirmation that Faculty Council will still receive a report from Vice President Diana Prieto. Requested that Bimper attend an Executive Committee meeting to explain what was known about what was going on in Athletics as a member of the Committee on Intercollegiate Athletics.

President McConnell: Agreed to both requests.

Brad Conner: Requested in the chat that President McConnell provide an update on the Policing Commission that was established last spring/summer.

President McConnell: Responded to Conner in the chat. Stated that an update is scheduled with Chair Rico Munn and then will provide this to Faculty Council.

Conner: Thanked President McConnell in the chat. Asked what the timeline would be for that.

President McConnell: Responded to Conner in the chat that it would be late this week or early next week.

D. PROVOST/EXECUTIVE VICE PRESIDENT REPORT – Provost Mary Pedersen

Provost Mary Pedersen: For spring semester, we have continued to focus on expanding our screening, testing, contact tracing, and the entire system, as well as isolation and quarantine. We have a screening capacity of 3,000, have typically only had up to 2,000 a day. Will be releasing an announcement tomorrow for mandatory screening for all students coming to campus, including juniors and seniors, all faculty. Anyone who is coming to campus will be required to screen weekly.

Chair Doe: Commented in the chat that it is easy to do the saliva test. Stated that people can sign up for one week at a time for a full month.

Provost Pedersen: Will see an announcement that we are working towards a capacity of 5,000 a day. Will have this announcement on Friday, February 5th when we roll out phase three of bringing on the rest of the hybrid courses. To get to our goal of 5,000 each day, we have brought three pods on to campus. One is in the mobile lot near the underpass of Shields and Elizabeth. They are testing it out and it should be ready to roll out early next week. Testing areas will be located on convenient sites. Each of these pods have the capacity of screening 800 a day.

Provost Pedersen: Stated that Larimer County Public Health is responsible for the distribution of vaccines to CSU and other businesses. We are expecting to receive a limited supply. CSU Network has been authorized to distribute them. We will have a Town Hall next Friday, February 12th where we will discuss more details around this. Have also heard that King Sooper's and Wal-Mart, starting next Monday, February 8th, will be allowing for those 65 and over to start getting vaccinated.

Provost Pedersen: Undergraduates will have the option of S/U grading for spring and summer. Students may also elect to withdraw from individual courses throughout the last day of classes. Asked Chair Doe to speak to the process.

Chair Doe: Reminded members that at the December Faculty Council meeting the issue of late withdrawals and grading for fall semester was discussed. Was very late but went ahead and approved it for fall. Shortly after that on December 14th, the Executive Committee, with the input of the Faculty Accountability Input Response (FAIR) group, signed off on the policy for spring semester. Had been clear that there needed to be a policy in place prior to the spring semester. Normally this would be brought to the Faculty Council as a whole, but it was time sensitive, so Executive Committee approved it.

Provost Pedersen: Wanted to update members on the faculty support initiative. Started this last semester, recognized that the pandemic has taken a burden on faculty in terms of all the challenges they are dealing with. We started the faculty support initiative to provide student and graduate assistants to help with classes. We are expanding this into the research areas and other professional responsibilities. Have already awarded \$197,000 this semester. Extended the opportunity and faculty were emailed directly to be sure that everyone got the message.

Provost Pedersen: We are currently planning to be primarily back in person for Fall 2021. Still planning social distancing, concern for public health environment. Mostly in-person and hybrid courses, with some online courses for flexibility. Planning is centered around our increased expertise and improved infrastructure and the lessons we have learned from academic experiences and our COVID response. Will be hearing more about this at the Town Hall.

Provost Pedersen: For enrollment, for submitted applications we are up 6% over this point next year and are up 5% for admitted students.

Provost Pedersen: The Joint Venture Board has decided to close CSU INTO. Organization has been running in the red for over five years. Financial decision was made that we need to structure this in a new way. Those currently enrolled in CSU INTO programming will be supported through the transition, placed in appropriate programs managed by CSU. Effective May 14th, CSU INTO will be officially closed.

Provost Pedersen: Will come back with information technology, there are some wonderful initiatives. Laura Jensen and Institutional Research and Planning have been engaged in a lot of things, will come back to this at another time also.

Provost Pedersen: Wanted to present a few accolades. Announcement came out in the New York Times several months ago that got tremendous publicity. Dr. Siebert, who is a professor emeritus at CSU and his colleague, Martin Casner, made the discovery of a snake that winds their way up a tree like a lasso. Really interesting piece. There was a story from one of our atmospheric scientists, Melissa Burt. Burt brought together five fellow climate scientists from other universities that were all moms. They teamed up with a nonprofit marketing firm, Potential Energy, to launch a campaign to educate and empower mothers to do something about climate change. That one was in the Washington Post.

Provost Pedersen: Wanted to also recognize that Dean Beth Walker in the College of Business was named an American Marketing Association fellow and will be celebrated at the AMA Winter Conference on February 19th. Dean Benjamin Withers announced one of the largest gifts the College of Liberal Arts has ever received, \$15 million gift to their music program. The gift honors the donor's son who was a student at CSU. The College of Liberal Arts had their highest level of gifts in 2020, with more than \$22 million in fundraising.

Chair Doe: Thanked Provost Pedersen. Stated that there were some questions. Expressed hope that we could come back to the INTO topic.

Carole Makela: Asked: What is the procedure to monitor to make sure we are getting and doing one saliva test a week?

Provost Pedersen: We are doing the most monitoring in the residence halls. There are registration systems for them. Students are followed up with if they are not registered. For faculty and other students, we do not have the capacity to monitor. Request that they follow up themselves.

Makela: Asked for clarification about when students who do not live on campus get a notification that they have been exposed, they get a message that they should get tested, but also one that asks that they isolate. Asked how they can do both.

Provost Pedersen: Any student who has been in contact is contacted by our contact tracing team, who follow up with them personally. Make sure they sign up for a test. Stated that each case is unique but have been routinely following up within 48 hours. Have also improved our symptom tracker. Now have two people whose jobs are to respond to the symptom tracker.

Makela: Thinks it would be good on the COVID website to separate those who have symptoms self-diagnosed versus those who have received a message that they have been exposed.

Provost Pedersen: Those are two very different populations. This is a good point, will pass along.

Pedros-Gascon: Wanted to discuss the announcement of the closure of INTO. Stated that not even the Executive Committee of Faculty Council was aware of that situation. Expressed hope that in the future that we are kept in the loop. Asked: Given the academic nature of the new programs, why has this iteration not been brought to Faculty Council?

Vice Provost Susan James: Stated that there was a legal contract and we had to come an agreement before making the announcement. Were trying to follow the advice from legal counsel. All we are talking about is what the new program will look like and where it will live. There may be an application for a Special Academic Unit. We are at the beginning of that process and are including the people from the current INTO program in these initial conversations, and then will work to get on the Executive Committee agenda to move forward.

Velasco: Asked in the chat: What will happen to INTO instructors?

Maura Velazquez-Castillo: Asked in the chat: What lessons did the administration learn about this kind of venture with private, for-profit companies?

Mary Van Buren: Stated in the chat that the full Faculty Council was not consulted with regards to CSU's relationship with INTO in the first place. Expressed hope that this process will be a bit more transparent.

Vice Provost James: Stated agreement in the chat that more time should be taken to discuss the INTO Joint Venture unwind with Executive Committee and Faculty Council.

Silvia Canetto: Stated in the chat that there are a number of issues being rushed through, including the student athlete issues as well as the INTO issue. Requested that we set a time to address this before closing out the meeting.

E. UNFINISHED BUSINESS

F. CONSENT AGENDA

1. UCC Minutes – November 13 and 20, December 4 and 11, 2020

Chair Doe: Reminded members that items can be pulled from the consent agenda for further consideration. Asked: Is there anything to be pulled from the UCC minutes for consideration?

Hearing none, UCC minutes approved by unanimous consent.

2. Receive Completed Task Force Reports

- a. RBEI Task Force Report – Vice Provost Susan James, Vice-Chair Ruth Hufbauer, and Chair Doe
- b. IT Task Force Report – Chair Doe
- c. Shared Governance Task Force Report – Carole Makela
- d. Intellectual Property Task Force Report – Stephanie Clemons and Paul Doherty

Chair Doe: One item from the consent agenda has been requested to be pulled for further explanation.

Paul Doherty: Was asked to be on a task force by Chair Doe with Tim Gallagher and Stephanie Clemons. Task force focused on intellectual property issues around teaching materials. Wanted to highlight a few things in the report. Wanted to note that faculty and administration have different interpretations of Section J in our Manual, which is the intellectual property section. The administration views any materials submitted to Canvas as co-owned, and most faculty view their teaching materials as solely owned. Stated that materials might want to be housed outside of Canvas to maintain intellectual property rights. Also noted that Section J of the Manual has not been revised in 20 years and needs a lot of attention.

Chair Doe: Encouraged members to take a closer look at the report. Know that Provost Pedersen is particularly knowledgeable of these issues, having gone through a significant revision at previous institution. Asked members to post a note in the chat or reach out if they are interested in intellectual property and Section J. Will be re-forming the task force.

Aaron Eakman: Stated in the chat interest in the intellectual property task force.

Lisa Daunhauer: Expressed interest in the chat of joining the task force given department's heavy use of Canvas and online degree options.

Chair Doe: Thanked Eakman and Daunhauer in the chat for their interest in the intellectual property task force. Will be in touch. Encouraged others to reach out.

Chair Doe: Asked if there was anything additional to be pulled from the consent agenda.

Hearing none, task force reports received.

G. ACTION ITEMS

1. Board of Governors Representative Election – Committee on Faculty Governance – Steve Reising, Chair
 - i. Statement of Candidacy – Melinda Smith

Chair Doe: Stephanie Clemons has retired, was our Board of Governors representative. That term will end in June. Person who is elected today will serve out the remainder of Clemons' term. If this person would like to serve a second term, the person would need to be nominated again and stand for re-election in March. Have at least one candidate today.

Steve Reising: Commented that there is a limitation that the person elected today can only serve one additional year according to Colorado statutes. Thanked Melinda Smith for stepping up for candidacy. Asked if there were any additional nominations from the floor of eligible candidates.

Reising: Seeing no additional candidates, closed the nominations with unanimous consent. Asked: Are there any objections? Would like to congratulate Smith as our new Board of Governors representative for the remainder of this academic year. Thanked Smith for willingness to serve.

Chair Doe: Thanked Smith for stepping into this role.

2. Motion for Nominations for Student Conduct Appeal Committee – Committee on Faculty Governance – Steve Reising, Chair

Reising: The Student Conduct Appeal Committee has positions for ten faculty. It currently has four serving. This is not a big service load. We solicited nominations and they were coordinated through the Student Conflict Resolution Center. On behalf of the Committee on Faculty Governance, would like to move the nominations of the six faculty members listed to three-year terms as members of the Student Conduct Appeal Committee.

Chair Doe: Wanted to give a little shout out to those who have volunteered to be on this committee. Know how much the appeals committee has tried to get faculty involvement, remarkable response this year is really a testimony to everyone who has stepped up, particularly in a difficult year. Thanked Reising.

Hufbauer: Reising has moved, will second.

Chair Doe: Requested a vote in the chat.

Motion approved.

3. Motion on Section E.12 of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Marie Legare, Chair

Marie Legare: Here on behalf of the Committee on Responsibilities and Standing of Academic Faculty. We are presenting a motion to amend Section E.12 on Performance, Expectations for Tenure, Promotion, and Salary Increase. We made these changes to allow faculty to document how their efforts addressed diversity, equity, and inclusion.

Chair Doe: Asked if there was any additional discussion. Hearing none, requested a vote in the chat.

Motion approved.

4. Motion on Section E.14 of the Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Marie Legare, Chair

Chair Doe: This particular motion is getting at the reviews in the performance reviews during the post-tenure period. These changes to the performance review process underscore the need for, as it says, Department Codes to clarify and define effort distribution for faculty. The changes further provide a mechanism for evaluating files in light of documented evidence of discriminatory actions. This would have to have been documented, objective was that there may be some mechanism in the event there was such an action, that this be an important component for the overall assessment of the faculty member's performance.

Vice Provost James: Clarified in the chat that the language states it is "determined by the Office of Equal Opportunity".

Chair Doe: Asked: Does anybody have any questions about this particular item?

Van Buren: Asked in the chat: What exactly does documented evidence entail?

Chair Doe: Believes this would be an item that was actually documented by the Office of Equal Opportunity. Had run the language by the Office of General Counsel, who stated the only unit on campus who could legally do this was the Office of Equal Opportunity.

Legare: The verbiage being discussed was difficult to get to. If somebody had definitely taken some action that was considered discriminatory that was ruled on by the Office of Equal Opportunity, this could come into consideration during a performance review. Not something to be taken lightly. The Office of Equal Opportunity would oversee it and come down with a final ruling.

Van Buren: Asked in the chat: So not just documented, but determined?

Chair Doe: Responded to Van Buren's question in the chat affirmatively.

Canetto: Asked in the chat: How many cases per year does this represent?

Chair Doe: Responded to Canetto in the chat that it is hopefully not very many.

Chair Doe: Asked if there were any further questions about this or concerns. Hearing none, requested a vote in the chat.

Motion approved.

5. Motion on Section C.2 of the Academic Faculty and Administrative Professional Manual – Committee on Faculty Governance – Steve Reising, Chair

Reising: On behalf of the Committee on Faculty Governance, would like to propose the changes to Section C.2 of the Manual. Happy to report this as a result of the effort of the Diversity, Equity, and Inclusion Task Force and the Race, Bias, and Equity Initiative. The task force was created by Chair Doe within Faculty Council to demonstrate the committee of faculty for diversity, equity and inclusion and to further promote the University's Principles of Community. Updating the wording by making sure that administrative officers are evaluated with regards to the diversity, equity, and inclusion goals of the University.

Chair Doe: Asked: Any discussion of this? Hearing none, requested a vote in the chat.

Motion approved.

6. New CIOSU – Data Science Research Institute – Committee on University Programs – Mo Salman, Chair

Chair Doe: The Committee on University Programs has proposed a new CIOSU, the Data Science Research Institute. Asked if there was anyone from the Committee on University Programs on the call to make the motion, otherwise a member from Executive Committee will make the motion.

Pedros-Gascon: Move to approve the application of the new CIOSU Data Science Research Institute.

Melinda Smith: Second.

Chair Doe: Requested a vote in the chat.

Motion approved.

7. University Grievance Officer Annual Report 2020 – Richard Eykholt

University Grievance Officer Report postponed to Faculty Council meeting on March 2nd, 2021.

8. Resolution Regarding Unit/Department Responsibility for Course Quality, Delivery Method/Instructional Format, and Timely Notification – Carole Makela and Brad Goetz

Chair Doe: Resolutions are treated as a motion. The whereas clauses within a resolution or the rationales cannot be amended, so choice is to approve or disapprove the resolution as it appears.

Makela: Move for approval of the resolution as it appears in the packet.

Chair Doe: Asked: Is there any discussion of this resolution? Asked Makela and Brad Goetz to speak to the resolution.

Makela: The main point of this resolution is to remind faculty and departments that students need information on scheduling plans, especially related to format of courses, long before the start of the semester. Has great implications for many decisions the students have to make.

Brad Goetz: Nothing further to add except as chair of the University Curriculum Committee, in full support of this resolution.

Sheryl Magzamen: Thanked Makela for bringing up this important issue. Asked: Is there a way to facilitate communication with students by including this information when they actually register for the course? Stated that current course formats aren't as descriptive as they need to be.

Makela: The Registrar's Office is interested in working on that with us. Departments, especially for people in their majors, can provide information directly.

Ali Pezeshki: Asked: Is there a provision that safeguards us if there is a situation like the one we are in now, having to change the format to online during a pandemic.

Makela: Thinks we have to be understanding and flexible. This is also a message to the University that their plans and their work with the County Health Departments and others need to be as timely as they possibly can. Need to be as helpful in this community as possible.

Legare: Commented in the chat that unfortunately, faculty are often waiting for direction from administration as we try to determine the formats of our upcoming classes. It is not necessarily a departmental issue, but rather information trickles down.

Pezeshki: Asked: Is this in any way binding in the sense that we try to be as early as possible, but in extraordinary circumstances, do we have the flexibility to change it?

Makela: No, this is not binding. This is a message of support for the students and we all need to try to do our best.

Jared Orsi: Reassured by Makela's response that this is not binding. Did scheduling for the department a few years ago, was juggling hundreds of sections, faculty, rooms. An impossible task. Recognize the need for it and agree we should strive to do our best. Bottom line is every semester, faculty will go on sabbatical, retire. Thinks this is a great idea in theory, but in practice it is impossible for schedulers to know more than a semester or two out. Don't have the ability to control staffing to give students predictability.

Makela: Minimum is that we need them to tell students we will make every effort to fill out their schedule suitable to the constraints that we have. We shouldn't be asking students to totally re-plan their lives or to come back an additional semester.

Chair Doe: Noted that Vice President Leslie Taylor posted in the chat that students can see information about class formats on RamWeb. Not sure how far out they can see this. Think that's one of the questions, forecasting far enough in advance for students' abilities to make plans.

Vice President Leslie Taylor: As soon as students are able to start signing up for classes, the mode of delivery for every class should have been determined. We'd like to have that information two weeks before they start signing up for classes. Tough thing that was mentioned was that many students are being required to sign leases now. The sooner we can do it, the better.

Hufbauer: This resolution came up in part because we have gone to a system, that was voted at Faculty Council this past fall, that when courses are approved, they are approved for all formats. Now we have flexibility and power to teach courses in any format and we need to wield that power wisely.

Chair Doe: Believe discussion has come to a stop. We have a motion in front of us for this resolution. Asked: Are we ready to have a vote?

Wes Kenney: Second.

Chair Doe: Requested vote in the chat.

Motion approved.

H. REPORTS TO BE RECEIVED

1. Faculty Council Chair Report – Sue Doe

Chair Doe: Thanked members for hanging in there during a long meeting. Appreciated everyone's attention to these many motions and the several unfinished conversations that are important. Want to come back to these conversations. Suggested that Executive Committee make a plan at their next meeting, February 9th, to come back to these discussions.

Chair Doe: Will yield time to allow Karen Barrett and Shawn Archibeque to speak to the S/U Grading and Late Withdrawal policies.

Shawn Archibeque: The FAIR committee is comprised of a group that's representing the entirety of the University to try to make sure we get all aspects of teachers, advisors to get that fast response back, to help with these kinds of situations. Tried to reach out to as many people as possible for feedback. Even though we were over winter break, the results of the discussion were overwhelmingly in favor of continuing with the understanding that there is a need for instructors as well as advisors to make sure that students are aware of the implications that occur when they take an S/U grade or late withdrawal in their courses, in regard to financial aid as well as applications to secondary education.

Chair Doe: Thanked Archibeque. FAIR committee had worked on this in the fall and worked on it again in January. There was an accelerated nature to this. Know the Provost's Office needed to make some decisions about this, so the Executive Committee voted to keep the FAIR recommendations. Encouraged members to reach out if they had questions.

2. Board of Governors Report – see written report form Stephanie Clemons

I. DISCUSSION

J. FACULTY LIGHTNING ROUND PRESENTATION

1. Tom LaRocca – Assistant Professor, Health and Exercise Science

Chair Doe: Tom LaRocca is an assistant professor in the Department of Health and Exercise Science in the Center for Healthy Aging. Background is in biology and physiology and is interested in translational research using multiple laboratory approaches and models to develop practical applications for people. Research focuses on understanding the biology of health span, studied cellular changes that occur in the heart and arteries as we age. Currently focuses on the genome biology of neurodegenerative diseases like Alzheimer's. LaRocca is also a former high school chemistry teacher and college writing instructor.

Tom LaRocca presented a five-minute presentation from the Center for Healthy Aging. Will be available for viewing on the Faculty Council website.

Meeting was adjourned at 6:25 p.m.

Sue Doe, Chair
 Ruth Hufbauer, Vice Chair
 TBD, BOG Representative
 Amy Barkley, Executive Assistant

ATTENDANCE
BOLD INDICATES PRESENT AT MEETING
UNDERLINE INDICATES ABSENT AT MEETING
2020-2021

Chair: Sue Doe **Vice-Chair: Ruth Hufbauer**
Executive Assistant: Amy Barkley **BOG Representative: TBD**
Professional Registered Parliamentarian: Lola Fehr

ELECTED MEMBERS	REPRESENTING	TERM
Agricultural Sciences		
Stephan Kroll	Agricultural and Resource Economics	2022
<u>Jason Bruemmer</u>	Animal Sciences	2021
Cynthia (Cini) Brown	Agricultural Biology	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
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
Lisa Daunhauer	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	2022
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)		
Jonathan Zhang	Marketing	2023
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
<u>Thomas Bradley</u>	Systems Engineering	2023

Sybil Sharvelle	College-at-Large	2023
Steven Reising	College-at-Large	2022
J. Rockety Luo	College-at-Large	2022
Liberal Arts		
Mary Van Buren	Anthropology & Geography	2023
Jason Bernagozzi	Art	2022
Kit Hughes	Communication Studies	2022
(substituting for Ziyu Long)		
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
<u>Peter Harris</u>	Political Science	2021
Tara Opsal	Sociology	2022
Ajean Ryan		
Antonio Pedros-Gascon	College-at-Large	2023
Emily Morgan	College-at-Large	2023
Marcela Velasco	College-at-Large	2021
<u>Del Harrow</u>	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
Alan Bright	Human Dimensions of Natural Resources	2023
Natural Sciences		
<u>Olve Peersen</u>	Biochemistry & Molecular Biology	2022
Melinda Smith	Biology	2021
Robert Paton	Chemistry	2023
<u>Ross McConnell</u>	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
<u>Christianne Magee</u> (excused)	College-at-Large	2022
<u>Gerrit (Jerry) Bouma</u>	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
Ruth Hufbauer	Vice Chair, Faculty Council	2021
TBD	BOG Faculty Representative	2021
Steve Reising, Chair	Committee on Faculty Governance	2021
<u>Shane Kanatous, Chair</u>	Committee on Intercollegiate Athletics	2021
<u>Jerry Magloughlin, Chair</u>	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, Chair	Committee on Teaching and Learning	2021
TBD, Chair	Committee on University Programs	2021
Bradley Goetz, Chair	University Curriculum Committee	2021
<u>Susan (Suellen) Melzer</u>	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
<u>Jamie Nielson</u>	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

Brett Anderson

Special Advisor to the President

Kim Tobin

Vice President for University Advancement

Yolanda Bevill

Vice President for University Communications

Roe Bubar

Interim Vice President for Diversity

Diana Prieto

Vice President for Equity, Equal Opportunity & Title IX

Louis Swanson

Vice President for Engagement/Professor of Sociology

Leslie Taylor

Vice President for Enrollment and Access

Susan James

Vice Provost for Faculty Affairs

Karen Estlund

Dean, Libraries

Brandon Bernier

Vice President for Information Technology

Jim Cooney

Special Assistant to the Provost for International Affairs

Pam Jackson

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

Annual Report of the University Grievance Officer for 2020

One duty of the UGO is to oversee the disciplinary process for tenured faculty, as described in Section E.15 of the Manual. During calendar year 2020, this process was initiated once for an alleged lack of adequate performance. This case was resolved by reaching a mutual agreement between the parties involved, so no formal hearing was necessary.

In a second case, disciplinary action was considered for alleged behavioral issues. However, it was decided to issue a letter of expectations first. The faculty member is attempting to meet these expectations, so it has been decided not to pursue disciplinary action at this time.

Another duty of the UGO is to oversee the appeals processes in Sections E.11, E.16, and E.17 of the Manual. During the calendar year 2020, these processes were never initiated.

The main duty of the UGO is to manage the grievance process, as described in Section K of the Manual. It is important to note that, in many cases, the person contacting the UGO is seeking advice and a discussion of their options, but they don't wish to pursue a formal grievance. During calendar year 2020, the UGO dealt with 16 cases from faculty members and 8 cases administrative professionals.

The distribution of the 16 cases from faculty members is as follows:

Agricultural Sciences	2
Business	3
Engineering	1
Health and Human Sciences	1
INTO	3
Liberal Arts	4
Vet. Med. & Biom. Sci.	2

The distribution of the 8 cases from administrative professionals is as follows:

Career Center	1
Continuing Education	1
INTO	1
Natural Resources	1
Natural Sciences	1
University Communications	2
Vet. Med. & Biom. Sci.	1

Before summarizing these cases, it is important to note that, if a case is ruled not to be grievable, then it cannot be pursued through the grievance process. However, the UGO can choose to hold off on making this determination in order to have discussions with the persons involved and even to allow the case to proceed to formal mediation. On the other hand, a case cannot proceed to a formal grievance hearing unless it is ruled to be grievable.

Faculty Members

For the 16 cases involving faculty members, four involved denials of promotion. In all four of these cases, the faculty member decided not to pursue the matter through Section K, and to apply for promotion again in a future year.

Three cases involved annual evaluations. In all three of these cases, the faculty member decided not to pursue the matter through Section K.

One case involved termination of an at-will faculty member, one case involved the initiation of a Phase II review due to an alleged lack of adequate performance, one case involved the issuance of a letter of expectations, and one case involved criticism from the supervisor that was viewed as unwarranted. None of these four cases was grievable.

Two cases involved allegations of mistreatment by the supervisor. In one case, the faculty member decided not to pursue the matter through Section K, and the other case was ruled not to be grievable.

One case involved an allegation of inappropriate interference by the supervisor. In this case, the faculty member decided not to pursue the matter through Section K.

In two cases, at-will faculty were reduced from full-time to half-time due to budget restrictions. These two cases were not grievable.

None of these 16 cases led to formal mediation or a formal hearing.

Administrative Professionals

For the 8 cases involving administrative professionals, one case involved an annual evaluation. In this case, the employee decided not to pursue the matter through Section K.

One case involved termination of an at-will employee, so this case was not grievable.

One case involved denial of leave to care for a family member. This case was resolved through discussions between the UGO and the persons involved, and the requested leave was granted.

One case involved an allegation that the supervisor had created a hostile work environment. In this case, the employee decided not to pursue the matter through Section K, but to file a bullying complaint instead.

One case involved an allegation of mistreatment by the supervisor. In this case, the employee decided not to pursue the matter through Section K.

One case involved an allegation of inappropriate interference by another unit. This case was not grievable, but the UGO brought the situation to the attention of higher-level administrators.

Two cases involved changes in job duties without the approval of the employee. In one case, the employee decided to accept the new job duties. In the other case, the situation was resolved through discussions between the UGO and the persons involved.

None of these 8 cases led to formal mediation or a formal hearing.

Submitted by: Richard Eykholt,
University Grievance Officer

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A ‘virtual’ meeting of the University Curriculum Committee was held on **January 22, 2021** at 2:00 p.m. via Microsoft Teams.

The meeting adjourned at 4:00 p.m.

Minutes

The minutes of December 11, 2020 were electronically approved on December 14, 2020.

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).

Study Abroad Course – Permanent Offering			
Course #	Course Title	Notes	Effective Term
VM 723A	Study Abroad—Africa: Wildlife Health and Conservation Medicine	2 cr.; partial semester. Travel dates: 6/7/21-6/23/21 (17 days) Requires admission to professional curriculum in veterinary medicine. <i>Offered provisionally in SU20 as VM 782A, but cancelled due to COVID-19.</i>	Summer 2021

Study Abroad Course – 1 st Provisional Offering			
Course #	Course Title	Notes	Effective Term
PHIL 382A	Study Abroad—Mexico: Place, Sustainability, and Environment	3 cr. (1 cr. taught online 8/23/21-10/15/21; 2 cr. taught in-country). Travel dates: 11/22/21-12/4/21 (2 weeks)	Fall 2021

New Courses			
Course #	Course Title	Notes	Effective Term
ACT 610	Accounting Analytics	Required in the Master of Accountancy.	Fall 2021
AGED 520	4-H and Youth Programs in Extension	Distance/Online only. Previously offered as experimental course AGED 581A1 .	Summer 2021

ART 231	Photo Image Making for Non-Art Majors	Lab only; non-Art majors only. Previously offered as experimental course ART 280A1 .	Summer 2021
AHS 487B	Internship in Human Services: Gerontology	3-9 var. cr.; requires written consent of instructor and background check.	Fall 2021
E 150	English Studies Symposium	Previously offered as experimental course E 181A1 .	Fall 2021
HDFS 600	Professional Development Seminar	1 cr.; S/U only. Previously approved as experimental course HDFS 580A2 . Required in the Ph.D. in Applied Developmental Science .	Fall 2021
JTC 517	Advanced Information Graphics	Elective in the Master of Communications and Media Management and the Graduate Certificate in Communication and Technology .	Fall 2021
JTC 536	Organizational and Commercial Photography	Elective in the Master of Communications and Media Management and the Graduate Certificate in Communication and Technology .	Fall 2021
JTC 605	Colloquium in Communication Research	1 cr. Required in the Master of Science in Journalism and Media Communication, Plan A and Plan B , and the new (title change) Ph.D. in Media Communication .	Fall 2021
MECH 428	Probabilistic Design	Elective in the new Major in Mechanical Engineering, Advanced Manufacturing Concentration and the new Master of Engineering, Plan C, Advanced Manufacturing Specialization .	Fall 2021
MECH 464	Injection Molding	Elective in the new Major in Mechanical Engineering, Advanced Manufacturing Concentration and the new Master of Engineering, Plan C, Advanced Manufacturing Specialization .	Fall 2021
NR 536	Ranch Management and Stewardship Field Course	4 cr.; partial semester; requires field trips and written consent of instructor. Previously offered as experimental course F 480A1 . Required in the new Master of Natural Resources Stewardship, Plan C, Western Ranch Management and Ecosystem Specialization .	Summer 2021
NR 537	Ranch Management and Stewardship Seminar	1 cr.; requires written consent of instructor. Required in the new Master of Natural Resources Stewardship, Plan C ,	Fall 2021

		Western Ranch Management and Ecosystem Specialization.	
NR 538	Skills in Ranch Management	2 cr.; requires field trips and written consent of instructor. Required in the new Master of Natural Resources Stewardship, Plan C, Western Ranch Management and Ecosystem Specialization.	Fall 2021
NR 539	Western Ranch Assessment and Planning	Requires field trips and written consent of instructor. Required in the proposed new Master of Natural Resources Stewardship, Plan C, Western Ranch Management and Ecosystem Specialization.	Summer 2021
PSY 710	Advanced Addiction Treatments	Required in the new Graduate Certificate in Substance Use Disorder Identification and Treatment.	Fall 2021

Major Changes to Courses

Course #	Course Title	Notes	Effective Term
AHS 487A AHS 487	Internship in Human Services Internship: General	Course number change (<i>new course AHS 487B is below</i>); edits to course title and description; removal of prerequisite; addition of required background check; change of grade mode (<i>from Student Option to Traditional</i>).	Fall 2021
ANTH 674	Research Design and Analysis in Anthropology	Credit increase (<i>from 3 to 4</i>); change of schedule type (<i>from lecture only to lecture/lab</i>).	Fall 2021
JTC 500	Communication Research and Evaluation Methods	Credit decrease (<i>from 4 to 3</i>); edit to course description; addition of 'Graduate Only' restriction; change in grade mode (<i>from Student Option to Traditional</i>); addition of Distance/Online offering.	Fall 2021
JTC 604	Colloquium— Grad/Teaching/Learning/Research	Credit increase (<i>from 1 to 2</i>); change of grade mode (<i>from S/U only to Traditional</i>).	Fall 2021
SOCR 201	Seed Development and Metabolism	Change of schedule type (<i>from lab to lecture</i>); change of instructional format (Distance/Online only).	Summer 2021

New Undergraduate Concentrations		
Program Title	Notes	Effective Term
Major in International Studies, Global Studies Concentration	Offered Main Campus Face-to-Face.	Fall 2021
Major in Languages, Literatures and Cultures, Spanish for the Professions Concentration	Offered Main Campus Face-to-Face.	Fall 2021

CONSENT AGENDA

Experimental Course – 1 st Offering			
Course #	Course Title	Notes/Changes	Effective Term
LAND 280A1	Drawing from Land to Sea	To be offered on FA21 Semester at Sea.	Fall 2021

Minor Changes to Courses			
Course #	Course Title	Notes/Changes	Effective Term
ACT 312	Intermediate Accounting II	Edit to prerequisites: ACT 301 or concurrent registration or ACT 311 with a minimum grade of C. <i>Submitted as a Major Change in CIM.</i>	Fall 2021
ACT 561	Legal and Regulatory Issues in Accounting	Edit to offering term: Spring Fall	Spring 2022
ACT 575	Oil and Gas Accounting	Edit to offering term: Spring Fall	Spring 2022
ACT 633	Flow-Through Entities	Edit to offering term: As Needed Spring	Fall 2021
ACT 636	Taxation of Corporations and Shareholders	Edit to offering term: As Needed Spring	Fall 2021
AM 340	Patternmaking II – Draping	Edit to Add'l Reg Info: Credit not allowed for both AM 340 and AM 345. <i>Course number change (AM 345 to AM 340) approved by UCC on 2/21/20.</i>	Fall 2021

BIOM 422	Quantitative Systems and Synthetic Biology	Addition of Distance/Online offering. <i>Submitted as a Major Change in CIM.</i>	Summer 2021
BUS 405B	Contemporary Business Topics: International Business	Edit to offering term: As Needed Fall, Spring	Fall 2021
DSCI 320	Optimization Methods in Data Science	Edit to prerequisites: (CS 163 or CS 164); MATH 151; (MATH 255 or MATH 261); (MATH 151 and MATH 261) (DSCI 369 or MATH 369).	Spring 2022
DSCI 445	Statistical Machine Learning	Edit to prerequisites: DSCI 320 and DSCI 369; STAT 341. <i>Existing AUCC 4B in five DSCI concentrations.</i>	Fall 2021
ECE 457	Fourier Optics	Addition of Distance/Online offering. <i>Submitted as a Major Change in CIM.</i>	Fall 2021
ECE 502	Advanced Fourier Optics	Addition of Distance/Online offering. <i>Submitted as a Major Change in CIM.</i>	Fall 2021
ECE 517/ BIOM 517	Advanced optical Imaging	Addition of Distance/Online offering. Edit to prerequisites: ECE 342 <u>with a minimum grade of C</u> or MATH 340 <u>with a minimum grade of C</u> or MATH 345 <u>with a minimum grade of C</u> . <i>Submitted as a Major Change in CIM.</i>	Fall 2021
ECE 518/ BIOM 518	Biophotonics	Addition of Distance/Online offering. Edit to prerequisites: ECE 342 <u>with a minimum grade of C</u> or ECE 457 <u>with a minimum grade of C</u> or MATH 340 <u>with a minimum grade of C</u> or MATH 345 <u>with a minimum grade of C</u> . <i>Submitted as a Major Change in CIM.</i>	Fall 2021
ECOL 620	Applications in Landscape Ecology	Edit to offering year: Odd Even Edit to offering term: Spring Fall	Summer 2021
ERHS 446	Environmental Toxicology	Edit to prerequisites: CHEM 241 or CHEM 245 or CHEM 343 or CHEM 345 or CHEM 346.	Fall 2021
ERHS 448	Environmental Contaminants: Exposure and Fate	Edit to prerequisites: CHEM 241 or CHEM 245 or CHEM 341 or CHEM 345 and (LIFE 102). <i>Administrative edit: removal of subtopic title.</i>	Fall 2021

ERHS 507B	Toxicology Toolbox: Metabolism and Disposition	Edit to prerequisites: ERHS 502, <u>may be taken concurrently or</u> ERHS 504, may be taken concurrently or ERHS 601, <u>may be taken concurrently.</u>	Spring 2022
ERHS 547	Equipment and Instrumentation	Edit to offering term: Fall <u>Spring</u> Edit to prerequisites: <u>CHEM 241 or CHEM 245 or CHEM 341 or CHEM 345</u> ERHS 446 or ERHS 502	Fall 2021
ERHS 565	Chemical and Biological Warfare Agents	Edit to prerequisites: <u>CHEM 241 or CHEM 245 or CHEM 341 or CHEM 345</u> or CHEM 346.	Spring 2022
ERHS 566	Forensic Toxicology	Edit to offering term: <u>Spring</u> Fall Edit to prerequisites: <u>CHEM 241 or CHEM 245 or CHEM 341 or CHEM 345</u> or CHEM 346.	Spring 2022
FIN 613	Alternative Investments	Edit to prerequisites: BUS 641 <u>or concurrent registration</u> or FIN 655 <u>or concurrent registration.</u>	Fall 2021
FSHN 550	Advanced Nutritional Science I	Edit to prerequisites: BC 351 or BC 403 and FSHN 350.	Spring 2022
FSHN 551	Advanced Nutritional Science II	Edit to prerequisites: BC 351 or BC 403 and FSHN 350.	Fall 2021
JTC 501	Process and Effects of Communication	Addition of 'Graduate Only' restriction; change in grade mode (<i>from Student Option to Traditional</i>); addition of Distance/Online offering. <i>Submitted as a Major Change in CIM.</i>	Fall 2021
JTC 571	Digital Media Research and Evaluation of Methods	Addition of Distance/Online offering. <i>Submitted as a Major Change in CIM.</i>	Fall 2021
MIP 432/ ESS 432	Microbial Ecology	Edit to offering year: <u>Odd</u> Even Edit to offering term: <u>Fall</u> Spring	Fall 2021
MIP 540	Biosafety in Research Laboratories	Addition of Distance/Online offering.	Fall 2021
MIP 616	Modern Molecular Biology for Microbiologists	Addition of Distance/Online offering.	Fall 2021
MIP 617	Principles of Biodefense/Emerging Pathogens	Addition of Distance/Online offering.	Fall 2021

MIP 618	MIP Masters Seminar Series	Addition of Distance/Online offering.	Fall 2021
MIP 619	MIP Masters Topics	Addition of Distance/Online offering.	Fall 2021
MIP 654	Research Policies and Regulations	Addition of Distance/Online offering.	Spring 2022
MIP 675	Advanced Bioanalytic Pathology	Edit to offering year: Odd Even	Spring 2022
NR 322	Intro. Introduction to Geographic Information Systems	Edit to offering term: Fall, Spring Fall Administrative edit to course title (<i>not enough characters</i>) <i>Submitted as a Major Change in CIM.</i>	Fall 2021
SYSE 602	Systems Requirements Engineering	Edit to offering term: Fall Spring	Fall 2021

Course Deactivations

Course #	Course Title	Notes/Changes	Effective Term
ERHS 174	Freshman Scholars	Not referenced in any courses or programs.	Spring 2021
ERHS 192	Environmental Health First Year Seminar	Not referenced in any courses or programs.	Spring 2021
HDFS 302	Marriage and Family Relationships	Not referenced in any courses or programs.	Spring 2021
VM 730	Applied Animal Behavior	Not referenced in any courses or programs.	Spring 2021

Minor Changes to Existing Programs

Program Title	Notes	Effective Term
DSCI-CSCZ-BS: Major in Data Science, Computer Science Concentration	Updates to elective lists.	Fall 2021
DSCI-ECNZ-BS: Major in Data Science, Economics Concentration	Updates to elective lists.	Fall 2021
DSCI-MATZ-BS: Major in Data Science, Mathematics Concentration	Updates to elective lists.	Fall 2021

<u>DSCI-STSZ-BS: Major in Data Science, Statistics Concentration</u>	Updates to elective lists.	Fall 2021
<u>IGRQ: Interdisciplinary Minor in Gerontology</u>	Addition of AHS 487B to the internship/field placement list.	Fall 2021
<u>WRSQ: Minor in Watershed Science</u>	Updates to elective list.	Fall 2021

Minutes approved by the University Curriculum Committee on 1/29/21.

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

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A ‘virtual’ meeting of the University Curriculum Committee was held on **January 29, 2021** at 2:00 p.m. via Microsoft Teams.

The meeting adjourned at 3:22 p.m.

Minutes

The minutes of January 22, 2021 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).

New Courses			
Course #	Course Title	Notes	Effective Term
ACT 537	Advanced Taxation of Business Entities	Elective in the Master of Accountancy.	Fall 2021
ECE 528/CS 528	Embedded Systems and Machine Learning	4 cr. Previously offered as experimental course ECE 581C1/CS 581C1 .	Fall 2021
JTC 346	Narrative Filmmaking		Fall 2021
JTC 569	Advising Student Media for K-12 Educators	Requires written consent of advisor.	Fall 2021
LB 372	Blake Leadership Scholars—Junior Seminar	1 cr.; S/U only.	Fall 2021
NR 450	Geospatial Project Design and Analysis	4 cr. Elective in GSIQ: Minor in Geospatial Information Science for Natural Resources .	Fall 2021
NRRT 677	Project Mgmt and Tourism Event Planning	2 cr.; partial semester; requires admission to the Master of Tourism Management program.	Fall 2021
PSY 366	Foundational Addiction Counseling Skills	Required in PSYC-ADCZ-BS: Major in Psychology, Addictions Counseling Concentration .	Fall 2021
WS 340	Race and Sexuality		Fall 2021

Major Changes to Courses			
Course #	Course Title	Notes	Effective Term
AM 275	Product Development I	Change of schedule type (<i>from lecture only to lecture/lab</i>); edit to course description; addition of Mixed Face-to-Face offering.	Fall 2021
ART 245	Metalsmithing and Jewelry I	Edit to course description; edit to prerequisites: ART 111 and ART 120 136 and ART 135 and ART 160 and ART 170.	Fall 2021

ART 255	Introduction to Graphic Design	Edit to course description; edit to prerequisites: ART 111 and ART 120 136 and ART 135 and ART 160 and ART 170.	Fall 2021
ART 256	Introduction to Electronic Art	Edit to course description; edit to prerequisites: ART 111 and ART 120 136 and ART 135 and ART 160 and ART 170.	Fall 2021
ART 260	Beginning Painting ‡	Edits to course title and description; edit to prerequisites: ART 111 and ART 120 136 and ART 135 and ART 160 and ART 170.	Fall 2021
CBE 522/BIOM 522	Bioseparation Processes	Change of Schedule Type (<i>from lecture/lab to lecture only</i>); addition of Distance/Online offering.	Fall 2021
CIVE 695C	Independent Study: Hydrologic Science and Engineering Hydrology and Water Resources	Edit to course title.	Fall 2021
CIVE 699C	Thesis: Hydrologic Science and Engineering Hydrology and Water Resources	Edit to course title.	Fall 2021
CIVE 799C	Dissertation: Hydrologic Science and Engineering Hydrology and Water Resources	Edit to course title.	Fall 2021
ERHS 340 ERHS 210	Cancer Biology, Medicine, and Society	Change of course number and level; edit to course description, addition of prerequisites: LIFE 102 or LIFE 162 or LIFE 210 . <i>C&C Unit will administratively update BIOM-MIDZ-BS.</i>	Fall 2021
ERHS 560	Health Impact Assessment	Credit increase (<i>from 1 to 2</i>); change of Schedule Type (<i>from lecture only to lecture/lab</i>).	Fall 2021
MGT 424/IDEA 424	Design Thinking Ventures in Social Entrepreneurship	Edits to course title and description; edit to prerequisites: IDEA 210 or concurrent registration and MGT 340 or concurrent registration and MGT 360 or concurrent registration .	Fall 2021
VS 602	Scientific Critical Evaluation of Medical Scientific Literature	Edits to course title and description; change of grade mode (<i>from S/U only to Traditional</i>).	Fall 2021

Major Changes to Existing Programs

Program Title	Notes	Effective Term
ACCY-MACC: Master of Accountancy, Plan C (M.ACC.)	Updates to Required Core courses and electives.	Fall 2021
ACCY-RZ-MACC: Master of Accountancy, Plan C, Financial Analysis, Auditing, and Reporting Specialization	Updates to Required Core courses and electives.	Fall 2021
ACCY-SZ-MACC: Master of Accountancy, Plan C, Data Analytics and Systems Specialization	Updates to Required Core courses and electives.	Fall 2021
ACCY-TZ-MACC: Master of Accountancy, Plan C, Taxation Specialization	Updates to Required Core courses and electives.	Fall 2021
ARTI-ARTZ-BA: Major in Art (BA), Art History Concentration	Sophomore year: replacing 3 credits of a 'Select from' course list with required course ART 120.	Fall 2021
ARTI-IVSZ-BA: Major in Art (BA), Integrated Visual Studies Concentration	Freshman year: replacing required course ART 136 with ART 120; update to 'Introduction Studio Courses' list.	Fall 2021

<u>ARTM-BFA: Major in Art, BFA</u>	Freshman year: replacing required course ART 136 with ART 120; update to Sophomore year 'Select three' list.	Fall 2021
<u>ARTM-AREZ-BF: Major in Art (BFA), Art Education Concentration</u>	Freshman year: replacing required course ART 136 with ART 120.	Fall 2021
<u>ARTM-DRAZ-BF: Major in Art (BFA), Drawing Concentration</u>	Freshman year: replacing required course ART 136 with ART 120; update to Sophomore year 'Select three' list.	Fall 2021
<u>ARTM-ELAZ-BF: Major in Art (BFA), Electronic Art Concentration</u>	Freshman year: replacing required course ART 136 with ART 120; update to Sophomore year 'Select three' list.	Fall 2021
<u>ARTM-FIBZ-BF: Major in Art (BFA), Fibers Concentration</u>	Freshman year: replacing required course ART 136 with ART 120; update to Sophomore year 'Select three' list.	Fall 2021
<u>ARTM-GRDZ-BF: Major in Art (BFA), Graphic Design Concentration</u>	Freshman year: replacing required course ART 136 with ART 120; update to Sophomore year 'Select three' list.	Fall 2021
<u>ARTM-METZ-BF: Major in Art (BFA), Metalsmithing Concentration</u>	Freshman year: replacing required course ART 136 with ART 120; update to Sophomore year 'Select three' list.	Fall 2021
<u>ARTM-PHIZ-BF: Major in Art (BFA), Photo Image Making Concentration</u>	Freshman year: replacing required course ART 136 with ART 120; update to Sophomore year 'Select three' list.	Fall 2021
<u>ARTM-PNTZ-BF: Major in Art (BFA), Painting Concentration</u>	Freshman year: replacing required course ART 136 with ART 120; update to Sophomore year 'Select three' list.	Fall 2021
<u>ARTM-POTZ-BF: Major in Art (BFA), Pottery Concentration</u>	Freshman year: replacing required course ART 136 with ART 120; update to Sophomore year 'Select three' list.	Fall 2021
<u>ARTM-PRTZ-BF: Major in Art (BFA), Printmaking Concentration</u>	Freshman year: replacing required course ART 136 with ART 120; update to Sophomore year 'Select three' list.	Fall 2021
<u>ARTM-SCLZ-BF: Major in Art (BFA), Sculpture Concentration</u>	Freshman year: replacing required course ART 136 with ART 120; update to Sophomore year 'Select three' list.	Fall 2021
<u>GSIQ: Minor in Geospatial Information Science for Natural Resources</u>	Addition of NR 450 to the Required Upper Division Applications 'select one' list; updates to Upper Division Electives list.	Fall 2021
<u>PSYC-ADCZ-BS: Major in Psychology, Addictions Counseling Concentration</u>	Junior year: replacing required course PSY 364 with PSY 366; Senior year: removal of CHEM 320 from a 'Select one' group (PSY 410 now required).	Fall 2021
<u>WRSC-BS: Major in Watershed Science</u>	Sophomore year: addition of required course STAT 158; Junior year: removal of required course WR 419; moving required course WR 417 from Fall semester to Spring semester; updates to elective list.	Fall 2021

CONSENT AGENDA

Minor Changes to Courses			
Course #	Course Title	Notes/Changes	Effective Term

Course #	Course Title	Notes/Changes	Effective Term
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ART 230	Photo Image Making I	Edit to prerequisites: ART 111 and ART 120 136 and ART 135 and ART 160 and ART 170. <i>Submitted as a Major Change in CIM.</i>	Fall 2021
ART 240	Pottery I	Edit to prerequisites: ART 111 and ART 120 136 and ART 135 and ART 160 and ART 170. <i>Submitted as a Major Change in CIM.</i>	Fall 2021
ART 250	Fibers I	Edit to prerequisites: ART 111 and ART 120 and ART 135 and ART 160 and ART 170. (ART 110 and ART 135) and (ART 160 or ART 170). <i>Submitted as a Major Change in CIM.</i>	Fall 2021
ART 270	Sculpture I	Edit to prerequisites: ART 111 and ART 120 and ART 135 and ART 160 and ART 170. (ART 110 and ART 135) and (ART 160 or ART 170). <i>Submitted as a Major Change in CIM.</i>	Fall 2021
CIVE 572	Analysis of Urban Water Systems	Edit to offering year: Every Even Edit to offering term: Spring Fall Addition of Distance/Online offering. <i>Submitted as a Major Change in CIM.</i>	Spring 2022
CON 462	Financial Management for Construction	Edit to prerequisites: ACT 205 or ACT 210 and CON 365 (with a minimum grade of C) and CON 461 (may be taken concurrently)	Fall 2021
F 311	Forest Ecology	Edit to prerequisites: F 209 or LAND 220 or LIFE 220 or LIFE 320.	Fall 2021
F 324	Fire Effects and Adaptations	Edit to prerequisites: F 209 or LAND 220 or LIFE 220 or LIFE 320.	Fall 2021
F 326	Wildland Fire Behavior and Management	Edit to prerequisites: F 209 or LAND 220 or LIFE 220 or LIFE 320.	Fall 2021
HORT 192/ LAND 192	Orientation to Horticulture/Landscape Arch	Change of Grade Mode: Traditional S/U Only <i>Submitted as a Major Change in CIM.</i>	Fall 2021
NR 420	Integrated Ecosystem Management	Edit to prerequisites: (F 209 or LAND 220 or LIFE 220 or LIFE 320) and (NR 220) and (NR 319 or NR 322) and (NR 320).	Fall 2021
NR 479	Restoration Case Studies	Edit to prerequisites: (F 209 or LAND 220 or LIFE 220 or LIFE 320 or NR 209) and (F 311 or NR 326 or RS 300). <i>Existing AUCC 4C in RECO-BS.</i>	Fall 2021
RS 378	Disturbance Ecology	Edit to prerequisites: F 209 or LAND 220 or LIFE 220 or LIFE 320.	Fall 2021
RS 452	Rangeland Herbivore Ecology and Management	Edit to prerequisites: (F 209 or LAND 220 or LIFE 220 or LIFE 320) and (RS 300).	Fall 2021
RS 478	Ecological Restoration	Edit to prerequisites: (BZ 450 or F 209 or LAND 220 or LIFE 220 or LIFE 320) and (SOCR 240). <i>Existing AUCC 4A/4B in RECO-BS.</i>	Fall 2021
WR 417	Watershed Measurements	Change from full semester to partial semester. Addition of prerequisites: WR 416; WR 418 or concurrent registration. Edit to offering term: Spring Fall	Fall 2021
WR 418	Land Use and Water Quality	Edit to prerequisites: (CHEM 103 and CHEM 104 or CHEM 107 and CHEM 108 or CHEM 111 and CHEM 112) and STAT 158; STAT 301 or STAT 315.	Fall 2021

Minutes approved by the University Curriculum Committee on 2/5/21.

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

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A ‘virtual’ meeting of the University Curriculum Committee was held on **February 5, 2021** at 2:00 p.m. via Microsoft Teams.

The meeting adjourned at 3:32 p.m.

Minutes

The minutes of January 29, 2021 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).

Miscellaneous Memo Request	
Request	Justification
Request to Temporarily Stop Admission to the Minor in Arts Leadership and Administration (ARLO) in 2021	Per the Executive Committee for the LEAP Institute for the Arts (Arts Management) and the Dean of the College of Liberal Arts, we are requesting that the LEAP Minor be temporarily suspended and enrollment stopped new students effective Spring 2021 . This decision was made to suspend the minor due to budget shortfalls in the SAU. This SAU is self-funded by graduate enrollment, and the undergraduate minor has no financial support other than money earned through this revenue source. This has not proved to be a sustainable model. As the program becomes more solvent, we would like to keep the minor suspended rather than deactivated, as we plan to explore options for a financially feasible program in the future. There are currently 23 minor students in the program. Should the program suspend, 11 students will be able to complete their minor by the end of the summer of 2021. Others may be able to complete the requirements through non-program electives offered outside our area. A teach out plan will be enacted for the remaining students.

New Courses			
Course #	Course Title	Notes	Effective Term
FSHN 461	International Nutrition and Health	2 cr.	Fall 2021
MU 253	Piano Skills for Music Therapists II	2 cr.; Music Therapy majors only.	Fall 2021
MU 255	Music Therapy Guitar III	2 cr.; Music Therapy majors only.	Fall 2021
MU 257	Leading Group Ensembles	Music Therapy majors only.	Fall 2021
MU 258	Piano Skills for Music Therapists III	2 cr.; Music Therapy majors only.	Fall 2021
MU 303	Music Therapy Technology in Practice	Music Therapy majors only.	Fall 2021
MU 423	Current Topics in Music Therapy	AUCC 4B in MUSC-MUTZ-BM: Major in Music, Music Therapy Concentration . 2 cr.; Music Therapy majors only.	Fall 2021
MU 441	Music Therapy Methods II	Music Therapy majors only.	Fall 2021

Major Changes to Courses			
Course #	Course Title	Notes	Effective Term
ART 235	Intermediate Drawing I	Edits to course title and description; edit to prerequisites: ART 111 and ART 120 and ART 135 and ART 160 and ART 170 . ART 136	Fall 2021
ART 265	Printmaking I- Introduction to Printmaking Intaglio and Relief	Edits to course title and description; edit to prerequisites: ART 111 and ART 120 and ART 135 and ART 160 and ART 170 . (ART 110 and ART 135) and (ART 160 or ART 170) .	Fall 2021
LSPA 492	Seminar-Spanish Language, Literature, and Society	Edits to course title and description; addition of Distance/Online offering. Addition of AUCC 4B/4C designation for: <ul style="list-style-type: none"> LLAC-LSPZ-BA: Major in Languages, Literatures, and Cultures, Spanish Concentration Major in Languages, Literatures and Cultures, Spanish for the Professions Concentration (UCC approved 1/22/21). 	Fall 2021
MU 153	Piano Skills for Music Therapists I	Credit increase (<i>from 1 to 2</i>); edits to course title and description; addition of addition of 'Music therapy majors only' restriction.	Fall 2021
MU 155	Music Therapy Guitar Class I	Change of Schedule Type (<i>from lecture to recitation</i>); edits to course title and description; addition of 'Music therapy majors only' restriction.	Fall 2021
MU 156	Music Therapy Guitar Class II	Change of Schedule Type (<i>from lecture to recitation</i>); edits to course title, description, and offering term; addition of 'Music therapy majors only' restriction.	Fall 2021
MU 157	Voice Skills for Music Therapists I Voice-Class-I	Change of Schedule Type (<i>from lecture to recitation</i>); edits to course title, description, and offering term; addition of 'Music therapy majors only' restriction.	Fall 2021
MU 158	Voice Skills for Music Therapists II Voice-Class-II	Change of Schedule Type (<i>from lecture to recitation</i>); edits to course title, description, and offering term; addition of 'Music therapy majors only' restriction.	Fall 2021
MU 343	Research Methods in Music Therapy	Addition of AUCC 4A designation in MUSC-MUTZ-BM: Major in Music, Music Therapy Concentration . Edit to prerequisite: STAT 100 . STAT 201	Fall 2021
MU 443	Music Therapy Methods III H	Edits to course title, description, and offering term; edit to prerequisites: MU 441 . 440	Fall 2021
MU 444	Music Therapy Methods IV HH	Edits to course title, description, and offering term.	Fall 2021
MU 487	Music Therapy Internship	Addition of AUCC 4C designation in MUSC-MUTZ-BM: Major in Music, Music Therapy Concentration . Credit change (<i>from 1-18 variable to 10</i>); edits to course title, description, and offering term; addition of	Fall 2021

		'Written consent of instructor' restriction; edit to prerequisites: <u>MU 486 – at least four credits.</u> None	
MU 684	Supervised College Teaching	Edit to course description; addition of Add'l Reg Info: <u>Sections will be specific to different concentration areas: Music therapy, music education, and music performance.</u>	Fall 2021
Major Changes to Existing Programs			
Program Title	Notes		Effective Term
MUSC-MUTZ-BM: Major in Music, Music Therapy Concentration	This request includes a variety of curricular changes that are meant to reflect two main issues: 1) This program will be in line with the PhD and MM programs to form a cohesive music therapy program at all levels in terms of overall philosophy, and 2) adds new courses to focus on clinical musicianship from a non-Western/Classical perspective, and a fourth methods course in that sequence. AUCC 4A: <u>MU 343</u> MU 334, MU 335 AUCC 4B: <u>MU 423</u> MU 334, MU 335 AUCC 4C: <u>MU 487</u> MU 486A		Fall 2021

CONSENT AGENDA

Minor Changes to Courses			
Course #	Course Title	Notes/Changes	Effective Term
ETST 342	Queer Indigenous Studies	Edit to prerequisites: CO 150 or ETST 100 – <u>299 499</u> at least 3 credits or <u>WS 200.</u> WS 100 – 499 at least 3 credits.	Fall 2021
ETST 362/WS 362	Indigenous Consciousness and Gender	Edit to prerequisites: CO 150 or ETST 100 – 499 at least 3 credits or WS 100 – 499 at least 3 credits.	Spring 2022
INTD 210	Studio I-Interior Architecture and Design	Edit to prerequisites: <u>INTD 110; INTD 129; INTD 166.</u> None.	Fall 2021
INTD 266	Visual Communication-Digital Multi-Media	Edit to offering term: <u>Fall</u> Fall, Spring.	Fall 2021
INTD 335	Interior Architecture and Design Technologies	Edit to offering term: <u>Fall</u> Fall, Spring.	Fall 2021
INTD 340	Interior Materials and Products	Edit to offering term: Fall, Spring.	Fall 2021
INTD 350	Codes-Health and Safety	Edit to offering term: <u>Fall</u> Fall, Spring.	Fall 2021
INTD 476	Capstone-Interior Architecture and Design	Edit to offering term: <u>Fall</u> Fall, Spring. <i>Existing AUCC 4C for IARD-BS: Major in Interior Architecture and Design.</i>	Fall 2021
MU 517	Tonal Analytic Techniques	Edit to offering year: <u>Every Odd</u> Edit to offering term: <u>As Needed</u> Fall <i>Submitted as a Major Change in CIM.</i>	Fall 2021

Update/Correction to 9/18/20 UCC Minutes			
Course #	Course Title	Notes/Changes	Effective Term
<i>College of Natural Sciences</i>			
BZ 329	Herpetology	Credit increase (3 to 4); edits to course description and prerequisites. <i>Per request from the department, changed the effective term from SP21 to SP22.</i>	Spring 2021 <u>Spring 2022</u>

Minutes approved by the University Curriculum Committee on 2/12/21.

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

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A ‘virtual’ meeting of the University Curriculum Committee was held on **February 12, 2021** at 2:00 p.m. via Microsoft Teams.

The meeting adjourned at 3:38 p.m.

Minutes

The minutes of February 5, 2021 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).

New Courses			
Course #	Course Title	Notes	Effective Term
BUS 360	Introduction to Music Business	Previously offered as experimental course BUS 380A2 .	Fall 2021
BUS 361	Principles of Music Marketing	Previously offered as experimental course BUS 380A4 .	Fall 2021
BUS 362	Making Money in Music	Previously offered as experimental course BUS 380A3 .	Fall 2021
ERHS 732	Advanced Epidemiological Behavior	2 cr.	Fall 2021
ERHS 740	Advanced Epidemiology Methods II	2 cr.	Fall 2021
ERHS 750	Grant Writing for Environmental Health	2 cr.	Spring 2022
ERHS 760	Interpreting Epidemiologic Evidence	2 cr.	Spring 2022
NRRT 630	Protected Areas and Global Conservation	Distance/Online only.	Fall 2021
NRRT 633	Protected Areas and Resource Management	Distance/Online only.	Fall 2021
NRRT 635	Infrastructure Management in Protected Areas	Distance/Online only.	Fall 2021
NRRT 636	Social Context of Protected Areas	Distance/Online only.	Fall 2021
NRRT 637	Leadership, Management, and Protected Areas	Distance/Online only.	Fall 2021
NRRT 638	Protected Area Data and Decision-Making	Distance/Online only.	Fall 2021
NRRT 639	Threats and Frontiers in Protected Areas	Distance/Online only.	Fall 2021
NRRT 640	Protected Area Communication	Distance/Online only.	Fall 2021

Major Changes to Courses			
Course #	Course Title	Notes	Effective Term

AS 101	Heritage and Values of the US Air Force I	Edit to course description.	Fall 2021
AS 102	Heritage and Values of the US Air Force II	Edit to course description.	Spring 2022
AS 196A	Leadership Laboratory I Aerospace Group Study I	Edits to course title, description, and offering term; change of grade mode (<i>from Instructor Option to S/U only</i>).	Fall 2021
AS 196B	Leadership Laboratory I Aerospace Group Study I	Edits to course title, description, and offering term; change of grade mode (<i>from Instructor Option to S/U only</i>).	Spring 2022
AS 201	Air Force Team and & Leadership Fundamentals I	Edit to course description; administrative edit to course title.	Fall 2021
AS 202	Air Force Team and & Leadership Fundamentals II	Edit to course description; administrative edit to course title.	Spring 2022
AS 296A	Leadership Laboratory II Aerospace Group Study II	Edits to course title and description; change of grade mode (<i>from Instructor Option to S/U only</i>).	Fall 2021
AS 296B	Leadership Laboratory II Aerospace Group Study II	Edits to course title and description; change of grade mode (<i>from Instructor Option to S/U only</i>).	Spring 2022
AS 301	Leading People and Effective Communication I	Edit to course description.	Fall 2021
AS 302	Leading People and Effective Communication II	Edit to course description.	Spring 2022
AS 396A	Leadership Laboratory III Aerospace Group Study III	Edits to course title and description; change of grade mode (<i>from Instructor Option to S/U only</i>).	Fall 2021
AS 396B	Leadership Laboratory III Aerospace Group Study III	Edits to course title and description; change of grade mode (<i>from Instructor Option to S/U only</i>).	Spring 2022
AS 401	National Security/Commissioning Prep I National Security Affairs/Active Duty I	Edits to course title and description.	Fall 2021
AS 402	National Security/Commissioning Prep II National Security Affairs/Active Duty II	Edits to course title and description.	Spring 2022
AS 496A	Leadership Laboratory IV Aerospace Group Study IV	Edits to course title and description; change of grade mode (<i>from Instructor Option to S/U only</i>).	Fall 2021
AS 496B	Leadership Laboratory IV Aerospace Group Study IV	Edits to course title and description; change of grade mode (<i>from Instructor Option to S/U only</i>).	Spring 2022
ERHS 658	Environmental and Occupational Epidemiology	Credit decrease (<i>from 3 to 2</i>); change of Schedule Type (<i>from lecture/recitation to lecture only</i>); edits to course title, description, and offering year; edit to prerequisites: ERHS 532 or PBHL 570.	Fall 2021
NRRT 631	Protected Area Planning and Management	Edits to course title and description.	Fall 2021
NRRT 632	Public Use and Recreation in Protected Areas Integrated Park and Protected Area Management	Edits to course title and description.	Spring 2022
NRRT 634	Protected Area Policy and Finance Law and Policy	Credit increase (<i>from 2 to 3</i>); change from partial semester to full semester; edits to course title and description.	Fall 2021

New Degree		
Program Title	Notes	Effective Term
Master of Park and Protected Area Management, Plan C	Offered Online/DCE only. <i>Included in minutes for informational purposes. A Special Action memo will be sent from UCC to Faculty Council.</i>	Fall 2021

New Graduate Certificate		
Program Title	Notes	Effective Term
Graduate Certificate in Social Aspects of Human-Animal Interaction	Offered Online/DCE only.	Fall 2021

Major Changes to Existing Programs		
Program Title	Notes	Effective Term
ADCP-MACP: Master of Addiction Counseling in Psychology, Plan C (M.A.C.P.)	Replacing required courses PSY 720 and PSY 776 with PSY 710 and PSY 775.	Fall 2021
ADVS-PHD: Ph.D. in Applied Developmental Science	Increase to Program Total credits (<i>from 79 to 80</i>); see CIM for all other program changes.	Fall 2021
EHRS-AEZ-MED: Master of Education in Education and Human Resource Studies, Plan B, Adult Education and Training Specialization	Addition of EDAE 521 as a required course; decrease in required EDAE 698 credits (<i>from 3 to 2</i>).	Summer 2021
EVHL-EPIZ-MS: Master of Science in Environmental Health, Epidemiology Specialization, Plan A	Increase to Program Total credits (<i>from 30 to 37</i>); credit decrease to ERHS 658 (<i>course change above</i>); see CIM for all other program changes.	Fall 2021
EVHL-EPIZ-MS: Master of Science in Environmental Health, Epidemiology Specialization, Plan B	Decrease to Program Total credits (<i>from 36 to 30</i>); see CIM for all other program changes.	Fall 2021
EVHL-EPZ-PHD: Ph.D. in Environmental Health, Epidemiology Specialization	Updates to course list, including credit decrease to ERHS 658 (<i>course change above</i>); addition of required courses ERHS 732, 740, 750, and ERHS 760 (<i>new courses above</i>); adjustments to dissertation and elective credits; replacing STAT 511A/B with 8 credits of STAT 500-level or above.	Fall 2021
JAMC-MS: Master of Science in Journalism and Media Communication, Plan A	Credit changes to JTC 500 and JTC 604 (<i>UCC approved 1/22/21</i>); addition of JTC 605 as a required course; updates to Elective Core list.	Fall 2021
JAMC-MS: Master of Science in Journalism and Media Communication, Plan B	Credit changes to JTC 500 and JTC 604 (<i>UCC approved 1/22/21</i>); addition of JTC 605 as a required course; updates to Elective Core list.	Fall 2021
MAST-DSZ-MAS: Master of Applied Statistics, Plan C, Data Science Specialization	Replacing required course STAT 586 with STAA 555/STAT 555; addition of 3 required STAA credits in a 'Select from' list; removal of MATH 560 as a required course.	Fall 2021
MAST-SSZ-MAS: Master of Applied Statistics, Plan C, Statistical Science Specialization	Removal of STAA 568 as a required course; decrease of Program Total credits (<i>from 31 to 30</i>).	Fall 2021
SLVF-DD-CT: Graduate Certificate in Advanced Silviculture for the Practicing Forester	Moving F 592 to a 'Select one course' option with NR 693.	Fall 2021

CONSENT AGENDA

Experimental Courses – 1st Offering			
Course #	Course Title	Notes/Changes	Effective Term
CON 380A1	Concrete Material Properties and Construction		Fall 2021

EDUC 380A2	Creating a Living Learning Museum	To be offered on FA21 Semester at Sea.	Fall 2021
LLAT 180A1	Beginner Latin for STEM and Beyond	Distance/Online only.	Fall 2021

Minor Changes to Existing Courses

Course #	Course Title	Notes/Changes	Effective Term
CIS 570	Business Intelligence	Edit to offering term: Spring Every	Fall 2021
CIS 601/ MGT 601	Enterprise Computing and Systems Integration	Edit to offering term: Spring Fall	Fall 2021
CIS 610	Software Development Methodology	Edit to offering term: Fall Every	Fall 2021
CIS 620	IT Communications Infrastructure	Edit to offering term: Fall Spring Edit to prerequisites: CIS 606 or concurrent registration.	Fall 2021
CIS 655	Business Database Systems	Edit to prerequisites: CIS 605 or CIS 611.	Fall 2021
JTC 351	Publicity and Media Relations	Edit to prerequisites: (JTC 210) and (JTC 350); JTC 359, may be taken concurrently. <i>Submitted in CIM as a Major Change.</i>	Spring 2022
JTC 356	Advertising Creativity and Copywriting	Edit to prerequisites: (JTC 211) and (JTC 350 or and JTC 355) <i>Submitted in CIM as a Major Change.</i>	Spring 2022

Minor Changes to Existing Programs

Program Title	Notes	Effective Term
BUSA-IMZ-MBA: Master of Business Administration, Impact Specialization	Updates to the 'Select 12-13 credits' list.	Fall 2021
CMIS-MCIS: Master of Computer Information Systems, Plan C (M.C.I.S.)	Addition of CIS 563 to the 'Select a minimum of six courses' list.	Fall 2021
COMM-DD-MCMM: Master of Communications and Media Management (M.C.M.M., Plan C)	Addition of JTC 517 and JTC 536 to the 'Select four courses' list.	Fall 2021
CSEF-CT: Graduate Certificate in Computer Systems Engineering	Addition of ECE 528/CS 528 and ECE 558 to the 'Select three courses' lists.	Fall 2021
CTCF-DD-CT: Graduate Certificate in Communication and Technology	Addition of JTC 517 and JTC 536 to the 'Select 12 credits' list.	Fall 2021
ECOL-MS: Master of Science in Ecology, Plan A	Updates to the 'Ecology Fundamentals' and 'Ecology Tools' lists.	Fall 2021
ECOL-MS: Master of Science in Ecology, Plan B	Updates to the 'Ecology Fundamentals' and 'Ecology Tools' lists.	Fall 2021
ECOL-PHD: Ph.D. in Ecology	Updates to the 'Ecology Fundamentals' and 'Ecology Tools' lists.	Fall 2021
EMSF-CT: Graduate Certificate in Embedded Systems	Addition of ECE 528/CS 528 and ECE 558 to the 'Select three courses' lists.	Fall 2021

Minutes approved by the University Curriculum Committee on 2/19/21.

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

Candidate Statement

Sue Doe, Ph.D., Professor of English, Current Chair of Faculty Council
 Nominee for Chair of Faculty Council: 2021-22

I seek your support for re-election to Chair of Faculty Council so that we may continue to work together to represent the faculty voice in shared governance at Colorado State University. The Chair of Faculty Council is a nearly full-time position which allows its holder to represent faculty perspectives when a busy faculty may not always be able to attend to such matters. The representation of the faculty voice in matters relating to university policy and mission is crucial. Within a context of shared governance, the Chair of Faculty Council seeks to uphold, articulate, and deepen university values. Locally, these include CSU's Principles of Community, which inspire me daily to learn, to grow, and to become a better person. The Chair works alongside other members of university leadership and offers critical interrogation of the strategies, assumptions, and implications of policies and practices from the faculty perspective.

Over the years, I have worked on behalf of faculty of all ranks and appointment types, having myself been both non tenure-track (20+ years) and tenure track (14 years). I served as a department representative to Faculty Council, served on CORSAF for five years, was tenure-track representative to CoNTTF for two, was Vice Chair of Faculty Council for three years, and have served as your Chair of Faculty Council since last July 1. I served on the original Provost's Task Force, convened by Tony Frank in 2006 as the first group to systematically address non tenure-track faculty issues across campus. I also co-direct the Center for the Study of Academic Labor where I am lead editor for the journal *Academic Labor: Research and Artistry*. As an engaged scholar, my research focuses on the rhetorics of academic labor and has involved advocacy on behalf of what the AAUP calls One Faculty, or faculty across all ranks who are united for the common good. If elected, I pledge, as I did a year ago, to work towards this goal.

A year ago, as first-time candidate for Chair, I stated my desire to mobilize you, as members of Faculty Council, so that governance of the institution would derive benefit from you as a progressive, innovative, and engaged faculty. I stated at the time that because "we have so many competing demands, it is understandable that our attention is often not focused on governance. Yet we must understand that the entire context which allows for our scholarship, teaching, and engagement is dependent on our commitment to shared governance." This all remains true, but subsequent to my statement, and my election on March 3, 2020, COVID happened. With COVID have come unprecedented demands on the entire campus, including you. Everyone on this campus has risen to the occasion, including you. You turned on a dime and made your courses remote over spring break. You undertook professional development in the summer so that your remote classes could become more fully and successfully online. You recorded lectures and developed new levels of expertise in technologies of course delivery under extreme and varied conditions. You offered your scholarly expertise for campus use and cultural good. You agreed to teach in-person or hybrid if you were able. You found ways to make your classes work when students could not be present, often becoming more Hyflex than Hybrid. You went the extra mile and applied disinfectant wipes to desks and lab equipment when you weren't sure your students were doing so. You managed complex demands from home, including the education of your children and the long-distance care of your loved ones. You worried about your own and others' health, as well you should, but that didn't stop you. You continued to rise to the occasion. I have felt at every turn great pride in being part of this faculty, and my heart swells with gratitude for you and for others on this campus who have gotten up every day and continued the work.

During this pandemic, Faculty Council has been more highly participative than in recent memory. In part this was due to the online environment afforded by Microsoft Teams and Zoom, but it was necessitated by

pandemic and circumstances. Technology may have made it possible for more faculty than usual to attend Faculty Council meetings and a great many more to be heard by writing in the chat or raising a Teams hand (which are “features,” not behaviors, we learned), but it was your passionate dedication to student well-being, curricular integrity, and the defense of scholarship and expertise that motivated your involvement. In October we hosted a special Faculty Council meeting at which over 200 people attended to discuss the implications of classroom teaching in the context of pandemic. In December, the monthly Faculty Council meeting engaged an important discussion of culture and climate in athletics. In February that discussion continued with endorsement of a statement from the Executive Committee supporting student well-being and campus advocacy offices. Additionally, Faculty Council engaged faculty presentations in 5-minute Lightning Round presentations in order to celebrate faculty scholarship in a context where research and artistry could easily have been lost to pandemic despair. The lightning rounds reminded us of what we do, so that we might see and be seen by ourselves and others.

In the Fall of 2020, I set up task forces on Intellectual Property (IP), Information Technology (IT), Diversity, Equity, and Inclusion, Presidential Evaluation, and Shared Governance itself. All of those task forces have derived new policies or recommendations, including recent changes to Sections E and C to support DEI, considerations of new ways for faculty to be involved in IT decision-making, and policy changes around IP to protect your classroom materials in the online environment. Soon new language will be considered that will bolster the entire notion of shared governance in the Faculty Manual, and the Presidential Evaluation Task Force has completed its work on a survey that will far more fairly and fully provide faculty feedback to the President.

As Chair, I do not do most of this work. You do. I set a trajectory and then attempt to support you. A competent Chair, I believe, works to provide enabling circumstances, but it takes an entire faculty to become a more knowledgeable, engaged, and responsible Council. Moving forward, I hope that we can attend to pressing issues such as improved compensation, continued assertion of authority over curriculum, and defense of the value of a four-year degree—all while maintaining a high degree of professionalism in order to dignify the work we have been elected to undertake.

There will be difficult days ahead for CSU, as there always are, but the Faculty Council, guided by a Manual that has the authority of law behind it, can work diligently to assert, protect, and defend faculty rights as a set of uniquely positioned opportunities and responsibilities. Chief among these is academic freedom, which, when combined with grievance procedures, assures the free pursuit of research, artistry, and teaching in order to support a free society. These rights establish universities as a singular location where unpopular ideas are protected. Such broad authority confers upon the faculty a significant responsibility to be good stewards of this most precious of privileges. I hope that we can continue to work together to protect and defend those rights, less for ourselves and our careers than for students and the culture.

In this spirit and context, I ask for your vote of support to continue to serve as Chair of Faculty Council for 2021-22.

Andrew Norton, Professor
Candidate Statement
Nominee for Vice Chair of Faculty Council

I am pleased to offer my candidacy for Vice Chair of Faculty Council. I strongly support the shared governance model at Colorado State University and support Sue Doe as Faculty Council Chair. These are challenging times for our University, and I believe that it is essential that faculty maintain a central role in University governance for us to meet these challenges.

I served on Faculty Council's Committee on Teaching and Learning from 2005 – 2010, and chaired this committee from 2008–2009. I was the College of Agricultural Sciences representative to Faculty Council from 2010–2013 and from 2020– present. I currently represent the college on Executive Committee of Faculty Council. In addition to service on Faculty Council, I have served as member of the Graduate Degree Program in Ecology's Executive committee (2005-2007), the Department of Agricultural Biology Executive committee (2011–2013, 2015–2018, 2019–present), the Agricultural Biology Department's Graduate Program Committee (2005–2013, 2014–2015, 2016–2019) and chaired this committee for most of this time. I have served as the College of Agricultural Sciences Master Teacher Initiative Coordinator since 2015.

I am passionate about and strongly committed to increasing diversity, equity and inclusion. I completed the Vice President for Diversity's Faculty Institute for Inclusive Excellence (FIIE) and the Social Justice Leadership Institute in 2017 and became a FIIE fellow in 2018. In 2017 I became a member of the College of Agricultural Sciences Diversity Catalyst Team and became a member of the Graduate School's Center for Inclusive Mentoring Executive Committee in 2018. In 2020 and again this semester I am honored to act as a co-instructor of FIIE.

For this University to meet its land grant mission and for us to serve all that we must, diversity, equity and inclusion and the CSU Principles of Community must infuse everything we do. As faculty we play a central role in communicating and upholding these shared values. Faculty Council must work to ensure that the policies and practices we implement at CSU are in support of a more equitable and inclusive university, and we must speak and we must act to make sure that we hold ourselves, and the University, accountable for our actions.

I appreciate Sue Doe's vision for a pro-active Faculty Council, and will support her in her role as Chair, to improve our code, strengthen shared governance, and help us continue our excellence in scholarship and education, with a strong focus on student experiences, skills, and outcomes.

Candidate Statement
 Melinda (Mendy) D. Smith, Professor
 Department of Biology
 Nominee for Faculty Council Representative to the Board of Governors

I am pleased to accept the nomination for Faculty Council Representative to the Board of Governors, and herewith I seek support of the members of Faculty Council for my candidacy. With my current and past experiences on Faculty Council, I recognize the importance of Faculty Council representation on the Board of Governors, both as a voice for the faculty and a witness to the Governing Board's deliberations. If elected as Faculty Council Representative, my goal would be to continue in the footsteps of successful past representatives, such as Stephanie Clemmons, in providing critical reports of Governing Board meetings and serving as the representative of Faculty Council and more generally the CSU faculty. Given the current and fluid situation, it is crucial that Faculty Council has a strong presence on the Board of Governors. My aim is to provide that voice, grounded in my experiences with the university and my appreciation for the land-grant, scholarship and education missions of CSU.

As background, I am a plant community/ecosystem ecologist who works primarily in grasslands in North America, South Africa and China, including the shortgrass prairie of eastern Colorado. I have published extensively on the effects of global change impacts on grassland ecosystems, with over 170 peerreviewed publications and \$7+ million in past and current extramural funding to support my research. In addition, I am the founder and lead of the Drought-Net International Drought Experiment with 135 participating sites in 24 countries across the globe. I am also the founding editor-in-chief of the journal *Climate Change Ecology*. Although I started my academic career at Yale University, I have been on the Biology Faculty at CSU for just over eight years. My teaching includes an upper-division course in Plant Ecology and a graduate level course in Community Ecology. As Faculty Council Representative to the Board, I would seek to support excellence in scholarship and education at CSU.

In addition to my commitment to excellence in scholarship and education, I am committed to service to CSU. I have served as the CNS representative on Faculty Council since 2018 and on the Faculty Council Executive Committee since 2019. Both experiences have shown me the important role that Faculty Council plays in leadership and ensuring the rights and interests of faculty at CSU are protected. I also have served continuously on the Faculty Council Committee on Scholarship, Research, and Graduate Education (CoSRGE) since 2015. And since 2019, I have chaired CoSRGE. Serving on this committee both as a member and chair has provided me with a deeper understanding and knowledge of the approval process for graduate programs, the policies governing graduate education, and the strengths as well as the challenges facing graduate education at CSU. I also have served continuously on the Executive Committee for the Graduate Degree Program in Ecology since 2013, an interdisciplinary program spanning multiple colleges and departments at CSU. Finally, at the University level, I also served as the Director of Semi-arid Grasslands Research Center at CSU from 2013-2018. During my tenure as Director, I worked with the Vice President for Research and the Deans of Natural Sciences, Warner College of Natural Resources, and Agricultural Sciences to ensure the successful operation of the Center. Collectively, I believe that these diverse service and leadership experiences will enable me to be an effective representative for Faculty Council on the Board.

I appreciate your consideration of my candidacy. If elected, I will continue to work on behalf of Faculty Council and the broader CSU community to represent their voices and interests to the Board of Governors and effectively communicate the deliberations and actions of the Board to Faculty Council.

MEMO

TO: Sue Doe, Chair, Faculty Council

FROM: Melinda Smith, Chair, Committee on Scholarship, Research and Graduate Education

DATE: December 3, 2020

RE: Revisions to the *Graduate and Professional Bulletin*: Scholastic Standards, Evaluation of Graduate Students

The Committee on Scholarship, Research, and Graduate Education move that Faculty Council adopt the following revisions to the section “Requirements for All Graduate Degrees” of the *Graduate and Professional Bulletin*, to be effective upon Faculty Council adoption:

Additions – underlined Deletions ~~oversecore~~

REQUIREMENTS FOR ALL GRADUATE DEGREES

Scholastic Standards

To meet the requirements for graduation and to remain in good academic standing, a student must demonstrate acceptable performance in course work after being admitted to a graduate program. This requires a cumulative 3.000 grade point average (GPA) in each of the following GPA categories:

1. Overall course GPA, defined as the GPA calculated from all regular and non-regular courses graded traditionally (A through F).

- Regular courses with course numbers less than X82.
- Non-regular courses with numbers X82 to X99.

2. Regular course GPA, defined as the GPA calculated from all regular courses graded traditionally.

3. Program of Study overall GPA, defined as the GPA calculated from all traditionally graded regular and non-regular courses listed on the approved program of study.

4. Program of Study regular GPA, defined as the GPA calculated from all traditionally graded regular courses listed on the approved program of study.

A minimum GPA of 3.000 in categories 1 and 2 are required to remain in good academic standing. For graduation, a minimum GPA of 3.000 is required in all four categories.

Separate GPAs are calculated based on courses taken as a master's or doctoral student. For example, changing from a master's degree to a doctoral degree, or vice versa, will create separate GPAs based on grades received in coursework taken at each degree level.

In addition, good academic standing requires *satisfactory* progress in the overall graduate program. Students' individual graduate advisory committees may render judgments as to whether satisfactory progress is being made toward the degree, taking into account all aspects of academic performance and promise, not necessarily coursework alone. A positive judgment is required to remain in good academic standing.

Failure to maintain good academic standing due to a cumulative grade point average less than 3.000 results in being placed on academic probation. The probationary period extends for one semester beyond the one in which this status is acquired. Exceptions to the probationary period are:

- New regularly admitted students will not be placed on probation until they have completed 12 regular credits or two semesters of graduate work, whichever comes first, and
- Students who were admitted after waiver of the minimum undergraduate GPA requirement are considered provisionally admitted. Such students must achieve a regular and overall GPA of 3.000 or higher their first semester or they will be dismissed from their programs and the Graduate School.

During the probationary period, the student must register for traditionally graded courses that affect the grade point average. With permission of the student's advisory committee, the student may register for continuous registration instead of traditionally graded courses. Continuous registration may be used to extend the probationary period for a maximum of two semesters, after which traditionally graded courses must be taken. Students on probation are subject to dismissal by the academic department or the Dean of the Graduate School at the end of the probationary semester unless good academic standing has been regained. This requires adequate improvement in cumulative grade point averages (3.000) and/or satisfactory progress as determined by the student's graduate advisory committee. Students not making satisfactory progress due to their grade point average are encouraged to contact their advisors and/or advisory committees in order to set up a meeting to create a progress plan.

Integrated Degree Program (IDP) students in combined bachelor's/master's degree programs who have accumulated at least 120 credit hours of course work and who fail to maintain a 3.000 GPA in their graduate course work as outlined above ~~including any courses listed on their GS-6 Form~~ will be placed on probation by the Graduate School and will have one semester in which to improve their cumulative grade point averages to no less than 3.000 in their graduate course work. Failure to bring the cumulative graduate GPA to at least 3.000 will result in dismissal from the Graduate School with no re-enrollment permitted prior to completion of the bachelor's degree. IDP students who are dismissed from the Graduate School, and who are still in good standing within their undergraduate programs, will be permitted to complete their undergraduate degrees. These students can petition the Registrar to reinstate courses to be applied toward their undergraduate degrees.

~~When a student's graduate advisory committee or an appropriate departmental graduate committee finds that a student is not making satisfactory progress toward the degree due to factors other than grade point average, and that satisfactory progress cannot be anticipated, a plan should be created and the following steps should be taken.~~

- ~~1. Inform the student of the concerns, create a progress plan with the student, develop a timeline and inform the student of the potential consequences (dismissal) if the progress is not satisfactory.~~

- ~~2. The committee should keep in contact with the student to give feedback during the progress plan timeline and document such contacts and their outcomes.~~
- ~~3. At the end of the timeline, if progress is not adequate, the committee may recommend dismissal from the program. The recommendation goes to the Department Head and the Dean of the Graduate School and should include documentation on the steps taken with justification for this action.~~

~~The recommendation must be referred to the Department Head for approval and the Dean of the Graduate School for final action. The student may appeal such an immediate dismissal through the existing Graduate School appeals procedure. Departments which invoke this process must have published guidelines explaining the performance indicators which lead to immediate dismissals.~~

Grades of C or higher must be earned in all courses on a Program of Study. Outside of the Program of Study, D grades may be accepted in background courses, but such courses must be included in the computation of the cumulative grade point average. There is no repeat/delete option in Graduate School. If a student repeats a course that is on the Program of Study, both courses will be listed on the Program of Study. The Program of Study GPA will be calculated with the higher course grade only, and not with the average grade of both courses. The grades for both courses are included in the GPA calculation for the overall course GPA and regular course GPA from courses taken within and outside of the Program of Study. Graduate students may take 100 and 200 level courses for general enlightenment or to satisfy a background requirement. These courses are not to be included in the student's program of study, and grades earned in such courses will not be considered in computing the graduate grade point averages described above. Once admitted to a graduate program, grades earned in courses 300 level and above will be considered in computing the graduate GPA. Standards and requirements for off-campus graduate study are the same as those standards and requirements on campus. The academic department head has the basic responsibility for the implementation of this policy. Note that only courses with a grade of B or better may be accepted as transfer courses and such courses are not included in the student's calculation of grade point averages.

For thesis, dissertation, research, and independent study graduate courses, the number of student credit hours earned will be determined using a base rate of 48 hours of student effort per credit hour. The faculty advisor, or other department official, shall estimate the total number of hours of student effort required over the length of the semester. This effort shall include consultation with the advisor, as well as library, laboratory, field, or studio work. The total number of hours shall be divided by 48 and the resultant quotient (rounded off to a whole number) shall define the number of credits to be awarded.

EVALUATION OF GRADUATE STUDENTS AND GRADUATE SCHOOL APPEALS PROCEDURE

Evaluation of Graduate Students

Graduate students are students, apprentices to the professions, and, when they hold an assistantship or other paid position, student employees. Each of these roles has its own rights and responsibilities. Graduate students are responsible for knowing any special expectations and requirements of their department and program. They are expected to remain in good academic standing by making satisfactory progress toward the degree (see [Scholastic](#)

Standards) and must at all times have an advisor. In the event that an advisor resigns from that position, it is the student's responsibility to obtain a replacement.

Department codes shall designate a system for periodic evaluation of progress toward completion of the degree. The student and the advisor share responsibility for scheduling evaluations. Results of such evaluations will be sent to the department head and to the graduate student being evaluated.

When a student's graduate advisory committee or an appropriate departmental graduate committee finds that a student is not making satisfactory progress toward the degree due to factors other than grade point average, and that satisfactory progress cannot be anticipated, a plan should be created, and the following steps should be taken.

1. Schedule a meeting with the student, advisor, and the department head that provides reasonable notice of the issues to be covered. If the student is a graduate assistant (GA), the supervisor is to be included in the meeting as well. The student has the right to include an advocate or mentor in the meeting.
2. During the meeting, inform the student of the concerns, create a progress plan with the student, and develop a timeline and inform the student of the potential consequences (e.g., recommendation for dismissal) if progress is not satisfactory. If the student has a disability, inform the student of their right to request reasonable accommodations from the Student Disability Center or OEO (if the student is a GA).
3. A written summary of the meeting will be shared with all parties and copied to the Dean of the Graduate School so that the Dean is informed. A copy of the summary shall be maintained in a departmental file.
4. The committee should keep in contact with the student to provide support and give feedback during the progress plan timeline and document such contacts and their outcomes.
5. At the end of the timeline, if progress is not adequate, the committee may recommend dismissal from the program and/or termination of an assistantship if applicable (See Termination of Graduate Assistants). The recommendation must include documentation of the steps taken with justification for the action. The recommendation is forwarded to the Department Head for approval and the Dean of the Graduate School for final action.

Students judged to be making unsatisfactory progress toward a degree or whose work is not of the quality expected by the student's advisor and/or graduate committee may be recommended for academic probation or immediate dismissal from the graduate program (see **Scholastic Standards**) and/or termination of **assistantship**. The Dean of the Graduate School will be informed in writing of all students who are making unsatisfactory progress. Copies of the letter shall be sent to the graduate student and also shall be maintained in a departmental file. Prior to taking actions on academic probation for reasons of unsatisfactory progress toward a degree other than insufficient grade point average, termination of an assistantship for reasons of unsatisfactory performance, or dismissal from the graduate program, an informal conference shall be held among the student, the advisor, and the department head for the purpose of discussing the student's performance and giving the student an opportunity to respond. The student will be provided reasonable notice of the issues to be covered in advance of the conference. In cases where grounds may exist for termination of an assistantship prior to the end of the stated employment period and for reasons of unsatisfactory performance, the supervisor(s) shall participate in the informal conference.

Graduate students have the right to appeal certain academic decisions, before any action is taken, as described under **Graduate School Appeals Procedure**. Appeals of grades and

academic integrity decisions must utilize appropriate procedures described in the General Catalog. Students alleging termination of assistantships or dismissal from the graduate program on grounds of unlawful discrimination are advised to consult with the Office of Equal Opportunity. (For information on the “at will” employment status of graduate assistants, see [Assistantships](#)).

[Dismissals for misconduct and violations of the Student Code are addressed by Student Conduct Services.](#)

Rationale

The proposed revision eliminates duplicate language that was troublesome due to inconsistencies in detail between the two sections. The proposal now consolidates the process for recommending dismissal in the appropriate section (Evaluation of Graduate Students, as opposed to Scholastic Standards) with explicit details that follow current procedure.

MEMO

TO: Sue Doe, Chair, Faculty Council

FROM: Melinda Smith, Chair, Committee on Scholarship, Research and Graduate Education

DATE: December 3, 2020

RE: Revisions to the *Graduate and Professional Bulletin*: Terms and Conditions of Appointment

The Committee on Scholarship, Research, and Graduate Education move that Faculty Council adopt the following revisions to the section “Graduate Assistantships” of the *Graduate and Professional Bulletin*, to be effective upon Faculty Council adoption:

Additions – underlined Deletions ~~overstrike~~

GRADUATE ASSISTANTSHIPS

Graduate Assistantship - Terms and Conditions of Appointment

The following terms and conditions apply to all graduate students being appointed as Graduate Assistants. The Graduate Assistant Appointment and Certification Form generated by the academic department should be signed only after reading the terms and conditions set forth below and those noted on the Graduate Assistant Appointment and Certification Form.

All appointments of a student (the “Student”) as a Graduate Assistant (the “Appointment”) by Colorado State University (the “University”) are effective on the date set forth beside the student’s signature on the Graduate Assistant Appointment and Certification Form, subject to final approval (“Final Approval”) by the Board of Governors of the Colorado State University System or the individual to whom the Board has delegated such authority (its “delegated representative”).

The stipend payable to a Graduate Assistant, as specified on a Graduate Assistant Appointment and Certification Form, is offered in return for services and shall be deemed taxable compensation. Tuition remission, if specified on a Graduate Assistant Appointment and Certification Form, is provided in the form of financial aid, independently of the stipend, as a qualified tuition reduction given for educational purposes under Section 117 of the Internal Revenue Code.

A Graduate Assistant may be appointed as a Support Assistant, a Teaching Assistant, or a Research Assistant, or some combination thereof, as specified on a Graduate Assistant Appointment and Certification Form. Support Assistants provide administrative services; they are typically located in non-academic units like Housing or Athletics, but may be found in any office. Teaching Assistants help in the provision of educational services to undergraduates. Responsibilities may range from grading papers through leading discussions or lab sessions to complete independent teaching of a class. Research Assistants typically work with a professor on a project of importance to scholarship. The particular nature

of Student's duties will be specified in writing, to the Student by the student's advisor or a departmental representative.

Full-time graduate students should not be appointed to more than a half-time assistantship or hold a sum of part-time assistantships greater than half-time. A half-time assistantship (.5 FTE) usually involves an average of about 20 hours of service per week of a nominal 40 hour workweek. Stipends will vary by department and by the duties assigned as well as the skills, competencies, and experience exhibited by the student. However, the stipend for half-time assistants must be paid no less than the Graduate School's officially established minimum monthly amount. Contact the Graduate School for information on the amount of this minimum for any given year. A quarter-time assistantship (.25 FTE) usually involves an average of about 10 hours of service per week of a nominal 40 hour workweek. Those with such assignments, must be paid a minimum of half of this amount. Any other level of appointment (e.g. less than 25% or between 26% and 49%) must be paid at least the prorated established minimum stipend. The level of appointment, amount of stipend and any tuition remission for each Graduate Assistant shall be as set forth on the Graduate Assistant Appointment and Certification Form.

Signature of the Graduate Assistant Appointment and Certification Form by the Student and Final Approval by the Board of Governors of the Colorado State University System or its delegated representative shall constitute a legally binding employment agreement (the "Agreement") between the University and Student. Such Agreement shall be subject to the following terms and conditions::

1. Appointment as a Graduate Assistant is expressly conditioned upon:

- a. Student securing admission to a graduate degree program and the Graduate School, and registering for and completing at least one (1) on-campus credit during each fall and spring semester, and such credits as the appointing department may require each summer term during which the appointment is in effect.
- b. Student's conformance to each of the following: maintaining good academic standing at Colorado State University; maintaining at least a 3.0 grade point average in each of the various categories (regular courses and overall) specified in the **Scholastic Standards** section of the Graduate and Professional Bulletin after having attained 12 credits of regular coursework or two semesters of graduate work, whichever comes first; not being placed on academic probation; and for non-native speakers of English, taking and obtaining a satisfactory score on prescribed language competency tests.
- c. Continued association with and enrollment in an academic department and the absence of suspension, dismissal, expulsion, or withdrawal from the University, Graduate School, or department.
- d. Student's performance of assigned duties and functions in a timely and competent fashion.
- e. A routine background check, if applicable, is completed and reviewed in compliance with the Colorado State University policy regarding background checks.

Conditions A through ~~D~~C above shall be deemed conditions precedent which must be met by the Student in order to remain eligible for appointment as a Graduate Assistant. Failure to meet conditions A through ~~D~~C above shall render the appointment voidable at the option of the University, which option may be exercised by discontinuing payment of the stipend. Failure to meet the conditions set forth in D and E above may result in termination of the Appointment, subject to Paragraph 5 below. Termination of or election to void the Appointment shall terminate the stipend payable thereunder, although such action shall not result in forfeiture of the tuition remission for the semester in which it occurs.

2. The University and the Student understand and agree that the stipend portion of an Assistantship is not a scholarship award; rather it is an appointment which involves the performance of services in return for reasonable compensation in the form of stipend. Tuition remission may also be provided in

the form of financial aid, independently of the stipend, as a qualified tuition reduction given for educational purposes under Section 117 of the Internal Revenue Code.

3. The term of appointment as a Graduate Assistant and the stipend and tuition remission amounts specified in a Graduate Assistant appointment and Certification Form may reflect the anticipated continuation of the appointment for more than one academic semester, which is set forth as an administrative convenience only. Notwithstanding any such provisions, the term of appointment as a Graduate Assistant and Student's right to receive the stipend and tuition remission during any succeeding academic semester is not guaranteed by the University and no offer of future appointment shall be implied.
4. The University (or the appointing department) reserves the right to terminate the Appointment because of unavailability of funds or other conditions beyond its control upon thirty days written notice to Student, said notice effective when posted in a U.S. Mail Depository with sufficient postage attached thereto. Termination of the appointment shall terminate the stipend payable thereunder, although termination shall not result in forfeiture of the tuition remission for the semester in which such termination occurs.
5. Pursuant to State Statute C.R.S. 24-19-104, all Graduate Assistants are "employees at will" and their employment may be terminated by either party at any time, for any reason or no reason. Termination of at-will employees does not generally require pre-termination due process. However, except for non- renewals of employment following the end of a stated employment period or election to void an appointment due to failure of conditions A through C D-under Paragraph 1 above, the Provost/Academic Vice President must review and approve any recommendations concerning the termination of a Graduate Assistant Appointment, including a determination, based on advice from the Office of the General Counsel, as to whether any pre-termination due process is appropriate under the circumstances. Approval of the Board of Governors of the Colorado State University System or its delegated representative is required prior to any final action on such terminations. The provisions of this section shall not be interpreted to authorize the termination of any Graduate Assistant for any reason that is contrary to applicable federal, state, or local law. Termination of or an election to void an Assistantship shall be subject to appeal in accordance with the Graduate Appeals Procedure set forth in the Graduate and Professional Bulletin.
6. Payments will be made on the last work day of the month. All payments will be deposited directly in a bank or forwarded to the address indicated on the Earnings Disposition/Address Form. Students must report to their major department to complete the necessary forms.
7. Benefits: Between semesters Graduate Assistants usually concentrate on their research and associated library work. To the extent that the supervising faculty member and department head concur, Graduate Assistants may use such periods for leave. Graduate Assistants are covered by the University's liability insurance and by Workers' Compensation. The Graduate School provides a health insurance contribution to help offset the cost of health insurance to qualifying graduate assistants. See the [Graduate School's Assistantship Health Insurance Contribution](#) for details and eligibility criteria. Graduate Assistants may also qualify for parental leave benefits. See the [Graduate Student Parental Leave policy](#) for eligibility and application form details.
8. The Colorado Uniform Jury Selection and Service Act applied to persons appointed as Graduate Assistants and they must be excused for jury service as required by thereunder.
9. A Graduate Assistant may be required to participate in a retirement program depending on the number of credit hours for which they are enrolled and the number of hours of work required. Contribution to such a retirement program shall follow the University's rules and regulations currently in effect for such enrollment. More detailed information concerning participation in the student retirement plan is available from the Student Employment Services Office.
10. The appointment period specified on the Graduate Assistant Appointment and Certification Form may be renewed by the Department by generating a new Graduate Assistant Appointment and Certification Form requiring Student signature.
11. Increases in the amount of the stipend from that originally indicated on the Graduate Assistant Appointment and Certification Form will not require Student signature.

12. Changes other than those noted on #11 (e.g., type of assistantship, level of service, decrease in stipend, or tuition payment arrangements) require the drawing of a new Graduate Assistant Appointment and Certification Form for student signature.

Termination of Graduate Assistants

Pursuant to State Statute, C.R.S. 24-19-104, all graduate assistants are “employees at will.” Their employment is subject to such administrative termination procedures as may be appropriate under the circumstances of each case. Advisors and/or department heads must consult with the Dean of the Graduate School prior to taking any actions concerning terminations of assistantships before the end of the stated employment period. Except for non-renewals of employment following the end of stated employment periods or election to void an appointment as set forth in the terms and conditions applicable to graduate assistant appointments, the Provost/Academic Vice President must review and endorse any recommendation concerning the termination of graduate assistants. Approval of the President or Provost/Academic Vice President as the delegated representatives of the Board of Governors is required for any final action on such terminations. Stipends payable under graduate assistantships shall be terminated upon discontinuance of association with the appointing department, dismissal, placement on academic probation, or withdrawal from CSU. Such actions will not cause forfeiture of the tuition remission for the semester in which such action occurs. The provisions of this section shall not be interpreted to authorize the termination of any graduate assistant for any reason that is contrary to applicable federal, state, or local law.

Termination of an assistantship shall be subject to appeal in accordance with the [Graduate Appeals Procedure](#).

Rationale

Departments cannot terminate a graduate assistantship appointment in mid-semester due to student performance. Such action should provide minimal due process and requires that the recommendation for dismissal be reviewed by the Graduate Dean and Provost, with final approval by the President. The revision clarifies the terms and conditions that result in the voidance of an appointment (A-C) vs. termination (D and E), and the process that must be followed for termination.

Date: February 18, 2021

To: Sue Doe

Chair, Faculty Council

From: Marie Legare

Chair, Committee on Responsibilities and Standing of Academic Faculty

Subject: Faculty Manual E.10.5.1 **Origin and Processing of Tenure Recommendations**

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

MOVED, THAT E.10.5.1 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL BE REVISED AS FOLLOWS:

E.10.5.1 Origin and Processing of Tenure Recommendations (*last revised June 21, 2011~~xxx~~*)

The head of the department shall initiate the process leading to a recommendation for the granting or denial of tenure not later than the beginning of the final year of the probationary period of the faculty member. The department head should consult with the tenure committee before initiating this process. The department head should also consult the website of the Office of the Provost for information and forms regarding applications for tenure.

Because the recommendation for the granting or denial of tenure is primarily a faculty responsibility, the department head shall ask the members of the tenure committee, to vote by ballot for or against granting of tenure to the faculty member being considered. A tenure recommendation shall be by a majority vote of the tenure committee. The recommendation shall include a vote summary and a statement of reasons representing the majority and minority points of view. The recommendation shall be forwarded successively to the department head, the dean of the college, the Provost, and the President for review and either endorsement or opposition. The Board has delegated the final decision to the President.

All reviews are to be exercised expeditiously at each level. After each review, the reviewing administrator shall make a recommendation in writing and send copies to the faculty member, the tenure committee, and all administrators who have previously reviewed the recommendation.

The tenure committee must have at least three (3) members and shall consist of all eligible department faculty members, ~~or, if so specified in the department code, a duly elected committee thereof.~~ The department head, college dean, Provost, and President are not eligible to serve on the tenure committee and shall not be present during the committee's deliberations, except when specifically invited by the committee. A faculty member holding an administrative appointment (as defined in Section K.12.a) of more than half time is not eligible to serve on the tenure committee, unless the department code specifies otherwise. If a faculty member holding an administrative appointment does serve on the tenure committee, it is expected that he or she will not participate in discussions of the case at higher administrative levels. A faculty member with a conflict of interest is expected to recuse himself or herself. The eligible department faculty are all

other tenured department faculty. If a committee of at least three (3) tenured faculty within the department cannot be constituted, then additional tenured faculty members shall be selected from other departments within the University so as to produce a committee of three (3) members. A department may specify in its code a procedure for narrowing the pool of eligible additional members to faculty in disciplines similar to that of the candidate, possibly including faculty from other colleges. In the absence of such a procedure, the pool shall consist of all tenured faculty members on the tenure committees from all departments within the college. The department head shall draw the additional members of the tenure committee by lot from the pool of eligible faculty members. Faculty members from other departments may decline to serve on the tenure committee.

Rationale:

1. The changes in E.10.5.1 **Origin and Processing of Tenure Recommendations** are made to achieve the goal of ensuring that all eligible faculty are able to vote for tenure.

Date: February 18, 2021

To: Sue Doe
Chair, Faculty Council

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

Subject: Faculty Manual **E.13.2 Promotion Committee**

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

MOVED, THAT E.13.2 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL BE REVISED AS FOLLOWS:

E.13.2 Promotion Committee (*last revised xxx*)

This section describes the membership of the promotion committee and which members of the committee are voting members. ~~Department codes may specify additional requirements beyond those specified in this section.~~

The department head, college dean, Provost, and President are not eligible to serve on the promotion committee and shall not be present during the committee's deliberations, except when specifically invited by the committee. A faculty member holding an administrative appointment (as defined in Section K.11.2) of more than half time (0.5) is not eligible to serve on the promotion committee unless the department code specifies otherwise. If a faculty member holding an administrative appointment does serve on the promotion committee, it is expected that they will not participate in discussions of the case at higher administrative levels. A faculty member with a conflict of interest is expected to recuse oneself. ~~The eligible department faculty members are all other department faculty members of higher level than the faculty member under consideration who meet any additional eligibility requirements specified in the department code.~~

For promotion of a tenured or tenure-track faculty member, ~~only tenured committee members are voting members~~ the eligible department faculty members are all other tenured faculty members of higher level than the faculty member under consideration. For promotion of a non-tenure-track faculty member, ~~this restriction to tenured faculty members does not apply, but Aa~~ department may specify in its code additional requirements for voting members.

The promotion committee shall consist of all eligible department faculty members, or, if so specified in the department code, a duly elected committee thereof, unless this leads to a committee with fewer than three (3) voting members. If a the committee has fewer than three (3) eligible voting faculty members then additional eligible voting faculty members shall be selected from other departments within the University so as to produce a committee with three (3) voting members. A department may specify in its code a procedure for narrowing the pool of additional eligible voting members to faculty in disciplines similar to that of the candidate, possibly including faculty from other colleges. In the absence of such a procedure, the pool shall consist

of all eligible voting faculty members on the promotion committees from all departments within the college. The department head shall draw the additional members of the promotion committee by lot from the pool of eligible faculty members. Faculty members from other departments may decline to serve on the promotion committee.


Rationale:

1. The changes in E.13.2 **Promotion Committee** are made to achieve the goal of ensuring that all eligible faculty of higher level are able to vote for promotion. Additionally the language has been changed to further clarify the process for non-tenure-track faculty promotion.



Colorado State Athletics Budget Presentation to CSU Faculty Council

Director of Athletics Joe Parker


 Colorado State Athletics

~~STUDENT-ATHLETE SUCCESS~~

Spring and Fall 2020 Semesters:

- 15 of 16 teams posted a 3.0 term team GPA or better
- In spring 2020, five teams had better than a 3.5 term team GPA
- In fall 2020, six teams had better than a 3.5 term team GPA
- The one sport that did not post a 3.0 (football) earned the best team GPA in recorded history with a term team GPA of 2.846 during spring 2020
- In fall 2020, football surpassed that mark with a 2.882 team GPA.
 - The record-setting improvement corresponds with head coach Steve Addazio's arrival in December 2019.



 Colorado State Athletics

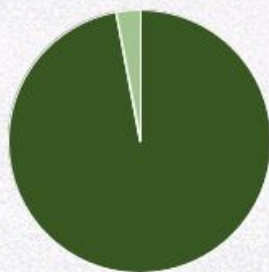
STUDENT-ATHLETE SUCCESS

GPA Data for Student-Athletes	Spring 2020	Fall 2020	Department Average (Spring 2007 - Fall 2020)
Term 4.0's	44	57	22
Term 3.5-3.99	97	126	65
Term 3.0-3.49	93	80	91
Academic probation after term	4	4	20

OPT-IN PROCESS

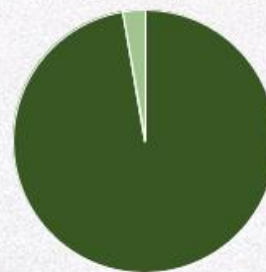
- NCAA legislation guarantees financial aid and preserves eligibility for an [opt-out](#) decision
- Colorado State Athletics is the only known department in the nation that asked students to affirm their plan to participate in team activities by proactively opting in

Fall 2020 (97.1%)



■ Opt In (363) ■ Opt Out (11)

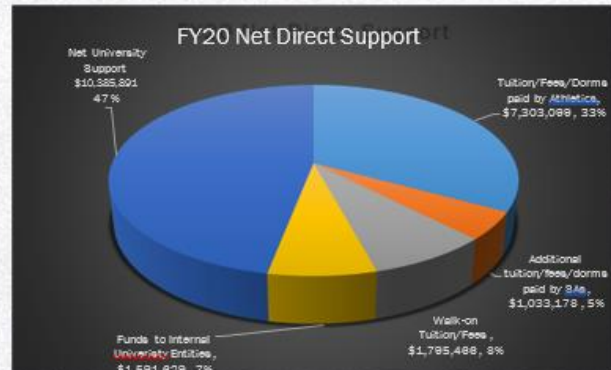
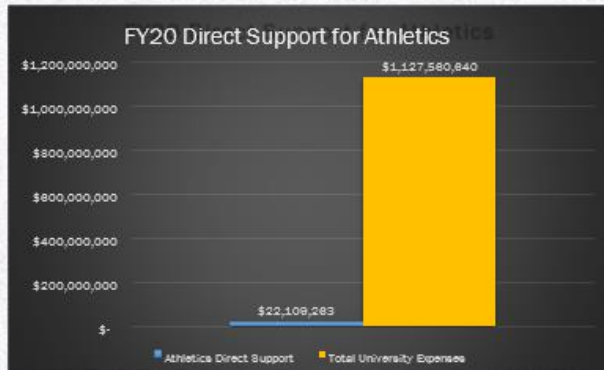
Spring 2021 (97.3%)



■ Opt In (328) ■ Opt Out (9)

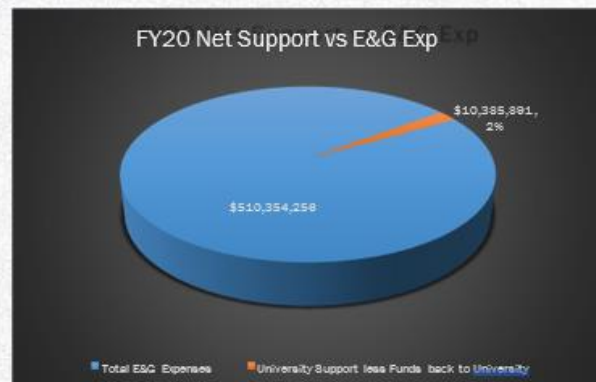
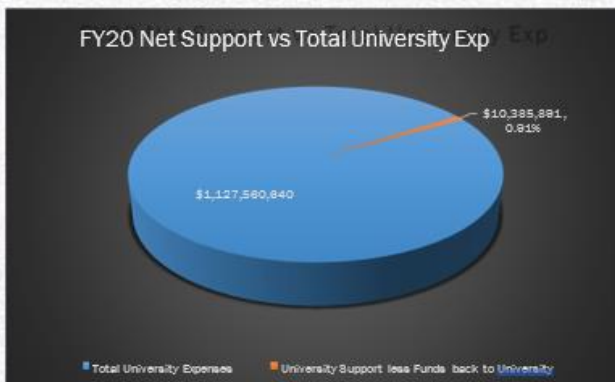
UNIVERSITY DIRECT SUPPORT

After tuition, fees, room, board, and internal transactions are paid and returned back to the university, 53% of the direct support is returned to the university.



UNIVERSITY DIRECT SUPPORT

Charts below represent actual figures of direct university support after funds flow back to the University for items such as tuition, fees, room, and board. When funds are settled, direct support to Athletics is less than 1% of university's expenses.



FINANCIAL ORGANIZATIONS

Colorado State Athletics operates two separate financial organizations with Canvas Stadium serving as the second financial entity.

ATHLETICS(0120)

REVENUE ITEMS

- Direct Institutional Support
- NCAA Conference Distribution
- Student Fees
- Ticket Revenue (from three arena sports)
- Sponsorships
- Contributions
- Transfer from 0125

EXPENSE ITEMS

- Staff Compensation
- Student-Athlete Financial Aid
- Operations (team & recruiting travel)
- Football Transition (FY20 onetime)

STADIUM (0125)

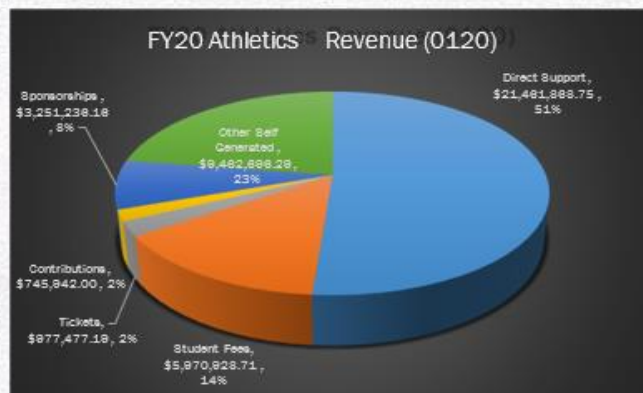
REVENUE ITEMS

- Sponsorships
 - Multi-media Rights Partnership
 - Naming Rights Partnerships
- Football Tickets
- Contributions
- Other self-generated items
 - Concessions
 - Special Events

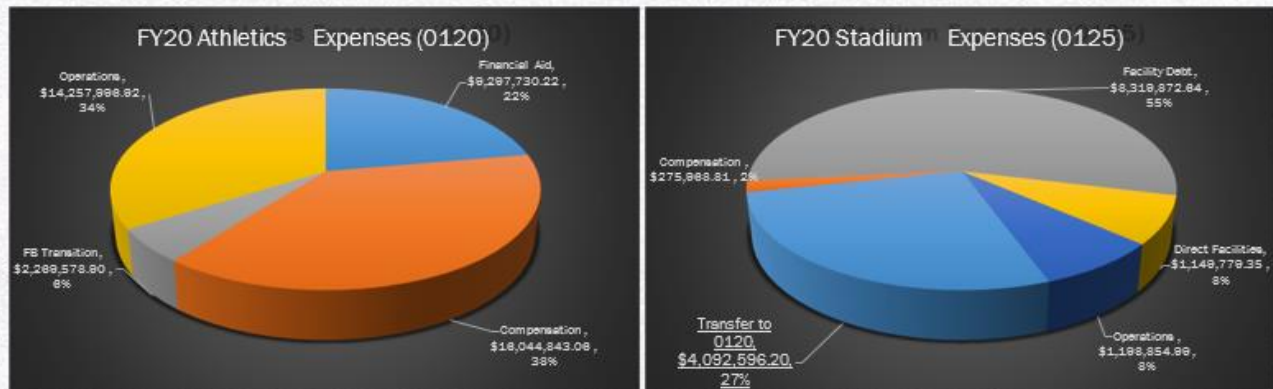
EXPENSE ITEMS

- Facility Debt
- Transfer to 0120
- Facility Maintenance
- Facility Operations
- Staff Compensation

FY20 REVENUES FOR ATHLETICS

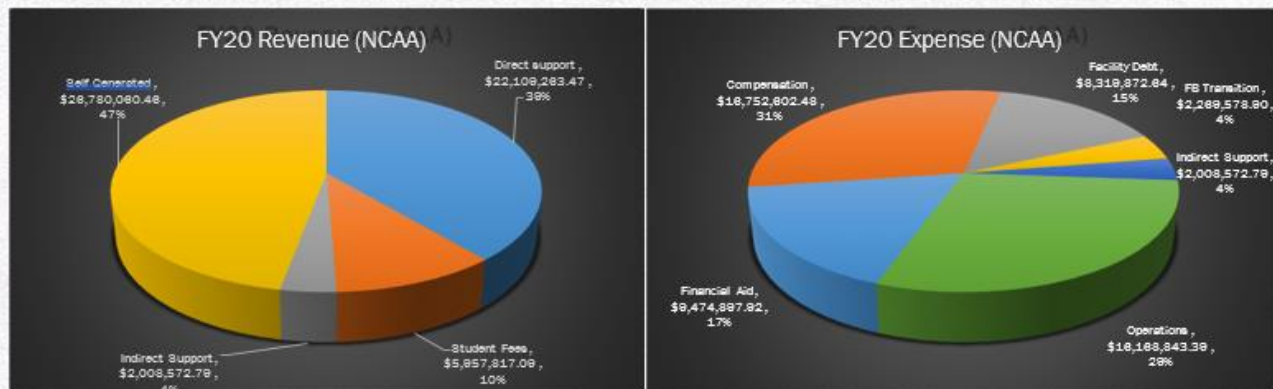


FY20 EXPENSES FOR ATHLETICS



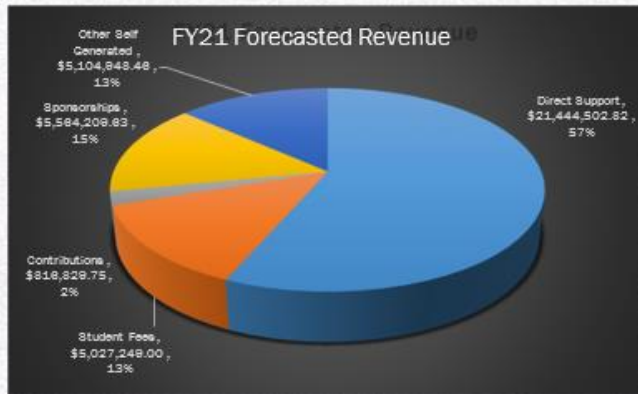
FY20 NCAA REPORT

The NCAA Report consolidates the revenues and expenses of 0120 and 0125

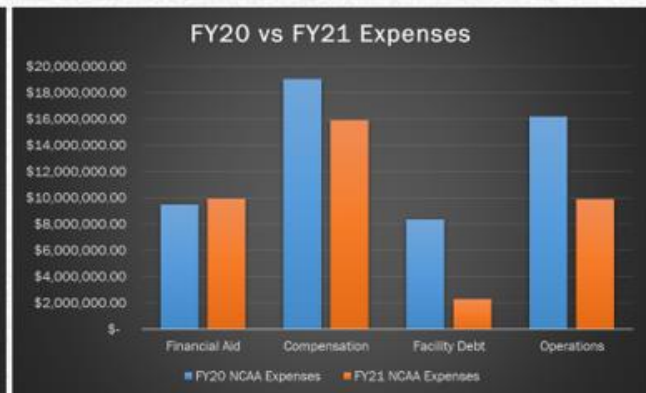
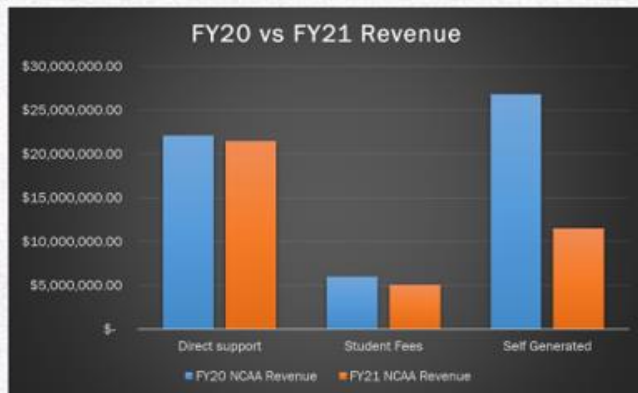


FY21 FORECAST

As a result of the COVID-19 pandemic, the ability to self-generate revenue through hosting events and selling tickets was eliminated.



FY20 vs. FY21 COMPARISON



TEAM REVENUE COMPARISON

	Football	All Others
Net (Revenues minus Expenses)	(\$10,959,571)	(\$13,098,696)
<i>Off-Setting Factors</i>		
Contributions, Royalties, NCAA/MW Revenue	\$4,862,776	\$2,431,388
Student Ticket Value	\$1,575,000	\$171,270
Staff Transition	\$2,269,579	-
Tuition, Fees, Room, and Board	\$2,459,640	\$4,550,339
Tuition and Fees (Non-Scholarship)	\$499,022	\$1,296,384
True Net	\$706,446	(\$4,649,316)

SUPPORTING OUR COMMUNITY

Athletics adds to the CSU experience and Fort Collins in many ways.

- Student-athletes represent 1.3% of the total University population but over 2% of the [total](#) minoritized population of the University.
- In FY19, Athletics employed 140 student workers which put \$310,000 into the pockets of [CSU](#) students.
- For game day operations, vendor and security partners Spectra and Landmark add [over](#) \$825,000 in employee earnings.
- Canvas Stadium operations include over 700 jobs. In a 2014 economic impact study, the direct and indirect benefit to Larimer County was \$70 million over the first 10 years.

IN CONCLUSION

- Our student-athletes are achieving academically and athletically at very high levels. They've earned their place on our campus.
- Athletics contributes to the overall diversity of the campus population in a significant way. Our student-athletes and staff are valuable members of the campus community.
- The majority (53%) of our direct university support is paid back in the form of revenue for other departments on campus.
- Athletics provides an important component of the student experience at Colorado State University, both for our student-athletes and for the thousands of students who join together to support their fellow Rams. Athletic events are also important moments for alumni, friends and university community members near and far to celebrate Colorado State University; in-person and on television.

- The economic impact for our community is meaningful.