

***PLEASE NOTE: Members, in the Microsoft Teams environment, should indicate their wish to speak by expressing their desire to speak “for” or “against” a motion, or to request clarification, in the chat feature. Guests should contact the Faculty Council Office by email prior to the meeting to discuss any contributions they have.***

***PLEASE NOTE: Members planning to introduce amendments are requested to provide copies to the Faculty Council Office, 315 Administration or by email, at least 24 hours before this meeting.***

**AGENDA  
Faculty Council Meeting  
September 6, 2022 – 4:00pm – Microsoft Teams**

**FACULTY COUNCIL AGENDA ITEMS:**

**I. FACULTY COUNCIL AGENDA – September 6, 2022**

**A. ANNOUNCEMENTS**

- a. Next Faculty Council Meeting – October 4, 2022 – Microsoft Teams – 4:00pm
- b. Link to Chronicle of Higher Education article: [\*Last Year Was Miserable. Can Colleges Make this One Better?\*](#)
- c. Schedule of 2022-2023 Faculty Council Meeting Dates (p. 3)
- d. Faculty Council Membership for 2022-2023 (pp. 4-7)
- e. Faculty Council Standing/Advisory Committee Membership for 2022-2023 (pp. 8-12)
- f. University Committees 2022-2023 (pp. 13-15)
- g. Parliamentary Motions – Quick Reference (p. 16)
- h. Parliamentary Motions – What They Mean (p. 17)

**B. MINUTES TO BE APPROVED**

- a. Faculty Council Meeting – May 3, 2022 (pp. 18-37)

**C. UNFINISHED BUSINESS**

**D. CONSENT AGENDA**

- 1. Confirmation of Faculty Council Secretary
- 2. Confirmation of Faculty Council Professional Registered Parliamentarian
- 3. UCC Minutes – April 22 & 29, May 6, 2022 – UCC Minutes approved by Executive Committee on behalf of Faculty Council at meeting on May 10, 2022 (pp. 38-46)

4. Approval of Degree Candidates – approved electronically by Executive Committee on behalf of Faculty Council (p. 47)

## **E. ACTION ITEMS**

1. Election – Faculty Representatives to Faculty Council Standing Committees – Committee on Faculty Governance – Steve Reising, Chair (p. 48)

## **F. PRESIDENT’S REPORT – Interim President Rick Miranda**

## **G. PROVOST/EXECUTIVE VICE PRESIDENT REPORT – Interim Provost Janice Nerger**

- a. Faculty Success update – Vice Provost for Faculty Affairs Susan James

## **H. REPORTS TO BE RECEIVED**

1. Faculty Council Standing Committee 2021-2022 Annual Reports (pp. 49-93)
  - a. Faculty Council Report to the Board of Governors (pp. 49-56)
  - b. Committee on Faculty Governance (pp. 57-59)
  - c. Committee on Intercollegiate Athletics (pp. 60-61)
  - d. Committee on Libraries (pending)
  - e. Committee on Non-Tenure Track Faculty (pp. 62-68)
  - f. Committee on Responsibilities and Standing of Academic Faculty (pp. 69-70)
  - g. Committee on Scholarship, Research, and Graduate Education (pp. 71-72)
  - h. Committee on Scholastic Standards (pp. 73-76)
  - i. Committee on Strategic and Financial Planning (pp. 77-78)
  - j. Committee on Teaching and Learning (pp. 79-85)
  - k. Committee on University Programs (pp. 86-87)
  - l. University Curriculum Committee (pp. 88-93)
2. Faculty Council Chair Report – Sue Doe
3. Board of Governors Report – Andrew Norton (pp. 94-98)

## **I. DISCUSSION**

1. Retirement Plan Revision – Robyn Fergus, Vice President for Human Resources & Joseph DiVerdi, Retirement Plan Review Committee (pp. 99-125)

## Faculty Council/Executive Committee Meeting Dates – 2022-2023

### **FACULTY COUNCIL/4:00pm**

September 6, 2022 – Microsoft Teams

October 4, 2022 – Microsoft Teams

November 1, 2022 – Microsoft Teams

December 6, 2022 – Microsoft Teams

January 2023 – No FC meetings

February 7, 2023 – Microsoft Teams

March 7, 2023 – Microsoft Teams

April 4, 2023 – Microsoft Teams

May 2, 2023 – Microsoft Teams

### **EXECUTIVE COMMITTEE/3:00pm**

(Microsoft Teams)

August 23, 2022

August 30, 2022

September 13, 2022

September 20, 2022

September 27, 2022

October 11, 2022

October 18, 2022

October 25, 2022

November 8, 2022

November 15, 2022

November 29, 2022

December 13, 2022

January 24, 2023

January 31, 2023

February 14, 2023

February 21, 2023

February 28, 2023

March 14, 2023

March 28, 2023

April 11, 2023

April 18, 2023

April 25, 2023

May 9, 2023

## MEMBERSHIP OF THE FACULTY COUNCIL 2022-2023

**Chair: Sue Doe**

**Executive Assistant: Amy Barkley**

**Professional Registered Parliamentarian: Lola Fehr**

**Vice-Chair: Melinda Smith**

**BOG Representative: Andrew Norton**

<b>ELECTED MEMBERS</b>	<b>REPRESENTING</b>	<b>TERM</b>
<b>Agricultural Sciences</b>		
Stephen Kroll	Agricultural and Resource Economics	2025
Jennifer Martin	Animal Sciences	2024
Jane Stewart	Agricultural Biology	2024
Kelly Curl	Horticulture & Landscape Architecture	2025
Jim Ippolito	Soil and Crop Sciences	2023
Marco Costanigro	College-at-Large	2023
Bradley Goetz	College-at-Large	2023
Andrew Norton	College-at-Large	2023
<b>Health and Human Sciences</b>		
Ruoh-Nan (Terry) Yan	Design and Merchandising	2024
Jennifer Richards	Health and Exercise Science	2025
TBD	Food Science and Human Nutrition	2022
Lisa Daunhauer	Human Development and Family Studies	2023
Erin Arneson	Construction Management	2024
Aaron Eakman	Occupational Therapy	2023
Sharon Anderson	School of Education	2024
Elizabeth Kiehne	School of Social Work	2025
Brian Butki	College-at-Large	2024
<b>Business</b>		
Bill Rankin	Accounting	2023
John Hoxmeier	Computer Information Systems	2024
Bharadwaj Kannan	Finance and Real Estate	2025
Rob Mitchell	Management	2024
Jonathan Zhang	Marketing	2023
<b>Engineering</b>		
Peter Jan van Leeuwen	Atmospheric Science	2024
Ashok Prasad	Chemical and Biological Engineering	2025
Hussam Mahmoud	Civil and Environmental Engineering	2024
Steven Reising	Electrical and Computer Engineering	2025
Kirk McGilvray	Mechanical Engineering	2023
Thomas Bradley	Systems Engineering	2023
Sybil Sharvelle	College-at-Large	2023

**Liberal Arts**

Mary Van Buren	Anthropology & Geography	2023
Mary-Ann Kokoska	Art & Art History	2025
Mark Saunders	Communication Studies	2025
Anders Fremstad	Economics	2024
Tony Becker	English	2023
Maricela DeMirjyn	Ethnic Studies	2025
John Slater	Languages, Literatures, and Cultures	2025
Jared Orsi	History	2023
Michael Humphrey	Journalism and Technical Communication	2023
Madeline Harvey	Music, Theatre, and Dance	2025
Andre Archie	Philosophy	2025
Marni Berg	Political Science	2024
TBD	Sociology	2022

Ajean Ryan	College-at-Large	2023
Antonio Pedros-Gascon	College-at-Large	2025
Emily Morgan	College-at-Large	2023
Lisa Langstraat	College-at-Large	2024
Allison Goar	College-at-Large	2024
Abigail Shupe	College-at-Large	2024
John Carlo Pierce	College-at-Large	2024

**Natural Resources**

Randall Boone	Ecosystem Science and Sustainability	2023
Chad Hoffman	Forest and Rangeland Stewardship	2024
Yoichiro Kanno	Fish, Wildlife, & Conservation Biology	2024
William Sanford	Geosciences	2023
Alan Bright	Human Dimensions of Natural Resources	2023

**Natural Sciences**

Olve Peersen	Biochemistry & Molecular Biology	2025
Mike Antolin	Biology	2024
Rob Paton	Chemistry	2023
TBD	Computer Science	2022
Emily Hardegree-Ullman	Physics	2024
Silvia Canetto	Psychology	2025
Ander Wilson	Statistics	2025
Yongcheng Zhou	Mathematics	2023
Alan Van Orden	College-at-Large	2023
Joseph DiVerdi	College-at-Large	2025
James Liu	College-at-Large	2023

**Veterinary Medicine & Biomedical Sciences**

Rao Veermachaneni	Biomedical Sciences	2025
Shari Lanning	Clinical Sciences	2025

Elizabeth Ryan	Environmental & Radiological Health Sciences	2023
Tony Schountz	Microbiology, Immunology and Pathology	2024
Katriana Popichak	College-at-Large	2025
Fiona Hollinshead	College-at-Large	2025
Doreene Hyatt	College-at-Large	2024
Tara Nordgren	College-at-Large	2025
Jennifer Peel	College-at-Large	2023
John Rosecrance	College-at-Large	2023
Sheryl Magzaman	College-at-Large	2023
Brian Geiss	College-at-Large	2025

### **University Libraries**

Christine Pawliuk	Libraries	2025
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### ***Ex Officio Voting Members***

Sue Doe	Chair, Faculty Council/Executive Committee	2023
Melinda Smith	Vice Chair, Faculty Council	2023
Andrew Norton	BOG Faculty Representative	2023
Steve Reising, Chair	Committee on Faculty Governance	2023
TBD, Chair	Committee on Information Technology	2023
Shane Kanatous, Chair	Committee on Intercollegiate Athletics	2023
Jerry Magloughlin, Chair	Committee on Libraries	2023
Jenny Morse, Co-Chair	Committee on Non-Tenure Track Faculty	2023
Olivia Arnold, Co-Chair	Committee on Non-Tenure Track Faculty	2023
Jennifer Martin, Chair	Committee on Responsibilities and Standing of Academic Faculty	2023
William Sanford, Chair	Committee on Scholarship, Research, and Graduate Education	2023
Alan Kennan, Chair	Committee on Scholastic Standards	2023
James Graham, Chair	Committee on Strategic and Financial Planning	2023
Shawn Archibeque, Chair	Committee on Teaching and Learning	2023
TBD, Chair	Committee on University Programs	2023
Brad Goetz, Chair	University Curriculum Committee	2023

### ***Ex Officio Non-Voting Members***

Rick Miranda	Interim President	
Albert Bimper	Interim Chief of Staff	
Jan Nerger	Interim Provost	
Karen Dunbar	Co-Interim Vice President for Advancement	
Rudy Garcia	Co-Interim Vice President for Advancement	
Kathay Rennels	Interim Vice President for Engagement & Extension	
TBD	Vice President for Enrollment and Access	
TBD	Vice President for Equity, Equal Opportunity & Title IX	
Susan James	Vice Provost for Faculty Affairs	
Kauline Cipriani	Vice President for Inclusive Excellence	
Brandon Bernier	Vice President for Information Technology	

Kathleen Fairfax  
Laura Jensen  
Alan Rudolph  
Jenelle Beavers  
Blanche M. Hughes  
TBD  
Yolanda Bevill  
Brendan Hanlon  
James Pritchett  
Beth Walker  
David McLean  
Lise Youngblade  
Sonia Kreidenweis  
Ben Withers  
Karen Estlund  
Simon Tavener  
Susan VandeWoude  
A. Alonso Aguirre  
Sarah Olson

Vice Provost for International Affairs  
Vice Provost for Planning and Effectiveness  
Vice President for Research  
Vice President for Strategy  
Vice President for Student Affairs  
Vice Provost for Undergraduate Affairs  
Vice President for Univ. Marketing & Communications  
Vice President for University Operations  
Dean, College of Agricultural Sciences  
Dean, College of Business  
Dean, College of Engineering  
Dean, College of Health and Human Sciences  
Interim Dean, Graduate School  
Dean, College of Liberal Arts  
Dean, Libraries  
Interim Dean, College of Natural Sciences  
Dean, College of Vet. Medicine & Biomedical Sciences  
Dean, Warner College of Natural Resources  
Chair, Administrative Professional Council

## FACULTY COUNCIL STANDING /ADVISORY COMMITTEES

July 1, 2022 – June 30, 2023

(three-year terms unless otherwise indicated)

### Executive Committee (one-year terms)

Chair	Sue Doe	2023
Vice-Chair	Melinda Smith	2023
Agricultural Sciences	Jennifer Martin	2023
Health and Human Sciences	Sharon Anderson	2023
Business	Rob Mitchell	2023
Engineering	Sybil Sharvelle	2023
Liberal Arts	Anders Fremstad (Fall 2022)	2023
Natural Resources	William Sanford	2023
Natural Sciences	Joseph DiVerdi	2023
Veterinary Medicine and Biomedical Sciences	Jennifer Peel	2023
University Libraries	Christine Pawliuk	2023
Faculty Representative to BOG	Andrew Norton	2023
Office of the Provost ( <i>ex officio</i> )	Jan Nerger, Interim Provost	
Staff Support	Amy Barkley, Executive Assistant	

### Committee on Faculty Governance

Agricultural Sciences	Mike Wilkins	2023
Health and Human Sciences	Svetlana Olbina	2023
Business	Gina Slejko	2025
Engineering	Steven Reising, <b>Chair</b>	2025
Liberal Arts	Doug Cloud	2024
Natural Resources	Troy Ocheltree	2025
Natural Sciences	Anne Cleary	2023
Veterinary Medicine and Biomedical Sciences	Claudia Gentry-Weeks	2024
University Libraries	Michelle Wilde	2024
Faculty Council Chair ( <i>ex officio</i> )	Sue Doe	

### Committee on Information Technology

Agricultural Sciences	Ryan Brooks	2025
Health and Human Sciences	Tobin Lopes	2025
Business	James Stekelberg	2025
Engineering	TBD	2025
Liberal Arts	Leisl Carr Childers	2025
Natural Resources	TBD	2025
Natural Sciences	Robert Paton	2025
Veterinary Medicine and Biomedical Sciences	Gregg Griffenhagen	2025
University Libraries	Lori Oling	2025
Student Representative (Undergraduate)	TBD	2023
Student Representative (Graduate)	TBD	2023
Office of Vice President for Information Technology ( <i>ex officio</i> )	Brandon Bernier, Vice President for Information Technology	



The Institute for Teaching and Learning ( <i>ex officio</i> )	TBD
Associate Vice President for Research ( <i>ex officio</i> )	Christa Johnson
College IT Advisory Council (CITAC) ( <i>ex officio</i> )	TBD
Administrative Professional Council ( <i>ex officio</i> )	Ross Madden
Faculty Council Chair ( <i>ex officio</i> )	Sue Doe

### **Committee on Intercollegiate Athletics**

Agricultural Sciences	Michael Wilkins	2025
Health and Human Sciences	Raoul Reiser	2025
Business	Todd Donavan	2023
Engineering	Azer Yalin	2023
Liberal Arts	John Slater	2025
Natural Resources	Kevin Crooks	2025
Natural Sciences	Shane Kanatous, <b>Chair</b>	2023
Veterinary Medicine and Biomedical Sciences	Quint Winger	2024
University Libraries	Yongli Zhou	2023
Student Representative (Undergraduate)	TBD	2023
Student Representative (Graduate)	TBD	2023
Faculty Representative to Athletics ( <i>ex officio</i> )	Kyle Saunders	
Director of Intercollegiate Athletics ( <i>ex officio</i> )	Joe Parker	
Faculty Council Chair ( <i>ex officio</i> )	Sue Doe	

### **Committee on Libraries**

Agricultural Sciences	Franck Dayan	2024
Health and Human Sciences	Rodolfo Valdes-Vasquez	2023
Business	Jon Clark	2023
Engineering	Marie Vans	2025
Liberal Arts	Hye Seung Chung	2023
Natural Resources	Jerry Magloughlin, <b>Chair</b>	2025
Natural Sciences	Michael Thomas	2025
Veterinary Medicine and Biomedical Sciences	Noreen Reist	2024
University Libraries	Randyn Heisserer-Miller	2025
Student Representative (Undergraduate)	TBD	2023
Student Representative (Graduate)	TBD	2023
Dean, Libraries ( <i>ex officio</i> )	Karen Estlund	
Office of Vice President for Research ( <i>ex officio</i> )	David Paterson	
Staff Support - Assistant to the Dean of Libraries	Lani Williams	
Faculty Council Chair ( <i>ex officio</i> )	Sue Doe	

### **Committee on Responsibilities and Standing of Academic Faculty**

Agricultural Sciences	Jennifer Martin, <b>Chair</b>	2024
Health and Human Sciences	Gloria Luong	2023
Business	Hong Miao	2023
Engineering	Chris Weinberger	2025
Liberal Arts	Blythe LaGasse	2025
Natural Resources	TBD	2022

Natural Sciences	Richard Eykholt	2023
Veterinary Medicine and Biomedical Sciences	TBD	2023
University Libraries	Mark Shelstad	2024
Faculty Council Chair ( <i>ex officio</i> )	Sue Doe	

### **Committee on Scholarship, Research, and Graduate Education**

Agricultural Sciences	Pablo Pinedo	2025
Health and Human Sciences	Kimberly Cox-York	2025
Business	Nick Roberts	2023
Engineering	Todd Bandhauer	2025
Liberal Arts	Dawn Grapes	2024
Natural Resources	William Sanford, <b>Chair</b>	2023
Natural Sciences	Melinda Smith	2024
Veterinary Medicine and Biomedical Sciences	Seonil Kim	2024
University Libraries	Rachelle Ramer	2025
Student Representative (Graduate)	TBD	2023
Interim Dean - Graduate School ( <i>ex officio</i> )	Sonia Kreidenweis	
Office Vice President for Research ( <i>ex officio</i> )	TBD	
Staff Support - Assistant to Dean, Graduate School	Ludy Avalos	
Faculty Council Chair ( <i>ex officio</i> )	Sue Doe	

### **Committee on Scholastic Standards**

Agricultural Sciences	Jason Ahola	2025
Health and Human Sciences	Tobin Lopes	2025
Business	Michael Gross	2025
Engineering	Steve Simske	2024
Liberal Arts	Jason Frazier	2023
Natural Resources	Sean Gallen	2025
Natural Sciences	Alan Kennan, <b>Chair</b>	2024
Veterinary Medicine and Biomedical Sciences	TBD	2023
University Libraries	Scott Wiebensohn	2025
Office of the Provost ( <i>ex officio</i> )	Jill Putman	
Faculty Council Chair ( <i>ex officio</i> )	Sue Doe	

### **Committee on Non-Tenure Track Faculty**

Health and Human Sciences	Jennifer Reinke	2025
Agricultural Sciences	TBD	2024
Business	Jenny Morse, <b>Co-Chair</b>	2023
Engineering	Pinar Omur-Ozbek	2024
Liberal Arts	Thomas Conway	2023
Libraries	Scott Wiebensohn	2025
Natural Resources	Sean Bryan	2025
Natural Sciences	Ann Hess	2025
Veterinary Medicine and Biomedical Sciences	Olivia Arnold, <b>Co-Chair</b>	2025
Student Representative (Undergraduate)	TBD	2022
Student Representative (Graduate)	TBD	2022

Tenure Stream Faculty – Liberal Arts	Mary Van Buren	2023
Tenure Stream Faculty – Natural Sciences	Jamie Neilson	2023
Faculty Council Chair ( <i>ex officio</i> )	Sue Doe	

#### **Committee on Strategic and Financial Planning**

Agricultural Sciences	Geoff Morris	2024
Health and Human Sciences	James Graham, <b>Chair</b>	2025
Business	Rob Schwebach	2024
Engineering	David Dandy	2023
Liberal Arts	Gamze Cavdar	2024
Natural Resources	TBD	2024
Natural Sciences	Benjamin Clegg	2025
Veterinary Medicine and Biomedical Sciences	Felix Duerr	2025
University Libraries	Heidi Zuniga	2023
Student Representative (Undergraduate)	TBD	2023
Student Representative (Graduate)	TBD	2023
Office of the Provost ( <i>ex officio</i> )	Laura Jensen, Associate Provost	
College Dean Representative ( <i>ex officio</i> )	Benjamin Withers, CLA	
Non-Tenure Track Faculty Representative	Joseph DiVerdi	
Administrative Professional Council Chair ( <i>ex officio</i> voting)	Sarah Olson	
Classified Personnel Chair ( <i>ex officio</i> )	Adrian Macdonald	
Faculty Council Chair ( <i>ex officio</i> )	Sue Doe	

#### **Committee on Teaching and Learning**

Agricultural Sciences	Shawn Archibeque, <b>Chair</b>	2025
Health and Human Sciences	James Folkestad	2023
Business	Lumina Albert	2024
Engineering	Dan Baker	2025
Liberal Arts	Cayla Bellamy, <b>Co-Chair</b>	2024
Natural Resources	TBD	2025
Natural Sciences	Jess Ellis Hagman	2025
Veterinary Medicine and Biomedical Sciences	Joshua Schaeffer	2023
University Libraries	Kristy Lueshen	2025
Student Representative (Undergraduate)	TBD	2023
Student Representative (Graduate)	TBD	2023
VP for Student Affairs Office ( <i>ex officio</i> )	Jody Donovan, Assoc. Dean for Students	
Office of the Provost/ The Institute for Learning and Teaching	Susan James, Vice Provost, Faculty Affairs and Gwen Gorzelsky, Director, TILT	
Registrar's Office ( <i>ex officio</i> )	D. Tobiassen Baitinger, Associate Registrar	
Faculty Council Chair ( <i>ex officio</i> )	Sue Doe	

#### **Committee on University Programs**

Agricultural Sciences	Thomas Borch	2024
Health and Human Sciences	Laurie Carlson	2024
Business	Tian Wang	2024
Engineering	Peter Jan van Leeuwen	2024

Liberal Arts	Jose Luis Suarez-Garcia	2023
Natural Resources	David Koons	2024
Natural Sciences	Anireddy Reddy	2023
Veterinary Medicine and Biomedical Sciences	TBD	2023
University Libraries	Khaleedah Thomas	2025
Student Representative (Undergraduate)	TBD	2022
Student Representative (Graduate)	TBD	2022
Office Vice President for Research ( <i>ex officio</i> )	Dinaida Egan	
Staff Support	Joe Frye - Office of the VPR- CIOSU Record Keeping	
Faculty Council Chair ( <i>ex officio</i> )	Sue Doe	

### **University Curriculum Committee**

Agricultural Sciences	Bradley Goetz, <b>Chair</b>	2023
Health and Human Sciences	Brian Tracy	2024
Business	Ralph Switzer	2024
Engineering	Brad Reisfeld	2024
Liberal Arts	Diane Margolf	2023
Natural Resources	TBD	2025
Natural Sciences	Martin Gelfand	2025
Veterinary Medicine and Biomedical Sciences	Doreene Hyatt	2023
University Libraries	Kristy Nowak	2024
Student Representative (Undergraduate)	TBD	2023
Student Representative (Graduate)	TBD	2023
Office of the Provost ( <i>ex officio</i> )	TBD	
Staff Support - Curriculum and Catalog	Shelly Ellerby & Susan Horan	
Faculty Council Chair ( <i>ex officio</i> )	Sue Doe	

**APPOINTED ACADEMIC FACULTY REPRESENTATIVES  
UNIVERSITY COMMITTEES**

(3 years if not specified by Committee)

<b>Committee</b>	<b>Contact Person</b>	<b>Appointee/Representative</b>	<b>Term</b>
<b>Administrative Professional Council</b>	Sarah Olson, Chair	Sue Doe, Chair, FC	2023
Advisory Committee on Academic Affairs (ACUA)	TBD, Vice Provost Undergraduate Affairs	Melinda Smith, Vice Chair, FC	
<b>Benefits Committee (4-year terms)</b>	Trish Torrez, Chair Linn Barrett – Secretary Janet Meine – Advancement Tanya Buchan - TILT	Academic Faculty Members: Helen Bauer – Libraries Kimberly Henry – CLA Amanda Wright – CHHS	2024 2024 2026
<b>Board of Governors Award for Excellence in Undergraduate Education</b>	TBD, Vice Provost Undergraduate Affairs	Sue Doe, Chair, FC Representative - CoTL	2023
<b>Campus Safety Advisory Committee</b>	TBD, Chief of Staff ASCSU President		
<b>Classified Personnel Council</b>	Adrian MacDonald, Chair	Sue Doe, Chair, FC	2023
<b>Classified Personnel Council Outstanding Achievement Award</b>	Adrian MacDonald, Chair	Sue Doe, Chair, FC	2023
<b>Commitment to Campus Advisory Committee</b> Contact email: c2c@colostate.edu	Tammy Hunt, Office of Policy and Compliance	Sue Doe, Chair, FC	2023
<b>Council of Deans</b>	Mary Pedersen – Provost/ Executive Vice President	Sue Doe, Chair, FC (voting member) Chair, CoSFP (non-voting)	2023
<b>Discipline Panel</b>	Michael Katz, Director Student Resolution Center		
<b>Employee Appreciation Board</b>	Erin Mercurio, President Publina Meldrum, Vice President	Academic Faculty Members: Amy Bibbey, Agricultural Sciences	

		Jessie Council, University Libraries Amparo Jeffrey, Liberal Arts Cassie Mattson, Natural Resources Denise Morgan, Engineering Bethany Peterson, Ag. Sciences Wendy Stevenson, Natural Sciences Dee Walker, CVMBS	
<b>Executive Leadership Team</b>	Rick Miranda, Interim President	Sue Doe, Chair, FC	2023
<b>Honorary Degree Committee</b>	TBD, VP University Advancement Sue Doe, Chair, FC	UDTS – TBD UDS – TBD CoSRGE Representative – TBD Dean Representative Sue James, VP of Faculty Affairs TBD, Dean, Graduate School	2023 2023 2023 2023
<b>Information Technology Executive Committee</b>	David Patterson, Office of Vice President for Research	Edwin Chong, Director Anura Jayasumana, Vice Director	
<b>Joan Gaynor Kuder Scholarship</b>	Kathy Sisneros, Assistant Vice President for Inclusive Excellence	Melinda Smith, Vice Chair, FC	2023
<b>Parking Services Committee (2-year terms)</b>	Devan Durand, Associate Director Parking and Transportation Services	Sue Doe, Chair, FC Faculty Representative -- TBD	2023
<b>Physical Development Committee</b>	Jessica Kramer, Facilities Management	Sue Doe, Chair, FC	2023
<b>President's Council for Gender Equity on the Faculty (CoGen)</b>	Jimena Sagas, Co-Chair Jessica Metcalf, Co-Chair	Academic Faculty Members: Lumina Albert, Business Katie McShane, Liberal Arts Liba Goldstein, Natural Resources Christine Olver, CVMBS Noa Roman-Muniz, At-Large Silvia Sara Canetto, At-Large	
<b>President's Native American Advisory Council</b>	Susan James, Vice Provost for Faculty Affairs	Academic Faculty Members: Ricki Ginsberg, English Jamie Folsom, Journalism & Media Communications Doreen E. Martinez, Ethnic Studies Lindsey Schneider, Ethnic Studies	

<b>President's Sustainability Commission</b>	Carol Dollard, Co-Chair Tonie Miyamoto, Co-Chair	Sybil Sharvelle, Faculty Council Academic Faculty Members: Matt Wallenstein, Ag. Sciences Grace Wright, Business Mark Ritschard, Engineering Rodolfo Valdes Vasquez, CHHS Ryan Scott, Liberal Arts Tony Rappe, Natural Sciences Colleen Duncan, CVMBS Dan McGrath, Natural Resources	2023
<b>University Policy Review Committee</b>	Tammy Hunt, Office of Policy and Compliance	Academic Faculty Members: John Clark, Business Carole Makela, School of Education	2024 2024

### Parliamentary Motions—Quick Reference

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

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

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

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

#### Interrupting Incidental Motions

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

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

#### Non-interrupting Incidental Motions

- Division of a Question
- Suspend the Rules

#### Motions Bringing a Question Again Before the Assembly

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



## PARLIAMENTARY MOTIONS - WHAT THEY MEAN

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

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**  
**May 3, 2022 – 4:00pm – Microsoft Teams**

**CALL TO ORDER**

Chair Sue Doe called the meeting to order at 4:03 p.m.

Chair Doe: We have a slight change to the agenda. In conversation with Vice President for Inclusive Excellence Kauline Cipriani, we have elected to move that discussion item to the fall when we will also hear about the climate survey. Thanked Vice President Cipriani.

**FACULTY COUNCIL AGENDA ITEMS:**

**I. FACULTY COUNCIL AGENDA – May 3, 2022**

**A. ANNOUNCEMENTS**

1. Next Faculty Council Meeting – September 6, 2022 – Location TBD – 4:00pm
2. Faculty Council SOURCE stories

Chair Doe: Reminded members that we publish SOURCE stories each month following the Faculty Council meeting. We are hoping that by doing these SOURCE stories that we are able to circulate around campus the work of Faculty Council.

3. Harry Rosenberg Award – Announcement of Winner

Andrew Norton: On behalf of the Faculty Council Executive Committee, would like to announce this year's recipient of the Harry Rosenberg Award. The winner is Brad Goetz. Congratulated Goetz. Goetz is receiving this award for his long record of service on Faculty Council and dedication in serving the University Curriculum Committee and guiding them through difficult and complicated work and making sure that our curriculum remains in alignment with state standards.

Brad Goetz: Thanked Norton. This is an honor and am happy to join the group of previous recipients. Thanked everyone for the award and ongoing support.

4. Poll – Virtual or In-Person meetings for 2022-2023

Chair Doe: We would like to poll interest in the platform for next year's meetings. Discussed the pros and cons of both formats. Noted that the difficulty of the chat has caused some frustration because it gets lost in the raised hands and other comments. We will be attempting a different method of handling that today.

Sharon Anderson: Asked if there was a third option, where we could occasionally meet in person or virtually depending on the result of the poll.

Chair Doe: Thanked Anderson for the idea. Would like to avoid hybrid, but we could certainly do a mixture of in-person and virtual meetings. Requested vote in chat using Microsoft Forms.

Virtual meeting format approved for 2022-2023.

Chair Doe: Thanked members for the feedback. We will continue to remain virtual and will consider the idea of having one or two meetings in-person. Will discuss this further.

## **B. MINUTES TO BE APPROVED**

### **1. Faculty Council Meeting – April 5, 2022**

Chair Doe: Asked if there were any corrections to be made to these minutes.

Hearing none, minutes approved by unanimous consent.

## **C. UNFINISHED BUSINESS**

## **D. CONSENT AGENDA**

### **1. UCC Minutes – March 25, April 1 8, & 15, 2022**

Chair Doe: Asked if there were any items to be pulled for further discussion from the University Curriculum Committee minutes.

Hearing none, consent agenda approved by unanimous consent.

## **E. ACTION ITEMS**

Chair Doe: Indicated that we will be trying something different today to keep track of what is happening in the chat. We will ask that you use the chat to indicate your request to speak. Requested members indicate whether they are speaking in favor or against so we can balance the conversation. This is what we would do if we were meeting in person.

### **1. Election – Faculty Representatives to Standing Committees – Committee on Faculty Governance – Steve Reising, Chair**

Steve Reising: On behalf of the Committee on Faculty Governance, would like to move these 40 names for academic faculty nominations for Faculty Council standing committees. These are twelve standing committees and staffing all committees, except for Executive Committee, which is done separately. Thanked everyone who volunteered to serve three-year terms.

Chair Doe: Thanked Reising. Reminded members that no second is needed since this is coming from a standing committee. Asked if there was any discussion around this ballot.

Chair Doe: Hearing no further discussion or questions, requested a vote in the chat using Microsoft Forms.

Motion approved.

2. Motion on Transfer Credit Limits – Committee on Teaching and Learning –  
Shawn Archibeque, Chair

Shawn Archibeque: The Committee on Teaching and Learning would like to move that CSU no longer limit the number of transfer credits from two-year institutions to 64, but rather will enforce the 42 upper-division credits and 30 upper-division and resident requirements to ensure that students have a major proportion of their coursework completed at CSU.

Chair Doe: Thanked Archibeque. Asked if there was any discussion around this item.

Brian Butki: Wondering what events or activity led up to this. It seems that 64 credits are standard. Not arguing this, just curious.

Archibeque: This is kind of a legacy policy from when there were 128-credit degree programs. We already have no limits on the number of credits from four-year institutions, so this would bring us in line with our peer institutions as well as our agreements with these institutions.

Archibeque: Prior to this motion, if the students were transferring credits from a two-year institution, they would face the 64-credit limit. The Registrar's Office essentially was going to have to make their best guess at which credits would be best to approve out of whatever number they had. While that may work when a student comes in, if they were to change their major or something, those may no longer be the best credits for the student, and the Registrar's Office would have to go back. That is not consistent with the rest of our policies, so this is just bringing everything in line with our existing policies.

Chair Doe: Thanked Archibeque. Asked if there was any further discussion or questions. Hearing none, requested a vote in the chat using Microsoft Forms.

Motion approved.

3. Motion Regarding S/U Grading Policy – Committee on Scholastic Standards –  
Jill Putman, Associated Director for Outreach and Support Programs, CoSS  
Representative

Jill Putman: Stated that Alan Kennan is here to speak to this motion.

Alan Kennan: The Committee on Scholastic Standards would like to move that for currently enrolled undergraduate students with F grades from Spring 2020, Fall 2020, Spring 2021, and Summer 2021

terms will be automatically changed to U grades with the continued option for students to change U grades back to F grades upon request.

Kennan: These are semesters where S/U grading was already approved and all we are changing is the method of implementing the change from F to U.

Chair Doe: Thanked Kennan. Asked if there was any discussion around this motion.

Doreen Hyatt: Asked: Did this come from a reaction to COVID? Wondering why we would let students who have failed a class not fail a class.

Kennan: Yes, this was a COVID-related policy.

Chair Doe: Can provide some basic outline of the conversations around this. This went on semester after semester during the pandemic period. Initially there were emergency approvals that were done around this, and it eventually got to the point where we did not necessarily want to give U as an option, but there were students who had made the determination that they would use this option. During the semesters where they could, there was a good number of students, as the rationale explains, that did not know about this option and did not activate it. This is part of what this is attempting to remedy. Of the 2,500 students who received an F, 700 of those students are enrolled this spring. The concern is that the students who did not do it because of not understanding that it was an option. Asked if this answered Hyatt's question.

Hyatt: Yes. Just wondered about the automatically changing. Knew students had the option but did not realize this was not communicated to them enough.

Chair Doe: Asked if there were any other questions or comments. Hearing none, requested a vote in the chat using Microsoft Forms.

Motion approved.

#### 4. Motion Regarding AUCC 1C – AUCC 1C Task Force

Steve Benoit: On behalf of the Faculty Council Ad Hoc Task Force on AUCC category 1C, move the approval of the changes to the description, content criteria, and the student learning outcomes for that category as shown in the agenda packet.

Benoit: The rationale for these changes is primarily to give faculty more freedom in their approaches to implementing 1C courses, as opposed to prescribing that 50% of their assessment would have to come from student dialogue. The goal is to allow faculty to design courses in a way appropriate to their discipline and their content, while still honoring the demands that the students gave us to bring this content into the core.

Ashby Butnor: Am going to give a quick presentation of the proposed changes. In May 2020, the Faculty Council approved the creation of the AUCC 1C category of Self, Community, World, with dialogue about diversity, inclusion and equity. With the creation of this new category and this new

student requirement was the elimination of another category of Diversity and Global Awareness, which was category 3E. Faculty Council approved the requirement that student select one course on global awareness from category 3A-3D, so in effect there was a splitting of category 3 with diversity, equity and inclusion moving to 1C and recognizing it as a fundamental competency and have global awareness courses migrating into category 3 of the AUCC and getting that global awareness designation. Noted that there has been an approved three-year extension to the original timeframe.

Butnor: Explained the movement of the courses into the appropriate categories.

Butnor: We have been meeting with faculty and chairs across campus. Showed members various examples of courses being proposed to populate 1C. This category will need to be populated over the next six semesters, supported by funding through the Provost's Office.

Butnor: Returned to the history of this category. In October 2020, Faculty Council approved a shortening of the name to Diversity, Equity, and Inclusion. In April 2021, there was dialogue-centric language added to 1C, including the 50% of the grade being based on dialogue, dialogue being added to the content criteria and the addition of two dialogue-focused student learning outcomes. That is really where the focus of our recommended changes are.

Butnor: About six months ago, this task force was created to be a faculty-driven committee. It has representatives from five colleges. The charge of the task force was to define the curriculum and pedagogical expectations, which was discussed at the April 22<sup>nd</sup> special session. We also discussed the implementation process and course development funding and professional development opportunities that would be available.

Butnor: Walked members through the recommended changes as seen in the agenda packet.

Chair Doe: Thanked Butnor and Benoit. Asked members to indicate their wish to speak in the chat and whether they will be speaking for or against this motion to help us provide a balanced back and forth.

Peter Jan van Leeuwen: Had a question about the layout on page 59 of the agenda packet. It seems confusing. Wondering if someone can clarify the layout or why it is presented this way.

Chair Doe: Clarified that the section being referred to appears under "Student Learning Outcomes" with the cross-outs afterwards. Asked: Is that correct?

van Leeuwen: Confirmed. It looks a bit messy or that items are missing. Stated that there is a bullet point a, but no further ones.

Chair Doe: Can understand the confusion. Asked Goetz if he could provide any clarification on how this section appears.

Goetz: Stated that the single bullet point could go away. That a bullet point refers back to the learning outcomes in the state mandated language. It is not necessary here without the rest of the list, and we can work with that if that were something to be changed. Probably was an error as we pulled this all

together, but it could be removed. [Parliamentarian indicated offline that a typo can be corrected without a motion or any additional actions.]

Antonio Pedros-Gascon: Have a request for clarification. In response to section pointed out by van Leeuwen, believe that is usually considered as a curatorial change and could probably be fixed without a big fuss.

Pedros-Gascon: Thanked the task force for their willingness to remove the word “domestic” in the current wording. Would like to also understand how the guidance committee will be shaped and expressed hope that it would be inclusive in its scope. Would also like clarification about if there will be any issues on the side of the institution if we end up providing classes to be taught in a language that is not English. Asked: Is English the only language that the guidance committee will accept, or is the institution okay with courses being developed in any of the other languages? Requested that this question be reflected in the minutes so we don’t have to litigate this question later.

Goetz: Believe the section being referred to here is the underlined area that states that 1C must base the final grade on writing, etc. It does not imply a language, so it does not restrict languages at this point. Sense is that we would have to see a proposal come through the process to establish whether or not it would be suitable for a category in the AUCC. One thing to remember is that the AUCC coursework is available to and required of all students, so that would be part of the decision-making process. Right now, it does not restrict language, but cannot answer for the University’s perspective on that.

Pedros-Gascon: Requested to respond. Understanding is that in this institution, the departments have the capacity of setting a set of expectations of who can enter in some classes. For example, they could create the expectation that a course be specifically catering to heritage speakers of Spanish. Not everyone is a heritage speaker of Spanish, so that would be discriminating, in the sense that it is catering to a specific group with specific needs. Would like to understand if this is something that is going to be considered, or if the feeling is that any person in the whole institution needs to be able to register for 1C, which would then mean that though there is no definition of language, there is a clear understanding that it can only be taught in English.

Chair Doe: Would go on record to say that understanding is that the language here is not to rule out any particular language. If there is a need to discuss this further, heard from Goetz that maybe we would need a different proposal where the membership is able to consider what is being discussed here, or the University Curriculum Committee would. Gave personal opinion: See nothing in the language here that would prevent 1C courses from being offered in any language. This does not seem to rule out that possibility.

Anderson: Requested clarification. Asked: Would regular grades of A, B, C, etc. be used for this class, or could a student opt for an S or a U grade? Wondering if a student has a different view and that becomes an issue in the discussion, grades can be subjective. Curious about what the grading will look like.

Michelle Foster: Can answer this question. Introduced herself as a member of the task force and the Assistant Dean of Diversity, Equity, and Inclusion for the College of Health and Human Sciences. Have been speaking to Matt Hickey about this because we wanted to make sure that as these classes

were designed, they are not forcing anybody into a particular opinion. It is supposed to be about dialogue. As long as there is dialogue and expressing yourself in different ways, there is a chance to discover more. It should not be that there is a preference to one opinion over the other. There should be open and welcome opinions to everything.

Moti Gorin: Would like to speak in favor of the motion. There has been a lot of discussion about these details and what we see in front of us is preferable to the draft we had seen before. Thinks it is a good idea to adopt these changes. Would like to also register a general concern about the procedure around this. Stated that this does not have to do with the task force or this particular measure, but rather in May of 2020 we were presented with a vote on whether to get rid of 3E and invent this new competency. If you go back and look at those minutes, you will see that there is zero discussion. This is a major change and there are some significant complications and worries about it. The point is that we as a faculty never had a discussion about how best to accommodate and respond to climate concerns on campus and the student demands on campus. We instead got a top-down suggestion about 1C, and we rubber stamped it. There was no discussion and now we are talking about the details. Just wanted to register that as a concern.

Chair Doe: Thanked Gorin. Stated that there is a bit of difference in opinion about how much discussion occurred prior to that meeting. Not here to make any particular argument about that. Noted that there was no discussion at the Faculty Council meeting, as noted in the record. Asked if there were any other questions or comments.

Silvia Canetto: Requested that anywhere it says “diverse perspectives” be changed to instead say “a diversity of perspectives.” If we call something other than the so-called mainstream “diverse”, it socialized and reinforces the mainstream as the ordinary, the national, the central, and then everything else is exotic and to be explained. Since we are encouraging dialogue, think that we should use the language “a diversity of perspectives” instead.

Chair Doe: Thanked Canetto. Asked: Would you like to make a motion to amend?

Canetto: Move that wherever that language appears, we have “a diversity of perspectives.”

Joseph DiVerdi: Seconded Canetto’s motion.

Chair Doe: Wrote motion into the chat so we have it on record. Noted that Pedros-Gascon indicated it appears thirteen times in this document. Asked if there was any discussion around the motion to amend.

Vice Provost Kelly Long: Pointed out that the language “diverse perspectives” is specified in the student learning outcomes that are part of the state general transfer agreement. We are required to use those verbatim in any learning outcome articulation for a general transfer agreement course.

Chair Doe: Thanked Vice Provost Long. That is very important. Will have to call this motion out of order. We do not have the capacity to change the language that is provided by the state or agreed to by the state. Perhaps there will be another opportunity for faculty where that language is discussed and maybe the change could occur at that time.



Canetto: Asked what would need to be done to change this. Think it is very problematic.

Chair Doe: Unfortunately we cannot do anything to make it happen today, because this is state-mandated language. We can make a note of this and down the road, we could go as faculty to meetings where the language around state requirements occur. This is the opportunity to get involved and to let your representatives get involved to help with this. Those are things that happen at the state level, and am not aware when such a meeting might occur again. Reminded members that we are back to the original motion since this motion to amend has been called out of order.

Mike Antolin: Request for clarification. Know we are back to the original motion, but question about motion to amend. Having searched this document, there are thirteen occurrences of the term “diverse perspectives.” Asked: Does all of this document refer to teaching standards and thus has to follow the state language, or are there particular places where Canetto’s wording would make sense and not change our following state standards?

Chair Doe: That is a good question. The student learning outcomes have to be verbatim, but if there are other locations in the document where we see this language outside of the student learning outcomes. The student learning outcomes are driven by the state and they are threaded throughout this document. What we would need to discover is whether there are any other locations outside of these student learning outcomes where those words exist.

Vice Provost Long: Commented in the chat that was part of a General Transfer agreement between all state institutions of higher ed (community college and 4-year), we gather faculty to discuss, debate, and agree upon language for outcomes and content criteria that all institutions agree to implement. This is part of assuring a standard and creating common transfer opportunities for students.

Chair Doe: Went through document to provide examples of student learning outcomes and content criteria. These are things that have been approved at the state level.

Norton: Posted links to the [Competencies](#) and [Content Criteria](#) requirements for Guaranteed Transfer in the chat.

Butnor: We had a lot of discussion around this in the task force. Asked: Given that 1C is a CSU category, then can the content criteria be changes just as the dialogue was added? Asked: Why is it the case that we cannot clarify this language in the first bullet?

Chair Doe: Think we have agreed that the transferability of the course has to do with the student learning outcomes. Therefore the content criteria are an invention. Asked Goetz for clarification.

Goetz: Indicated that the one bullet point being referred to by Butnor on page 58 could be changed. That does not make available the changes to the other thirteen in the document. This one bullet point could be changed because the content criteria for category 1C based on the state-mandated language will be accomplished as noted in the note above that the AUCC 1C category is aligned with the following gtPathways categories. So by addressing those categories, the state-mandated language will be met and the words for that one bullet point could be changed. Noted that we have courses in the AUCC that are already referring to that former language. Wanted to clarify the state’s language.

Indicated where “diverse perspectives” appears. Indicated that we are not recommending a change for this action item.

Steve Benoit: Asked in the chat: Can amendments be made to language that was not part of the additions/strikeouts of the main motion?

Chair Doe: Our Parliamentarian states that amendments can be provided for sections that are also being amended. It is possible we can put Canetto’s motion back in order and amend the language in that particular section. Would need a new motion to amend that specific area.

John Slater: Asked in the chat: What is the scale of the problem related to courses potentially not transferring? Asked: In other words, if some of our courses don’t transfer, how many students are negatively affected?

Goetz: Sense is that it would not affect the transferability because of the six bullet points listed here. No matter the course, it is going to meet that state-mandated language from GT-AH1, GT-AH2, GT-AH3, GT-SS1, GT-SS2, and GT-SS3. That would be signed off on by someone in every unit prior to the gtPathways declaration of the course.

Vice Provost Long: Commented in the chat that she didn’t think it would impact transfer, although in the original implementation, we were directed to use verbatim language.

Chair Doe: Thanked Goetz. Requested members pause to allow chat to clear for new motion. Wrote new motion for Canetto in the chat to ensure it is accurate. Motion should state “Motion to amend the language in the content criteria under Diversity and Global Awareness to say ‘explore a diversity of perspectives’ instead.” Asked Canetto if this captured her motion.

Canetto: Confirmed.

DiVerdi: Second Canetto’s new motion.

Chair Doe: Asked for any questions or comments about this motion.

Vice Provost Long: We could present a rationale to the state that “diversity of perspectives” is aiming toward the same end included in the language “diverse perspectives.”

Gorin: Asked a question of Vice Provost Long in the chat: Are you speaking about the one instance of “diverse perspectives” or all of them?

Vice Provost Long: Responded to Gorin in the chat. Mean wherever student learning outcomes are specified. Expressed hope that we could explain to anyone from the Colorado Commission on Higher Education that we are capturing the intent of the student learning outcomes with this new language.

Jose Luis Suarez-Garcia: Asked: Do we have the authority to change what was mandated by the state? Not in favor of changing the thirteen possible cases because the language may differ in the different locations. If we are to take that approach, should go one by one.

Chair Doe: Do not think that is the motion. This motion is purely for the one location, because that is the only location that would not have implications for the application of the state-mandated language. The other locations are not being considered.

Antolin: Expressed support for this new language. This is inclusive language that is saying we are open to all perspectives as opposed to just something that may be considered diverse relative to whatever the majority is.

Gorin: Requested clarification. Canetto introduced the motion to change the thirteen instances where it says “diverse perspectives” to now say “a diversity of perspectives.” We then called it out of order because the state-mandated language has to be verbatim. We now have this one instance where we can change it. Asked Vice Provost Long: Wherever student learning outcomes are specified, could we now entertain that motion? Thought comment suggested that this could be changed without threatening any student’s ability to transfer. If that is the case, think Canetto will want to re-introduce original motion. Would like some clarification on this.

Vice Provost Long: Think we would be safest if we leave the language as it is specified by the state where we are listing content criteria or learning outcomes. Am doubtful that most students and people reading on the end will even have awareness of the difference that we are articulating between “diversity of perspectives” and “diverse perspectives.”

Chair Doe: Think we are trying to keep our focus on 1C. If we are going to get into a conversation about every instance in the AUCC core around use of this language, we may not only have a state problem but would also want to think about the implications of such a change. It also lies a bit out of our focus for today’s conversation. Brought members back to motion as it is written and suggested we move ahead unless there are strong objections.

Antolin: Move to call the question.

Motion to call the question approved by a 2/3 vote.

Chair Doe: We now move to vote on the motion to amend as presented by Canetto. Requested members vote in the chat using Microsoft Forms.

Motion to amend the language in the 1C content criteria under the heading “Diversity” to say “a diversity of perspectives” instead of “diverse perspectives” approved.

Chair Doe: We now move back to the original motion. Asked if there was any other discussion or questions. Hearing none, requested a vote in the chat using Microsoft Forms.

Motion to approve revisions to AUCC 1C category approved.

## **F. PROVOST/EXECUTIVE VICE PRESIDENT REPORT – Provost Mary Pedersen**

Provost Mary Pedersen: Thanked everyone for their dedication throughout the semester and academic year. It has been a wonderful year, and wanted to thank everyone for their efforts.

Provost Pedersen: Congratulated our new University Distinguished Professors and University Distinguished Teaching Scholars:

- Debbie Crans, University Distinguished Professor
- Temple Grandin, University Distinguished Professor
- Kathleen Galvin, University Distinguished Professor
- Wes Kenney, University Distinguished Professor
- Susan van den Heever, University Distinguished Professor
- Meena Balgopal, University Distinguished Teaching Scholar

Provost Pedersen: We also have some student Fulbright Scholars. We have Jenna Biedscheid, Keelan Kenny, and Natalie Montecino. They have received grants from the U.S. Department of State and the William Fulbright Foreign Scholarship Board. We also are learning that some faculty have received them, so we will be reporting on that in the fall.

Provost Pedersen: We have some good news. Our Clark building received state legislature and governor approval for \$38 million for the expansion transformation. This is the first installment of an anticipated three-phase partnership with the state. The total renovation will run about \$120 or \$130 million and we have received an additional \$11 or \$12 million through gifts. Congratulated Dean Ben Withers and the efforts of others for working on this important project and get funding for this needed renovation of Clark. This is a building that is not only home to the College of Liberal Arts and most of its departments, but it serves about 70% of our undergraduate students every year with so many of the core curriculum classes. Seven or eight academic colleges teach courses in Clark, It is the most heavily utilized building on campus, so this is very exciting and long overdue.

Provost Pedersen: Encouraged members to read the [Provost Report Addendum](#) to read more updates from the colleges and other units.

Provost Pedersen: We are in the middle of having candidates on campus for our Dean searches. This includes the Dean for the College of Veterinary Medicine and Biomedical Science, as well as the Dean for the Warner College of Natural Resources. We will be finishing these up in the next week or two.

Provost Pedersen: We are having a retreat on our student success initiative on May 20<sup>th</sup> and will be summarizing that and sending out a newsletter to share what is happening with our student success initiative.

Provost Pedersen: In terms of enrollment, we are looking really good for fall. Currently we have a little over 6,000 students that have confirmed, which is a 6% increase in confirmations from this time last year. Deposits are at 96% of our goal. Congratulated the admissions team and thanked them for all their hard work. We will be spending the summer getting a breakdown of the data and working with colleges and departments to let them know numbers and planning.

Chair Doe: There is a question for Provost Pedersen before we move to the Academic Master Plan presentation.

Mary Van Buren: Glad to hear that Clark is finally going to be renovated. Wondering what the administration is planning to do for the people who work inside Clark building and specifically how our depressed wages will be addressed.

Provost Pedersen: Clarified if the first question was about the relocation during the transition.

Van Buren: No, specifically asking about what the administration is planning to do with regard to the very low wages of those who work in the Clark building.

Provost Pedersen: Thanked Van Buren for the clarification. We are working to address all our faculty and staff across campus, and this is a really important priority. We have been able to put in 3%, and we realize the impact of growing inflation in our area across the nation. This does not really offset the cost of living at all, and we recognize it is much higher than what we have. We are continuing to move forward in our evaluations of all our administrative professional staff as well as our faculty to look at competitiveness. We have detailed breakdowns and are waiting for the AON study for the administrative professionals. We have our data for our faculty. Our goal is to address those that are the lowest paid as soon as we have an approved budget. We will then have an idea of how much we can start to tackle this year and will continue to address it in the years coming forward. We will have a more detailed plan as soon as we know what our budget is. We recognize that this is an important issue and we plan to address it. When we have more information, will share that with all of you.

Chair Doe: We have one follow-up before we move on.

Anders Fremstad: Wondering if there is a plan to raise base pay. Think our non-tenure track faculty colleagues are earning \$15,000 less than average country-wide. Asked: Are we going to be involved in this plan or are we waiting to hear from someone about what will happen? Wondering if we will be engaged in this.

Provost Pedersen: We have done analysis for all the faculty. We have looked at different categories and have evaluated based on the CUPA data where we compare across 61 different R1 institutions. We have equated the total amount that it will take. It will take about \$11.2 million to bring us up to about 98% of our peers. We have looked at what it will take to get us to 95% or 97%. Noted that this does not include our administrative professionals, since we are still waiting on that data. Have had one meeting with the Deans where this data was shared and stated that we need to come up with a philosophy of where we want to start. Once we have a budget, think it would be a good idea to bring this back to the Deans to have a conversation about the process. We want to make sure we engage all of you in this conversation so everybody is transparent about what the priorities will be and how we will be approaching this.

Fremstad: Commented in the chat with a follow up. Think that we should focus on raising the base pay of our lowest-paid colleagues (and addressing wage compression) rather than some measure of “market competitiveness.”

Gorin: Expressed agreement for Fremstad’s comment in the chat. Would say “prioritize”, though, since market competitiveness matters also.

Provost Pedersen: Expressed appreciation for Fremstad’s and Gorin’s comments in the chat. Believe we are looking at priority for the lowest-paid colleagues/staff.

Fremstad: Thanked Provost Pedersen in the chat. We look forward to working with the Administration to create a comprehensive plan.

Debora Nunes: Asked in the chat: Are graduate workers (GTAs, GRAs, RAs) included in that study about how much it would require for CSU to match stipends with peer institutions?

Vice Provost Susan James: Responded to Nunes in the chat. Stated that the Graduate School has been leading that analysis.

Provost Pedersen: Introduced Linda Dalton and Linda Nagle.

a. Academic Master Plan Presentation – Linda Dalton, Linda Nagle, and Andrea Duffy

Linda Nagle: Thanked Provost Pedersen and Faculty Council for giving us time to share a brief update on the Academic Master Plan. Explained the timeline for the Academic Master Plan. This has been a highly engaged process over the past nine months and has included broad engagement across campus. The Academic Master Plan is tightly linked to Courageous Strategic Transformation as well.

Nagle: In Fall of 2021, we focused on the academic direction for CSU. We had an academic forum in October and then departments, colleges, centers, and schools across campus were engaged through a template where we captured a tremendous amount of information, data, and ideas. We also conducted two open forums as part of the Courageous Strategic Transformation open forums. The product of all this effort was a Phase One report, which is available on our [website](#). This report identified academic themes for the University.

Nagle: In Spring of 2022, we focused on demographics and education, research engagement, and particularly with opportunities moving forward. This also included engagement across departments, colleges, and other units across campus. We produced a Phase Two report, and in this report, we identified aspirations for the institution.

Nagle: We are currently in Phase Three, where we are developing the plan. We are refining the aspirations and strategies. We conducted a couple open forums in April, which engaged over 200 people and we captured a lot of great ideas. This summer, we will be changing and focusing on enrollment goals.

Nagle: Some of the academic themes that have emerged as part of this process came directly from academic department and unit input. The labels and definitions of the themes have evolved based on comments from the Advisory Committee and all of the open forums. These themes are interdisciplinary and intended to be collaborative. They also map with Courageous Strategic Transformation, under Innovation Priority 3.3. The Academic Master Plan is really providing the details behind those strengths and those pillars.

Linda Dalton: Will talk about the five aspirations that have come out of the Academic Master Plan process. Will explain how each of these connects to the Courageous Strategic Transformation, because these processes run parallel and are intertwined.

Dalton: This first aspiration speaks to strengthening CSU's recognition and building on the reputation the University already has. In future branding efforts, want the University to get full recognition of its world-class education and particularly as a University that cares about its students, employees, and the community.

Dalton: The next aspiration addresses the seven themes that Nagel discussed.

Dalton: The third aspiration speaks to a diverse array of learners and educators. This speaks not just to the students, but to the entire community and reinforces the first goal in the Courageous Strategic Transformation, people and culture, by stressing the importance of the University community preparing itself to serve a broader array of learners. It is wide-ranging and includes a lot of the curriculum discussions like the one we had today.

Dalton: The fourth aspiration looks at student experiential learning in all of its guises, whether it is through research, creative artistry, various kinds of community engagement. It emphasizes the importance of student success and preparing students for their futures as individuals in society as well as in their careers. This also connects with the Courageous Strategic Transformation goal of impact by explicitly connecting students to the impact of CSU as an academic institution.

Dalton: Finally, underlying all of this, is course indisciplinary and collaboration, which across all of the academic programs, research, creative artistry and engagement are critical. The last aspiration addresses the important of having support structures and systems in place to reward this kind of work, especially the kind of innovation that occur at the cross sections between traditional disciplines and fields.

Dalton: The plan report will include a discussion of the process we have been through so that we have documentation of the involvement. It will also include background information that came from both phases of the process on the trends from Phase One and the demographics from Phase Two. The bulk of the plan is the aspirations and strategies at a similar level of detail as the Courageous Strategic Transformation. When we work with our Advisory Committee, we will be developing some priorities out of those. This will lead us to creating the implementation framework where we can go with the priorities. One of the aspects of this plan is assigning leadership responsibilities for each of the strategies. It will also include a schedule of items and what might be able to be started on immediately and which will have to wait. Stated that there is time to still comment through this week through the website.

Nagel: Thanked Dalton. Directed members' attention the website, where all the work we have listed today is posted. It has all the reports, aspirations and the drafts, as well as all the slide presentations we have given throughout the year. As Dalton indicated, we are inviting feedback until May 6<sup>th</sup>. Encouraged members to go to the website to provide any feedback on any of the themes, aspirations, and processes. Thanked everyone for their attention. We feel this is an exciting opportunity for the University and we are looking forward to seeing this implemented.

Chair Doe: Thanked Nagel and Dalton for being here. We are keenly interested in the Academic Master Plan and appreciate the opportunity to hear about it and be involved as we move forward.

Provost Pedersen: Encouraged everyone to go read the plan. The team has been careful to show every connection to our Courageous Strategic Transformation. Assured that this is a foundational plan and an integral part of our Courageous Strategic Transformation. Prioritization will be an important part of this and decide which pieces we will do first. This includes compensation for our faculty and staff and recognition for them, which we know will be a high priority. Thanked Nagel and Dalton for their leadership on this.

Chair Doe: Asked if there were any questions.

Pedros-Gascon: Went to look at the Academic Master Plan feedback. Stated that it is requiring the name and complete affiliation of the people providing feedback. Usually, this kind of feedback is anonymous. This one is not, and it may not facilitate the engagement of people who feel critically of the Academic Master Plan but may not want to be singled out as the ones who are complaining about it. Wondering why this information is being required for feedback.

Dalton: Asked if Pam Jackson could speak to this, as she set up the comment. Can probably explain how this works.

Pam Jackson: Indicated that Pedros-Gascon is right, we usually have them set up where they are optional to submit. Not sure why this one was set up this way. Believe we asked the web team to set it up, and often this is the format they use. Can have that taken off. Especially for something like this, we allow comment without that information for exactly the reasons stated by Pedros-Gascon. We will go in and have that changed.

Pedros-Gascon: Asked if the deadline for submitting could be extended. Requested that an email be sent letting people know that that information is no longer being required, and have this extended a week so that people who chose not to submit for that reason can have the chance to do so if they wish.  
Jackson: Yes, we can do that.

Chair Doe: Hearing no further questions or comments, thanked Dalton and Nagel for being here to present the Academic Master Plan.

## **G. REPORTS TO BE RECEIVED**

### **1. Faculty Council Chair Report – Sue Doe**

Chair Doe: This is our last Faculty Council meeting of the year. Wanted to thank Norton for serving as Vice Chair and Melinda Smith for serving as our Board of Governors Representative. Smith will be moving into the Vice Chair position, and Norton will be moving to the Board of Governors Representative position. Wanted to also thank Amy Barkley for her steadfast and exceptional work on behalf of Faculty Council. Wanted to also thank Lola Fehr who has been in our meetings serving as Parliamentarian and is such an important role.

Chair Doe: To connect the Academic Master Plan and Courageous Strategic Transformation, think faculty are always eager to be involved at all levels and stages of such important guiding visions. Know we will all be eager to see how this all plays out. Know that we seek meaningful involvement



and trust that we will have this in the future. Called for this in the SOURCE story in the “5 Minutes with Sue Doe” piece that was published.

Chair Doe: Have been working with a variety of people on a committee called the Retention and Recruitment of Minoritized Faculty and Staff Committee. It was a piece of the former Commission on Diversity. When that group was disbanded, this committee decided to continue meeting. Happy to report that some progress has been made there and more attention will be paid in the future to the importance of that question and that issue. Retaining and recruiting faculty and staff who are representing a diverse population is a matter of key importance. It is not just about getting people here, but about supporting them once they are here as well and finding ways to do that is so important. Asked members who have thoughts about that to feel free to reach out and would be happy to take them forward.

Chair Doe: The surveys for our University Grievance Officer and our President have been more or less completed at this point and reports are being drawn up. Expressed hope that we will be able to share with the Faculty Council a high-level report on what these surveys showed. The Faculty Council Executive Committee is hoping to meet with President and is scheduled to meet with the University Grievance Officer to give feedback to both parties about what faculty are saying and how those entities might consider responding.

Chair Doe: We are working diligently to figure out the status of a committee called the University Policy Review Committee. This is a committee that represents all of the employee groups and has a role in reviewing policies as they come across. We are hoping to figure out how to get that committee going properly and be utilized in meaningful ways.

## 2. Board of Governors Report – Melinda Smith

No report at this time.

## H. DISCUSSION

### 1. Office of Inclusive Excellence Updates – Kauline Cipriani, Vice President for Inclusive Excellence

Discussion item postponed until Fall 2022 meeting.

Chair Doe: Thanked everyone for a wonderful year. Expressed appreciation for everyone’s participation and involvement. Wished members a good rest of the semester and a good summer.

Meeting was adjourned at 6:05 p.m.

Sue Doe, Chair  
 Andrew Norton, Vice Chair  
 Melinda Smith, BOG Representative  
 Amy Barkley, Executive Assistant

ATTENDANCE  
**BOLD INDICATES PRESENT AT MEETING**  
UNDERLINE INDICATES ABSENT AT MEETING  
**2021-2022**

**Chair: Sue Doe** **Vice-Chair: Andrew Norton**  
**Executive Assistant: Amy Barkley** **BOG Representative: Melinda Smith**  
**Professional Registered Parliamentarian: Lola Fehr**

<b>ELECTED MEMBERS</b>	<b>REPRESENTING</b>	<b>TERM</b>
<b>Agricultural Sciences</b>		
<b>Dawn Thilmany</b> (substituting for Stephan Kroll, on sabbatical Spring 2022)	Agricultural and Resource Economics	2022
<b>Jennifer Martin</b>	Animal Sciences	2024
<b>Jane Stewart</b>	Agricultural Biology	2024
<b>Kelly Curl</b>	Horticulture & Landscape Architecture	2022
<u>Jim Ippolito</u>	Soil and Crop Sciences	2023
<b>Steve Fonte</b> (substituting for Marco Costanigro, on sabbatical 2021-2022)	College-at-Large	2023
<b>Bradley Goetz</b>	College-at-Large	2022
<b>Andrew Norton</b>	College-at-Large	2023
<b>Health and Human Sciences</b>		
<b>Ruoh-Nan (Terry) Yan</b>	Design and Merchandising	2024
<b>Raoul Reiser</b>	Health and Exercise Science	2022
<b>David Sampson</b>	Food Science and Human Nutrition	2022
<b>Lisa Daunhauer</b>	Human Development and Family Studies	2023
<b>Erin Arneson</b>	Construction Management	2023
<b>Aaron Eakman</b>	Occupational Therapy	2023
<b>Sharon Anderson</b>	School of Education	2024
<b>Shannon Hughes</b>	School of Social Work	2022
<b>Brian Butki</b>	College-at-Large	2024
<b>Business</b>		
<b>Bill Rankin</b>	Accounting	2023
<u>John Hoxmeier</u>	Computer Information Systems	2024
<u>John Elder</u>	Finance and Real Estate	2022
<b>Rob Mitchell</b>	Management	2024
<u>Jonathan Zhang</u>	Marketing	2023
<b>Engineering</b>		
<b>Peter Jan van Leeuwen</b>	Atmospheric Science	2024
<b>Margarita Herrera-Alonso</b>	Chemical and Biological Engineering	2022
<u>Hussam Mahmoud</u>	Civil and Environmental Engineering	2024
Ali Pezeshki	Electrical and Computer Engineering	2022

<b>Kirk McGilvray</b>	Mechanical Engineering	2023
<u>Thomas Bradley</u>	Systems Engineering	2023
<u>Sybil Sharvelle</u>	College-at-Large	2023
<b>Steven Reising</b>	College-at-Large	2022
<u>J. Rocky Luo</u>	College-at-Large	2022

#### **Liberal Arts**

<b>Mary Van Buren</b>	Anthropology & Geography	2023
<b>Jason Bernagozzi</b>	Art	2022
<b>Morgan Johnson</b>	Communication Studies	2022
<b>Anders Fremstad</b>	Economics	2024
<b>Tony Becker</b>	English	2023
<b>Albert Bimper</b>	Ethnic Studies	2022
<b>Maria Del Mar Lopez-Cabrales</b>	Languages, Literatures, and Cultures	2022
<b>Jared Orsi</b>	History	2023
<u>Michael Humphrey</u>	Journalism and Technical Communication	2023
<b>Wes Kenney</b>	Music, Theatre, and Dance	2022
<b>Moti Gorin</b>	Philosophy	2022
<b>Marni Berg</b>	Political Science	2024
<b>Tara Opsal</b>	Sociology	2022

<u>Ajean Ryan</u> (excused) (on sabbatical Spring 2022)	College-at-Large	2023
<b>Antonio Pedros-Gascon</b>	College-at-Large	2023
<b>Emily Morgan</b>	College-at-Large	2023
<u>Lisa Langstraat</u> (excused)	College-at-Large	2024
<b>Allison Goar</b>	College-at-Large	2024
<b>Abigail Shupe</b>	College-at-Large	2024
<b>John Carlo Pierce</b>	College-at-Large	2024

#### **Natural Resources**

<b>Randall Boone</b>	Ecosystem Science and Sustainability	2023
<b>Chad Hoffman</b>	Forest and Rangeland Stewardship	2024
<u>Yoichiro Kanno</u>	Fish, Wildlife, & Conservation Biology	2024
<b>William Sanford</b>	Geosciences	2023
<b>Alan Bright</b>	Human Dimensions of Natural Resources	2023

#### **Natural Sciences**

<b>Olve Peersen</b>	Biochemistry & Molecular Biology	2022
<b>Mike Antolin</b>	Biology	2024
<b>Rob Paton</b>	Chemistry	2023
<b>Ross McConnell</b>	Computer Science	2022
<b>Emily Hardegree-Ullman</b>	Physics	2024
<b>Silvia Canetto</b>	Psychology	2022
<b>Ann Hess</b>	Statistics	2022

(substituting for Mary Meyer, on sabbatical 2021-2022)

<u>Yongcheng Zhou</u>	Mathematics	2023
<b>Alan Van Orden</b>	College-at-Large	2023
<u>Anton Betten</u>	College-at-Large	2022
<b>Brad Conner</b>	College-at-Large	2022
<b>James Liu</b>	College-at-Large	2023

#### **Veterinary Medicine & Biomedical Sciences**

<b>DN Rao Veeramachaneni</b>	Biomedical Sciences	2022
<u>Kevin Haussler</u>	Clinical Sciences	2022
<b>Elizabeth Ryan</b>	Environmental & Radiological Health Sciences	2023
<b>Tony Schountz</b>	Microbiology, Immunology and Pathology	2024
<u>Candace Mathiason</u>	College-at-Large	2022
<b>Marie Legare</b>	College-at-Large	2023
<b>Doreene Hyatt</b>	College-at-Large	2022
<u>Christianne Magee</u>	College-at-Large	2022
<b>Jennifer Peel</b>	College-at-Large	2023
<b>John Rosecrance</b>	College-at-Large	2023
<b>Sheryl Magzaman</b>	College-at-Large	2023

#### **University Libraries**

<b>Linda Meyer</b>	Libraries	2022
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#### ***Ex Officio Voting Members***

<b>Sue Doe</b>	Chair, Faculty Council/Executive Committee	2022
<b>Andrew Norton</b>	Vice Chair, Faculty Council	2022
<b>Melinda Smith</b>	BOG Faculty Representative	2022
<b>Steven Reising, Chair</b>	Committee on Faculty Governance	2022
<u>Shane Kanatous, Chair</u>	Committee on Intercollegiate Athletics	2022
<u>Jerry Magloughlin, Chair</u>	Committee on Libraries	2022
<b>Jenny Morse, Chair</b>	Committee on Non-Tenure Track Faculty	2022
<b>Marie Legare, Chair</b>	Committee on Responsibilities and Standing of Academic Faculty	2022
<b>Melinda Smith, Chair</b>	Committee on Scholarship, Research, and Graduate Education	2022
<b>Alan Kennan, Chair</b>	Committee on Scholastic Standards	2022
<u>James Graham, Chair</u>	Committee on Strategic and Financial Planning	2022
<b>Shawn Archibeque, Chair</b>	Committee on Teaching and Learning	2022
<b>Jose Luis Suarez-Garcia, Chair</b>	Committee on University Programs	2022
<b>Brad Goetz, Chair</b>	University Curriculum Committee	2022
<u>Susan (Suellen) Melzer</u>	Committee on Non-Tenure Track Faculty	2024
<b>Christine Pawliuk</b>	Committee on Non-Tenure Track Faculty	2022
<b>Leann Kaiser</b>	Committee on Non-Tenure Track Faculty	2022
<u>Jamie Neilson</u>	Committee on Non-Tenure Track Faculty	2022
<u>Leslie Stone-Roy</u>	Committee on Non-Tenure Track Faculty	2022
<b>Mary Van Buren</b>	Committee on Non-Tenure Track Faculty	2023
<b>Steve Benoit</b>	Committee on Non-Tenure Track Faculty	2022

<b>Sean Bryan</b>	Committee on Non-Tenure Track Faculty	2022
<b>Pinar Omur-Ozbek</b>	Committee on Non-Tenure Track Faculty	2023

***Ex Officio Non-Voting Members***

Joyce McConnell	President
Ann Claycomb	Chief of Staff
<b>Mary Pedersen</b>	Provost/Executive Vice President
Blake Naughton	Vice President for Engagement & Extension
Yolanda Bevill	Interim Vice President for Enrollment and Access
Diana Prieto	Vice President for Equity, Equal Opportunity & Title IX
<b>Susan James</b>	Vice Provost for Faculty Affairs
<b>Kauline Cipriani</b>	Vice President for Inclusive Excellence
Brandon Bernier	Vice President for Information Technology
<b>Kathleen Fairfax</b>	Vice Provost for International Affairs
Alan Rudolph	Vice President for Research
Jenelle Beavers	Vice President for Strategy
Blanche M. Hughes	Vice President for Student Affairs
<b>Kelly Long</b>	Vice Provost for Undergraduate Affairs
TBD	Vice President for University Advancement
Yolanda Bevill	Vice President for University Communications
Lynn Johnson	Vice President for University Operations
James Pritchett	Dean, College of Agricultural Sciences
Beth Walker	Dean, College of Business
David McLean	Dean, College of Engineering
Lise Youngblade	Dean, College of Health and Human Sciences
Mary Stromberger	Dean, Graduate School
<b>Ben Withers</b>	Dean, College of Liberal Arts
Karen Estlund	Dean, Libraries
Jan Nerger	Dean, College of Natural Sciences
Colin Clay	Interim Dean, College of Vet. Medicine & Biomedical Sciences
John Hayes	Dean, Warner College of Natural Resources
<b>Justin Schwendeman-Curtis</b>	Administrative Professional Council
(substituting for Sarah Olson, Chair)	

## UNIVERSITY CURRICULUM COMMITTEE MINUTES

A ‘virtual’ meeting of the University Curriculum Committee was held on **April 22, 2022** at 11:00 a.m. via Microsoft Teams.

The meeting adjourned at 11:30 a.m.

### Minutes

The minutes of April 15, 2022 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 Course – Fall 2022

Course #	Course Title	Notes	Effective Term
<a href="#">AREC 736D/</a> <a href="#">ECON 736D</a>	Advanced Econometric Methods: Causal Interference	1 cr.; partial semester.	Fall 2022

### Major Changes to Existing Courses

Course #	Course Title	Notes	Effective Term
<a href="#">SOC 487</a>	Internship	• Edit to course description.	Spring 2023
<a href="#">SOC 492</a>	Seminar	• Edits to course description.	Spring 2023

### CONSENT AGENDA

### Experimental Courses – 1st Offering

Course #	Course Title	Notes/Changes	Effective Term
<a href="#">LKOR 380A1</a>	Third-Year Korean I		Fall 2022
<a href="#">LKOR 380A2</a>	Third-Year Korean II		Fall 2022
<a href="#">MATH 181A2</a>	Precalculus	4 cr.	Fall 2022

Minutes approved by the University Curriculum Committee on 4/29/22.

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 **April 29, 2022** at 11:00 a.m. via Microsoft Teams.

The meeting adjourned at 11:55 a.m.

### Minutes

The minutes of April 22, 2022 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 Course – Fall 2022

Course #	Course Title	Notes	Effective Term
<a href="#">TH 348</a>	Speech and Dialects		Fall 2022

### Major Changes to Existing Courses

Course #	Course Title	Notes	Effective Term
<a href="#">HDFS 434</a>	Risk and Resilience Across the Lifespan	<ul style="list-style-type: none"> <li>Re-submission of AUCC 4B designation.</li> </ul>	Spring 2023
<a href="#">HDFS 492</a>	Capstone—Evidence-Based Program Proposals	<ul style="list-style-type: none"> <li>Re-submission of AUCC 4C designation.</li> </ul>	Spring 2023
<a href="#">MKT 307</a>	Fundamentals of Sports Marketing	<ul style="list-style-type: none"> <li>Addition of Add'l Reg Info: <u>Credit not allowed for both MKT 307 and MKT 367.</u></li> </ul>	Spring 2023
<a href="#">MKT 367</a>	Sports Marketing	<ul style="list-style-type: none"> <li>Addition of Mixed Face-to-face offering.</li> <li>Addition of ‘No Freshman’ restriction.</li> <li>Edit to Add'l Reg Info: <u>Credit not allowed for both MKT 307 and MKT 367.</u> <del>Credit allowed for only one of the following: MKT 367, MKT 367A, MKT 367B.</del></li> </ul>	Spring 2023
<a href="#">WR 416</a>	Land Use Hydrology	<ul style="list-style-type: none"> <li>Re-submission of AUCC 4B designation.</li> <li>Edit to prerequisites: (<u>ESS 210 or GEOL 110 or</u> GEOL 120 or GEOL 122 or GEOL 124 or GEOL 150 <u>or GR 210</u> or SOCR 240) and (CIVE 202 or STAT 201 or STAT 301 or STAT 307 or STAT 315) and (PH 110 or PH 121 or PH 141)</li> <li>Change of grade mode: <u>Traditional</u> <del>Student Option</del></li> </ul>	Spring 2023
<a href="#">WR 440</a>	Watershed Problem Analysis	<ul style="list-style-type: none"> <li>Re-submission of AUCC 4A/4B/4C designation.</li> <li>Change of grade mode: <u>Traditional</u> <del>Student Option</del></li> </ul>	Spring 2023

### AUCC 1B and Guaranteed Transfer (GT) Pathways Course: Existing Course Submission (GT-MA1)

Course #	Course Title	GTP Category/Notes	Effective Term
<a href="#">MATH 105</a>	Patterns of Phenomena	<ul style="list-style-type: none"> <li>Edit to Add'l Reg Info: <del>Mathematics Placement Examination or Mathematics Challenge Exam required.</del></li> <li>Approved for AUCC 1B: Quantitative Reasoning/GT-MA1: Mathematics.</li> </ul>	Spring 2023

Program Title Change – New Concentration Title			
Program Title	Notes	Effective Term	
<b><i>College of Health and Human Sciences</i></b>			
<a href="#">Major in Human Development and Family Studies, Leadership and Advocacy Concentration</a>	Replaces the deactivated concentration title below. Offered Main Campus Face-to-Face and Online/DCE. <b>AUCC 4A:</b> HDFS 350 <b>AUCC 4B:</b> HDFS 434 <b>AUCC 4C:</b> HDFS 492 • See CIM for all other changes.	Fall 2022	
Program Title Change – Deactivated Concentration Title			
Program Title	Notes	Last Admit Term	Last Complete Term
<a href="#">HDFS-LEPZ-BS: Major in Human Development and Family Studies, Leadership and Entrepreneurial Professions Concentration</a>	Replaced by the new program title above.	Summer 2022	Spring 2023

Program Title Change – New Program Title			
Program Title	Notes	Effective Term	
<a href="#">Major in Watershed Science and Sustainability</a>	‘Placeholder’ concentration. Replaces the deactivated program title below.	Fall 2022	
Program Title Change – Deactivated Program Title			
Program Title	Notes	Last Admit Term	Last Complete Term
<a href="#">WRSC-BS: Major in Watershed Science</a>	Replaced by the new program title above.	Summer 2022	Fall 2025
New Undergraduate Concentrations			
Program Title	Notes	Effective Term	



<a href="#">Major in Watershed Science and Sustainability, Watershed Data Concentration</a>	Offered Main Campus Face-to-Face. <b>AUCC 4A/4B/4C:</b> WR 440 <b>AUCC 4B:</b> WR 416	Fall 2022
<a href="#">Major in Watershed Science and Sustainability, Watershed Science Concentration</a>	Offered Main Campus Face-to-Face. <b>AUCC 4A/4B/4C:</b> WR 440 <b>AUCC 4B:</b> WR 416	Fall 2022
<a href="#">Major in Watershed Science and Sustainability, Watershed Sustainability Concentration</a>	Offered Main Campus Face-to-Face. <b>AUCC 4A/4B/4C:</b> WR 440 <b>AUCC 4B:</b> WR 416	Fall 2022

#### Program Title Change – New Program Title

Program Title	Notes	Effective Term
<a href="#">Interdisciplinary Minor in Sport Management</a>	<ul style="list-style-type: none"> <li>Change of College: <u>Liberal Arts</u> <del>Intra-University</del></li> <li>Change of Department/Unit: <u>1701 – College of Liberal Arts</u> <del>1001 – Provost / Acad Vice President</del></li> <li>See CIM for all other changes.</li> </ul>	Fall 2022

#### Program Title Change – Deactivated Program Title

Program Title	Notes	Last Admit Term	Last Complete Term
<a href="#">ISMQ: Interdisciplinary Minor in Sports Management</a>	Replaced by the new program title above.	Summer 2022	Fall 2022

#### Major Changes to Existing Programs

Program Title	Notes	Effective Term
<a href="#">LLAC-LFRZ-BA: Major in Languages, Literatures, and Cultures, French Concentration</a>	• See CIM for all changes.	Fall 2022
<a href="#">MATH-ALSZ-BS: Major in Mathematics, Actuarial Mathematics Concentration</a>	• Sophomore year: addition of CS 220 to 'Select one' with MATH 235.	Fall 2022

#### CONSENT AGENDA

#### Experimental Courses – 1st Offering

Course #	Course Title	Notes/Changes	Effective Term
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<a href="#">LSPA 281A1</a>	Spanish for Life Sciences	1 cr.; S/U only.	Fall 2022
<a href="#">PSY 681A1</a>	Foundations in Psychology I	1-3 var. cr.	Fall 2022
<a href="#">PSY 681A2</a>	Foundations in Psychology II	1-3 var. cr.	Fall 2022

### Minor Changes to Courses

Course #	Course Title	Notes	Effective Term
<a href="#">ART 326</a>	Art Education Studio	<ul style="list-style-type: none"> <li>Edit to prerequisites: ART 325 <u>with a minimum grade of C.</u></li> <li>Edit to Add'l Reg Info: Junior <del>or senior</del> standing. Admission to Teacher Licensure Program required.</li> </ul> <i>Submitted in CIM as a Major Change.</i>	Spring 2023

### Other Business

- Brad Goetz was approved as the 2022-2023 UCC Chair.
- The UCC Curriculum Deadlines for Spring 2023-Fall 2024 were approved – see document after the Consent Agenda.

Minutes approved by the University Curriculum Committee on 5/6/22.

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 **May 6, 2022** at 11:00 a.m. via Microsoft Teams. The meeting adjourned at 12:20 p.m.

### Minutes

The minutes of April 29, 2022 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
<a href="#">TH 269A</a>	Makeup and Hair Design I: Actors	1 cr.	Spring 2023
<a href="#">TH 368</a>	Projection Design II	AUCC 4A.	Spring 2023

AUCC 1B and Guaranteed Transfer (GT) Pathways Course: New Course Submission (GT-MA1)			
Course #	Course Title	Notes	Effective Term
<a href="#">MATH 127</a>	Precalculus	4 cr.; permanent version of MATH 181A2. Approved for AUCC 1B: Quantitative Reasoning/GT-MA1: Mathematics.	Fall 2022

Major Changes to Existing Courses			
Course #	Course Title	Notes	Effective Term
<a href="#">FACS 479</a>	Colloquium--Family and Consumer Sciences	<ul style="list-style-type: none"> <li>Edits to course description.</li> <li>Edit to prerequisites: <a href="#">FACS 179</a>, <del>may be taken concurrently.</del></li> <li>Addition of Mixed Face-to-face offering.</li> <li>Change of Grade Mode: <a href="#">Traditional</a> <del>Student Option</del></li> <li>Re-submission of AUCC 4A and 4C designation.</li> </ul>	Spring 2023
<a href="#">HORT 310</a>	Greenhouse Management	<ul style="list-style-type: none"> <li>Edits to course description.</li> <li>Edit to prerequisites: <a href="#">HORT 100</a> <del>None.</del></li> <li>Change of Grade Mode: <a href="#">Traditional</a> <del>Student Option</del></li> <li>Re-submission of AUCC 4B designation.</li> </ul>	Spring 2023
<a href="#">HORT 454</a>	Horticulture Food Crop Production and Management	<ul style="list-style-type: none"> <li>Edits to course description.</li> <li>Re-submission of AUCC 4A/4C designation.</li> </ul>	Spring 2023
<a href="#">MATH 435</a>	Projects in Applied Mathematics	<ul style="list-style-type: none"> <li>Adding AUCC 4C designation.</li> </ul>	Spring 2023
<a href="#">MATH 450</a>	Introduction to Numerical Analysis I	<ul style="list-style-type: none"> <li>Adding AUCC 4A designation.</li> </ul>	Spring 2023

<a href="#">TH 161</a>	Stagecraft	<ul style="list-style-type: none"> <li>Edit to course description.</li> <li>Edit to offering term: Fall, <a href="#">Spring</a></li> </ul>	Spring 2023
<a href="#">TH 343</a>	Theatre for Social Change	<ul style="list-style-type: none"> <li>Adding AUCC 4B designation.</li> </ul>	Spring 2023
<a href="#">TH 355</a>	Directing I	<ul style="list-style-type: none"> <li>Adding AUCC 4A designation.</li> </ul>	Fall 2023

Program Title Change – New Concentration Title			
Program Title	Notes		Effective Term
<a href="#">Major in Family and Consumer Sciences, Interdisciplinary Concentration</a>	New title reflects composition of program, reduces redundancy, and uses a label descriptive of students' description of the program.		Fall 2022
Deactivated Concentration Title			
Program Title	Notes	Last admit term	Last grad term
<a href="#">FACS-FASZ-BS: Major in Family and Consumer Sciences, Family and Consumer Sciences Concentration</a>		Summer 2022	Summer 2022

Program Title Change – New Concentration Title			
Program Title	Notes		Effective Term
<a href="#">Major in Horticulture, Horticultural Food Crops Concentration</a>	Replaces both the Production and Seed Science Options.		Fall 2022
Deactivated Concentration Titles			
Program Title	Notes	Last admit term	Last grad term
<a href="#">HORT-HFCZ-BS: Major in Horticulture, Horticultural Food Crops Concentration, Production Option</a>		Summer 2022	Fall 2025
<a href="#">HORT-HFCZ-BS: Major in Horticulture, Horticultural Food Crops Concentration, Seed Science Option</a>		Summer 2022	Fall 2025

Major Changes to Existing Programs		
Program Title	Notes	Effective Term
<a href="#">BUSA-INSZ-BS: Major in Business Administration, Information Systems Concentration</a>	<ul style="list-style-type: none"> <li>Junior/Senior years: addition of CIS 310 and CIS 563 to 'Select from' lists.</li> <li>Update to footnotes.</li> </ul>	Fall 2022
<a href="#">INBZ: Major in Business Administration, Information Systems Concentration with International Business</a>	<ul style="list-style-type: none"> <li>Junior/Senior years: addition of CIS 310 and CIS 563 to 'Select from' lists.</li> </ul>	Fall 2022
<a href="#">MATH-AMTZ-BS: Major in Mathematics, Applied Mathematics Concentration</a>	<ul style="list-style-type: none"> <li>Sophomore year: adding course options.</li> <li>AUCC 4A: <a href="#">MATH 450</a> <del>MATH 369</del></li> </ul>	Fall 2022

<a href="#">MATH-GNMZ-BS: Major in Mathematics, General Mathematics Concentration</a>	<ul style="list-style-type: none"> <li>• <b>AUCC 4C:</b> MATH 417; MATH 466; <a href="#">MATH 435</a></li> </ul> See CIM for all other changes.	Fall 2022
<a href="#">THTR-PRFZ-BA: Major in Theatre, Performance Concentration</a>	<ul style="list-style-type: none"> <li>• <b>AUCC 4A:</b> <a href="#">TH 344</a>, TH 351, TH 355, TH 375</li> <li>• <b>AUCC 4C:</b> <a href="#">TH 450</a>; TH 471</li> </ul> See CIM for all other changes.	Fall 2022

### New Undergraduate Concentrations

Program Title	Notes	Effective Term
<a href="#">Major in Theatre, Costume Design and Technology Concentration</a> *Contingent on approval from affected department 1574-Design and Merchandising and CLA	<b>AUCC 4A:</b> TH 363 <b>AUCC 4B/4C:</b> TH 460	Fall 2022
<a href="#">Major in Theatre, Lighting Design and Technology Concentration</a>	<b>AUCC 4A:</b> TH 362, TH 364, TH 368 <b>AUCC 4B/4C:</b> TH 460	Fall 2022
<a href="#">Major in Theatre, Projection Design and Technology Concentration</a>	<b>AUCC 4A:</b> TH 364, TH 368 <b>AUCC 4B/4C:</b> TH 460	Fall 2022
<a href="#">Major in Theatre, Set Design Concentration</a>	<b>AUCC 4A:</b> TH 344, TH 365 <b>AUCC 4B/4C:</b> TH 460	Fall 2022
<a href="#">Major in Theatre, Sound Design and Technology Concentration</a>	<b>AUCC 4A:</b> TH 362, TH 364, TH 366, TH 368 <b>AUCC 4B/4C:</b> TH 460	Fall 2022
<a href="#">Major in Theatre, Musical Theatre Concentration</a>	<b>AUCC 4A:</b> TH 344, TH 351, TH 355, TH 375 <b>AUCC 4B/4C:</b> TH 450	Fall 2022

### Program Deactivations

Program Title	Notes	Last admit term	Last grad term
<a href="#">THTR-DTHZ-BA: Design and Technology Concentration</a> *Contingent on approval of Costume Design and Technology Concentration above	Replaced by new concentrations above (Costume Design and Technology, Lighting Design and Technology, Projection Design and Technology, Set Design, Sound Design and Technology)	Spring 2022	Summer 2024
<a href="#">TDQ: Minor in Theatre – Design/Technical Theatre</a>	No longer offered and no current enrollment.	Spring 2022	Spring 2022

### CONSENT AGENDA

### Experimental Courses – 1st Offering

Course #	Course Title	Notes/Changes	Effective Term
<a href="#">CIVE 480A4</a>	Global Water Challenges		Fall 2022
<a href="#">VMBS 480A1</a>	Jedi Issues in the Biomedical Sciences	1 cr.	Fall 2022

### Minor Changes to Courses

Course #	Course Title	Notes	Effective Term
<a href="#">ECE 204</a>	Introduction to Electrical Engineering	Edit to offering term: <a href="#">Fall</a> , Spring	Spring 2023
<a href="#">ECE 455</a>	Introduction to Robot Programming/Simulation	Edit to prerequisites: CS 152 with a minimum grade of C <a href="#">or CS 162 with a minimum grade of C</a> or CS 163 with a minimum grade of C or CS 164 with a minimum grade of C.	Spring 2023
<a href="#">ECE 456</a>	Computer Networks	Edit to prerequisites: (CS 152 with a minimum grade of C <a href="#">or CS 162 with a minimum grade of C</a> or CS 163 with a minimum grade of C or CS 164 with a minimum grade of C); ECE 251 with a minimum grade of C; ECE 303 with a minimum grade of C or STAT 303 with a minimum grade of C; ECE 311 with a minimum grade of C)	Spring 2023
<a href="#">ECE 556</a>	AI for Radar and Remote Sensing	Edit to prerequisites: CS 152 with a minimum grade of C <a href="#">or CS 162 with a minimum grade of C</a> or CS 163 with a minimum grade of C or CS 164 with a minimum grade of C; ECE 303 with a minimum grade of C or STAT 303 with a minimum grade of C or MATH 369 with a minimum grade of C	Spring 2023
<a href="#">ECE 572</a>	Semiconductor Transistors	Edit to prerequisites: ECE 331 with a minimum grade of C; <a href="#">ECE 415, may be taken concurrently or ECE 471B or concurrent registration</a>	Spring 2023
<a href="#">ECE 579</a>	Global Navigation Satellite Systems	Edit to prerequisites: CS 152 with a minimum grade of C <a href="#">or CS 162 with a minimum grade of C</a> or CS 163 with a minimum grade of C or CS 164 with a minimum grade of C; ECE 311 with a minimum grade of C; MATH 261 with a minimum grade of C; PH 142 with a minimum grade of C	Spring 2023
<a href="#">HORT 515/AGRI 515</a>	Urban Agriculture	Updating course in CIM; no changes to registration info. <i>Submitted in CIM as a Major Change.</i>	Spring 2023
<a href="#">HORT 523</a>	Screening Crops for Human Health Traits	Edit to prerequisites: <a href="#">HORT 521</a> <del>None</del>	Fall 2023
<a href="#">HORT 524</a>	Food Pharmacology	Edit to prerequisites: <a href="#">HORT 522</a> <del>None</del>	Spring 2023

### Other Business

- Reviewed draft of the 2021-22 UCC Annual Report (to be submitted to Faculty Council this summer).

Minutes electronically approved by the University Curriculum Committee on 5/9/22.

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



**OFFICE OF THE PROVOST AND  
EXECUTIVE VICE PRESIDENT  
COLORADO STATE UNIVERSITY**

108 Administration Building  
1001 Campus Delivery  
Fort Collins, Colorado 80523-1001  
P: 970-491-6614

**MEMORANDUM**

To: Sue Doe, Chair, Faculty Council

From: Mary Pedersen, Provost and Executive Vice President

Date: July 1, 2022

Subject: Approval of Degree Candidates – Academic Year 2022-2023

Mary Pedersen, Provost and Executive Vice President, MOVES THAT FACULTY COUNCIL  
APPROVE THE CANDIDATES WHO MEET THE DEGREE REQUIREMENTS FOR  
GRADUATION DURING THE 2022-2023 ACADEMIC YEAR.

**BALLOT**  
**Academic Faculty Nominations to Faculty Council Standing Committees**  
*September 6, 2022*

**COMMITTEE ON TEACHING AND LEARNING**

*Term Expires*

<u>ROBIN ROTHFEDER</u> (Nominated by Committee on Faculty Governance)	WCNR	2025
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**UNIVERSITY CURRICULUM COMMITTEE**

*Term Expires*

<u>SETH DAVIS</u> (Nominated by Committee on Faculty Governance)	WCNR	2025
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**COLORADO STATE UNIVERSITY  
FACULTY COUNCIL ANNUAL REPORT  
TO THE BOARD OF GOVERNORS  
July 2021 – May 2022**

**Current Faculty Council Officers:**

Sue Doe, Chair  
Andrew Norton, Vice Chair  
Melinda Smith, BOG Faculty Representative  
Lola Fehr, Professional Registered Parliamentarian  
Amy Barkley, Executive Assistant

**Incoming Faculty Council Officers for 2022-2023:**

Sue Doe, Chair  
Melinda Smith, Vice Chair  
Andrew Norton, BOG Faculty Representative  
Lola Fehr, Professional Registered Parliamentarian  
Amy Barkley, Executive Assistant

Faculty Council acts as a representative body for the academic faculty and performs duties delegated to the faculty by acts of the legislature. The Faculty Council, subject to statutes of the State and regulations and policies of the Board of Governors (BOG), has jurisdiction over the general educational policies of the University and passes all rules and regulations necessary to University government. Faculty Council membership consists of one elected representative from each academic department and the Libraries, and a proportionate representation from each college as voting members. Upper-level administrators are *ex officio* non-voting members. The 2021-2022 membership for the Faculty Council is attached. Below is a list of Faculty Council business during the 2021-2022 academic year.

**Action Items Requiring BOG Approval – 2021-2022 Academic Year:**

*Academic Faculty and Administrative Professional Manual Revisions 2021-2022:*

- Section B.2.4 Council of Deans
- Section C.2.1.3.2 Ex Officio Members
- Section C.2.1.9 The Regular and Specialized Standing Committees of Faculty Council
  - Section C.2.1.9.2 The Standing Committees Named
  - Section C.2.1.9.5 Standing Committees: Membership and Function
- Section D.4 Letters Regarding Performance and/or Behavior
- Section E.2.1.3 Contract Faculty Appointments
- Section E.2.1.4 Continuing Faculty Appointments
- Section E.2.2 Other Types of Faculty Appointments
- Section E.5.3 Guidelines on Teaching and Advising
- Section E.10.5.1 Origin and Processing of Tenure Recommendations
- Section E.12.1 Teaching and Advising
- Section E.13 Advancement in Rank (Promotion)
- Section E.15 Disciplinary Action for Tenured Faculty

*Candidates for Degrees:*

Fall Candidates 2021  
 Spring Candidates 2022  
 Summer Candidates 2022

*New Degree Programs:*

- Master of Park and Protected Area Management, Plan C
- Master of Prevention Science Practice, Plan C
- Joint Degree: Master of Addictions Counseling in Psychology and Social Work, Plan C

**2021-2022 General Catalog Revisions (BOG Approval Not Required)**

- Extension of Late Withdrawal for Fall 2021
- Late Withdrawal period permanently moved to three-quarters through a course rather than halfway through the semester
- Repeat/Delete Policy being renamed to Repeat/Repair
- Student Course Surveys will now have a standard open and close timeframe
- S/U policy from pandemic period for students earning “F” to be applied to all students, with opt-out option provided
- Change to increase the number of allowable transfer credits from Colorado institutions

**2021-2022 Curricular Policies and Procedures Handbook****2021-2022 Graduate & Professional Bulletin Revisions (BOG Approval Not Required)**

- Admissions Requirements and Procedures, Track II Admissions and Plan C
- Inter-University Graduate Programs
- Informal and Formal Complaints

**New Centers, Institutes and Other Special Units**

- One Health Institute
- Food Systems Institute for Research, Engagement and Learning

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

Confirmation of Faculty Council Secretary and Parliamentarian

Elections:

Faculty Council Officers

Faculty Council Standing Committee Members

Graduate and Undergraduate Student Representatives on Faculty Council    Standing

Committees

Grievance Panel

Discipline Panel

University Benefits Committee

University Policy Review Committee

Approval of Appeal Chair nominees for Student Conduct Services

All-University Core Curriculum (AUCC) language and requirements

Annual Reports (2021-2022):

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

Changes in Curriculum – 2021-2022

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

**Faculty Council Discussion Items 2021-2022:**

- Courageous Strategic Transformation
- Academic Master Plan
- COVID policies and protocols
- Continuing, Contract, and Adjunct Faculty representation and concerns
- Salary equity for faculty and staff
- Annual evaluation procedures for Administrative Professionals
- Core curricular policies and the future of core curriculum at CSU

**Faculty Council Special Reports 2021-2022:**

- *Courageous Strategic Transformation Update* – Vice President for Strategy Jenelle Beavers – September 2021
- *Academic Master Planning Consultant Presentation* – Linda Dalton – September 2021
- *Retirement Plan Review Committee* – Joseph DiVerdi, Chair – September 2021
- *Continuing, Contract and Adjunct Faculty Task Force Recommendations* – Vice Provost for Faculty Affairs Susan James – October 2021
- *Vision Zero Task Force* – Fred Haberecht, Aaron Fodge, & Erika Benti – October 2021
- *International Programs, Todos Santos, & Semester at Sea* – Vice Provost for International Affairs Kathleen Fairfax and Dr. Rick Miranda, Chief Academic Officer for the CSU System – February 2022
- *Presentation of Extension Proposal* – Vice President for Extension and Engagement Blake Naughton – March 2022
- *Athletics Report & Updates* – Athletic Director Joe Parker & Shane Kanatous, Chair Committee on Intercollegiate Athletics – April 2022
- *Academic Master Plan Presentation* – Linda Dalton, Linda Nagel, and Andrea Duffy – May 2022

**Faculty Council Task Forces 2021-2022:**

- AUCC 3E to 1C Curriculum Transition Task Force
- AUCC Task Force

**Faculty Council Resolutions 2021-2022:**

- Faculty Council Resolution Regarding Graduate Student Compensation and Fees – November 2021
- Faculty Council Resolution to Reaffirm the CSU-Fort Collins Commitment to Academic Freedom – April 2022

### Other Notable Faculty Council Items 2021-2022:

- The Faculty Council Office is currently working with the University Libraries to archive all Executive Committee and Faculty Council records.
- Faculty Council, in collaboration with the Office of the Provost, invited Adrianna Kezar to campus in November 2021 to engage in meaningful futures regarding the integration of tenure-track and non-tenure track faculty across campus.
- Faculty Council voted in November to extend the completion date for the AUCC curricular transition from 3E to 1C until the 2024-2025 academic year.
- Faculty Council voted in December to permanently move the course late withdrawal date from eight weeks to three-quarters through a course.
- The Faculty Council Office continued to publish monthly stories to SOURCE regarding the monthly meetings.
- Chair, Sue Doe, granted an [interview with SOURCE](#) on the Courageous Strategic Transformation.

## MEMBERSHIP OF THE FACULTY COUNCIL 2021-2022

## OFFICERS

**Chair: Sue Doe**

**Executive Assistant: Amy Barkley**

**Professional Registered Parliamentarian: Lola Fehr**

**Vice-Chair: Andrew Norton**

**BOG Representative: Melinda Smith**

ELECTED MEMBERS	REPRESENTING	TERM
<b>Agricultural Sciences</b>		
Stephan Kroll (Fall 2021)	Agricultural and Resource Economics	2022
Dawn Thilmany (Spring 2022, substituted for Stephan Kroll while on sabbatical)		
Jennifer Martin	Animal Sciences	2024
Jane Stewart	Agricultural Biology	2024
Kelly Curl	Horticulture & Landscape Architecture	2022
Jim Ippolito	Soil and Crop Sciences	2023
Steve Fonte	College-at-Large	2023
(substituted for Marco Constanigro, on sabbatical 2021-2022)		
Bradley Goetz	College-at-Large	2022
Andrew Norton	College-at-Large	2023
<b>Health and Human Sciences</b>		
Ruoh-Nan (Terry) Yan	Design and Merchandising	2024
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 (Fall 2021)	Construction Management	2023
Erin Arneson (Spring 2022)		

Aaron Eakman	Occupational Therapy	2023
Jennifer Weaver (Fall 2021, substituted for Aaron Eakman while on sabbatical)		
Sharon Anderson	School of Education	2024
Shannon Hughes	School of Social Work	2022
Karen Barrett (Fall 2021)	College-at-Large	2024
Brian Butki (Spring 2022)		

### **Business**

Bill Rankin	Accounting	2023
Stephen Hayne (Fall 2021)	Computer Information Systems	2024
John Hoxmeier (Spring 2022)		
John Elder	Finance and Real Estate	2022
Rob Mitchell	Management	2024
Jonathan Zhang	Marketing	2023

### **Engineering**

Peter Jan van Leeuwen	Atmospheric Science	2024
Margarita Herrera-Alonso	Chemical and Biological Engineering	2022
Hassam Mahmoud	Civil and Environmental Engineering	2024
Ali Pezeshki	Electrical and Computer Engineering	2022
Kirk McGilvray	Mechanical Engineering	2023
Thomas Bradley	Systems Engineering	2023
Sybil Sharvelle	College-at-Large	2022
Steven Reising	College-at-Large	2022
J. Rockey Luo	College-at-Large	2022

### **Liberal Arts**

Mary Van Buren	Anthropology & Geography	2023
Jason Bernagozzi	Art	2022
Ziyu Long (Fall 2021)	Communication Studies	2022
Morgan Johnson (Spring 2022)		
Ramaa Vasudevan	Economics	2023
Tony Becker	English	2023
Albert Bimper	Ethnic Studies	2022
Maria Del Mar Lopez-Cabrales	Languages, Literatures, and Cultures	2022
Jared Orsi	History	2023
Michael Humphrey	Journalism and Technical Communication	2023
Wes Kenney	Music, Theatre, and Dance	2023
Moti Gorin	Philosophy	2022
Marni Berg	Political Science	2021
Tara Opsal	Sociology	2022
Ajean Ryan	College-at-Large	2023
Antonio Pedros-Gascon	College-at-Large	2023
Emily Morgan	College-at-Large	2023
Lisa Langstraat	College-at-Large	2024

Allison Goar	College-at-Large	2024
Abigail Shupe	College-at-Large	2024
John Carlo Pierce	College-at-Large	2024

### **Natural Resources**

Randall Boone	Ecosystem Science and Sustainability	2023
Chad Hoffman	Forest and Rangeland Stewardship	2023
Yoichiro Kanno	Fish, Wildlife, & Conservation Biology	2024
William Sanford	Geosciences	2023
Alan Bright	Human Dimensions of Natural Resources	2023

### **Natural Sciences**

Olve Peersen	Biochemistry & Molecular Biology	2022
Mike Antolin	Biology	2024
Rob Paton	Chemistry	2023
Ross McConnell	Computer Science	2022
Emily Hardegree-Ullman	Physics	2024
Silvia Canetto	Psychology	2022
Ann Hess	Statistics	2022
(substituted for Mary Meyer, on sabbatical 2021-2022)		
Yongcheng Zhou	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

### **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	2024
Candace Mathiason	College-at-Large	2022
Marie Legare	College-at-Large	2023
Doreene Hyatt	College-at-Large	2022
Christianne Magee	College-at-Large	2022
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	2022
Andrew Norton	Vice Chair, Faculty Council	2022
Melinda Smith	BOG Faculty Representative	2022

Steve Reising, Chair	Committee on Faculty Governance	2022
Shane Kanatous, Chair	Committee on Intercollegiate Athletics	2022
Jerry Magloughlin, Chair	Committee on Libraries	2022
Jenny Morse, Chair	Committee on Non-Tenure Track Faculty	2022
Marie Legare, Chair	Committee on Responsibilities and Standing of Academic Faculty	2022
Melinda Smith, Chair	Committee on Scholarship, Research, and Graduate Education	2022
Karen Barrett, Chair (Fall 2021)	Committee on Scholastic Standards	2022
Alan Kennan, Chair (Spring 2022)		
James Graham, Chair	Committee on Strategic and Financial Planning	2022
Shawn Archibeque, Chair	Committee on Teaching and Learning	2022
Jose Luis Suarez-Garcia, Chair	Committee on University Programs	2022
Bradley Goetz, Chair	University Curriculum Committee	2022
Susan (Suellen) Melzer	Committee on Non-Tenure Track Faculty	2024
Christine Pawliuk	Committee on Non-Tenure Track Faculty	2022
Ashley Harvey (Fall 2021)	Committee on Non-Tenure Track Faculty	2022
Leann Kaiser (Spring 2022)		
Jamie Nielson	Committee on Non-Tenure Track Faculty	2022
Leslie Stone-Roy	Committee on Non-Tenure Track Faculty	2022
Mary Van Buren	Committee on Non-Tenure Track Faculty	2023
Steve Benoit	Committee on Non-Tenure Track Faculty	2022
Sean Bryan	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
Ann Claycomb	Chief of Staff
Mary Pedersen	Provost/Executive Vice President
Blake Naughton	Vice President for Engagement & Extension
Leslie Taylor	Vice President for Enrollment and Access
Diana Prieto	Vice President for Equity, Equal Opportunity & Title IX
Susan James	Vice Provost for Faculty Affairs
Kauline Cipriani	Vice President for Inclusive Excellence
Brandon Bernier	Vice President for Information Technology
Kathleen Fairfax	Vice Provost for International Affairs
Alan Rudolph	Vice President for Research
Jenelle Beavers	Vice President for Strategy
Blanche M. Hughes	Vice President for Student Affairs
Kelly Long	Vice Provost for Undergraduate Affairs
Kim Tobin	Vice President for University Advancement
Yolanda Bevill	Vice President for University Communications
Lynn Johnson	Vice President for University Operations
James Pritchett	Dean, College of Agricultural Sciences
Beth Walker	Dean, College of Business

David McLean	Dean, College of Engineering
Lise Youngblade	Dean, College of Health and Human Sciences
Mary Stromberger	Dean, Graduate School
Ben Withers	Dean, College of Liberal Arts
Karen Estlund	Dean, Libraries
Jan Nerger	Dean, College of Natural Sciences
TBD	Dean, College of Vet. Medicine & Biomedical Sciences
Colin Clay	Interim Dean, Warner College of Natural Resources
Sarah Olson	Chair, Administrative Professional Council



## **COMMITTEE ON FACULTY GOVERNANCE**

### **Annual Report for July 1, 2021 to June 30, 2022**

Members for 2021-2022:

Agricultural Sciences: Mike Wilkins  
 Health and Human Sciences: Svetlana Oblina  
 Business: Leo Vijayasathy  
 Engineering: Steven Reising, Chair  
 Liberal Arts: Leif Sorensen (Fall 2021) and Doug Cloud (Spring 2022)  
 Natural Resources: Troy Ocheltree  
 Natural Sciences: Anne Cleary  
 Veterinary Medicine and Biomedical Sciences: Quint Winger (Fall 2021) and Claudia Gentry-Weeks (Spring 2022)  
 University Libraries: Michelle Wilde

The Committee on Faculty Governance met on Zoom on the following dates: 8/23/21, 9/13/21, 9/27/21, 10/18/21, 11/1/21, 11/29/21, 1/21/22, 2/18/22, 3/4/22, 4/1/22, 4/15/22 and 4/29/22. In addition to these meetings, the CoFG Chair met one-on-one with the Faculty Council Chair several times to discuss pertinent issues. The CoFG Chair attended Executive Committee Meetings on 8/24/21, 11/9/21 and 11/16/21 to present motions to be added to upcoming Faculty Council Meeting agendas, as well as to discuss timely issues. The committee also conducted significant business through e-mail discussions and votes on nominations.

The following Code changes were considered by CoFG, and were later approved by Faculty Council:

- Changes to Sections C.2.1.3.2 and C.2.1.9 of the Manual to include contract and continuing faculty as eligible to serve on all Standing Committees of Faculty Council. The core of this motion was originally introduced by the Committee on Non-Tenure Track Faculty (CoNTTF). This change aligned standing committee membership with the changes to Section C.2.1.3.1 passed by Faculty Council on December 1, 2020 and approved by the Board of Governors on February 5, 2021, that allow contract and continuing faculty to serve as department or college representatives to Faculty Council. The category of specialized standing committees was originally created in December 2018 to provide for separate eligibility criteria for faculty to serve as representatives of their colleges and the Libraries on the Committee on Non-Tenure Track Faculty. These changes to Section C.2.1.9.3 obviated the need for separate categories of regular and specialized standing committees. For this reason, the changes in C.2.1.3.2 and C.2.1.9.1 to C.2.1.9.3 eliminated the distinction between regular and specialized and instead changed to a single category of standing committees. The proposed revisions to Sections C.2.1.3.2 and C.2.1.9 were moved by Steven Reising at the Faculty Council Meeting on September 7, 2021. They were approved by Faculty Council with the required 2/3 majority.
- Changes to Section B.2.4 of the Manual to add the Dean of the Graduate School to the list of members of the Council of Deans. This change updated the Manual to reflect current practice. The Dean of the Graduate School has been a regular, voting member of the Council of Deans for quite some time. The proposed revisions to Section B.2.4 were moved by Steven Reising at the Faculty Council

Meeting on September 7, 2021. They were approved by Faculty Council with a majority of votes.

- Changes to Sections C.2.1.9.2 and C.2.1.9.5 of the Manual to create a new Faculty Council Standing Committee on Information Technology. This proposal resulted from recommendations made to Executive Committee of Faculty Council by the Faculty Council IT Task Force in the fall of 2020. The task force specifically called for the creation of a new Faculty Council standing committee on institution-wide information technology. Subsequent to the task force's recommendations, VP Bernier and Chair Doe consulted with stakeholders, and these entities supported the creation of this committee, which aims to increase the faculty voice in improving processes around adoption, maintenance, improvements and sunseting of IT services on the CSU campus. Other changes in the Standing Committees list in Section C.2.1.9.2 were to bring the list up-to-date with the most recent Code changes passed by Faculty Council. The proposed revisions to Sections C.2.1.9.2 and C.2.1.9.5 were moved by Steven Reising at the Faculty Council Meeting on December 7, 2021. They were approved by Faculty Council with the required 2/3 majority.

The following additional proposals involving potential Code changes were considered by CoFG:

- CoFG discussed a proposal from the Vice President for Engagement and Extension to establish the Field School of Engagement and Extended Education as well as to establish a new Faculty Council Standing Committee on Engagement, Extension and Extended Studies. The full proposal involved Manual changes in Sections B, C, D, E, G and J, so it involved consideration by a number of Faculty Council standing committees. At its meetings on September 13 and 27, 2021, as well as January 21 and February 18, 2022, CoFG discussed issues of implementation of these Code changes, including the definition of Field School faculty, their representation on Faculty Council and potential effects of the establishment of the Field School on existing Colleges and Schools of the University. As a result of the overall process, CoRSaF proposed changes to Section E.2.2 of the Manual to create Extension faculty appointment types. The Section E.2.2 changes were passed by Faculty Council on April 5, 2022.
- At its meeting on October 18, 2021, CoFG discussed with the Faculty Council Chair the changes in the Preface and Sections C.2.1.2, C.2.6 and C.2.7 of the Manual that had originally been recommended by the Shared Governance Task Force of Faculty Council during Spring 2021, moved by Steven Reising and passed by Faculty Council on May 4, 2021. These changes were subsequently rejected by the Office of General Council. The original intent of these Manual changes, including the Preface, was to strengthen and formalize Colorado State University's commitment to shared governance. CoFG discussed a number of options with the Faculty Council Chair and plans to revisit this discussion during the Fall 2022 semester.
- At its meeting on November 29, 2021, CoFG discussed with the Faculty Council Chair issues raised by CoNTTF on representation of contract and continuing faculty hired in the Honors College, the Graduate School, Dean's offices and special academic units (SAUs). CoNTTF had raised the concern that contract and continuing faculty that are without a home department are not counted in apportionment and do not have clear representation in Faculty Council. For example, there is a significant number of faculty in the Honors College, and perhaps a smaller number in the SAUs, that are not part of any academic department and currently lack representation on Faculty Council. CoFG intends to revisit this discussion during the Fall 2022 semester and discuss potential Code changes.

CoFG took the following actions regarding elections:

- Conducted annual apportionment based on faculty counts in each College and the Libraries to determine changes in numbers of at-large representatives to be implemented during annual elections.
- Conducted elections for departmental and at-large representatives to Faculty Council.
- Conducted elections for members of Executive Committee.
- Made nominations and conducted election at March meeting of Faculty Council for Faculty Council officers.
- Made nominations for representatives of all Colleges and the Libraries to serve on Faculty Council Standing Committees.
- Made nominations for faculty representatives to serve on the University Policy Review Committee.
- Made nominations for faculty representatives to serve on the University Benefits Committee.
- Made nominations for members of Grievance Panel.
- Appointed substitutes for temporary vacancies on Faculty Council and its Standing Committees.

**Faculty Council Committee on Intercollegiate Athletics  
Annual Report – From September 2020 to May 2021**

Chair of Faculty Council - English Department	Sue Doe	FC		<a href="mailto:Sue.doe@colostate.edu">Sue.doe@colostate.edu</a>
Agricultural Sciences	Michael Wilkins	2022		<a href="mailto:Mike.Wilkins@colostate.edu">Mike.Wilkins@colostate.edu</a>
Health & Human Sciences	Karen Hyllegard	2022		<a href="mailto:Karen.Hyllegard@colostate.edu">Karen.Hyllegard@colostate.edu</a>
Business	Todd Donovan	2023		<a href="mailto:Todd.donavan@business.colostate.edu">Todd.donavan@business.colostate.edu</a>
Engineering (Mechanical)	Azer Yalin	2023		<a href="mailto:Azer.Yalin@colostate.edu">Azer.Yalin@colostate.edu</a>
Liberal Arts (Economics)	Cindy O'DonnellAllen	2022		<a href="mailto:Cindy.odonnell-Allen@colostate.edu">Cindy.odonnell-Allen@colostate.edu</a>
Natural Resources (Forestry Rangeland)	Kevin Crooks	2022		<a href="mailto:Kevin.crooks@colostate.edu">Kevin.crooks@colostate.edu</a>
Natural Sciences (Biology)	Shane Kanatous	2023		<a href="mailto:Shane.Kanatous@colostate.edu">Shane.Kanatous@colostate.edu</a>
Veterinary Medicine & Biomedical Sciences	Quint Wagner	2023		<a href="mailto:Quint.Wagner@colostate.edu">Quint.Wagner@colostate.edu</a>
University Libraries	Yongli Zhou	2023		<a href="mailto:Yongli.Zhou@colostate.edu">Yongli.Zhou@colostate.edu</a>
Student Representative (Undergraduate)	Jasper Sloss	2022		<a href="mailto:Jasper.Sloss@colostate.edu">Jasper.Sloss@colostate.edu</a>
Student Representative (Graduate)	Rosi Danzman	2023		<a href="mailto:danzman@colostate.edu">danzman@colostate.edu</a>
Faculty Representative to Athletics (ex officio)	Kyle Saunders			<a href="mailto:Kyle.Saunders@colostate.edu">Kyle.Saunders@colostate.edu</a>
Director of Athletics	Joe Parker			<a href="mailto:Joe.Parker@colostate.edu">Joe.Parker@colostate.edu</a>
Sr. Associate Athletic Director	Steve Cottingham			<a href="mailto:Steve.Cottingham@colostate.edu">Steve.Cottingham@colostate.edu</a>
Sr. Associate Athletic Director	Shalini Shanker			<a href="mailto:Shalini.Shanker@colostate.edu">Shalini.Shanker@colostate.edu</a>
Executive Assistant to Faculty Council	Amy Barkley			<a href="mailto:Amy.Barkley@colostate.edu">Amy.Barkley@colostate.edu</a>
Executive Assistant to the AD	Rocky Railey			<a href="mailto:Rocky.Railey@colostate.edu">Rocky.Railey@colostate.edu</a>

**Dates of Meetings:**

August 4, 2021
September 1, 2021
November 3, 2021
December 1, 2021
January 31, 2022
April 6, 2022
April 27, 2022
May 4, 2022

FCCIA met during the school year 2021-2022 eight times, including a meeting in the fall semester with the SAAC students. In addition, at least three members of the FCCIA committee met with all the athletic teams during the fall and spring semesters to introduce our role and be sure all the team members had our contact information. In addition, we will also took part in the onboarding meetings for the student athletes in fall 2021. Also during the semester, the leadership of the committee spoke to Faculty council in the fall and spring and the Faculty Council Executive Committee in the spring. In our last meeting in May, Dr. Kanatous was re-elected as the chair of the FCCIA by the by a unanimous vote of all committee members I attendance.

As mentioned to the Faculty Council, while it was a difficult year with issues brought to the press, none of those issues were brought to the committee even though we had met with all of the athletic teams and shared our contact information. During the spring semester, we had a 4 student complaints about mistreatment in the classroom regarding being forced to drop grades due to University excused absences. All the situations were rectified within a week of notification by the college FCCIA representatives. We continue to strive and work with the athletes and athletic administration to maintain and improve their interaction, student experiences, academics and sense of belonging on our University campus.

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

**COLORADO STATE UNIVERSITY COMMITTEE ON NON-TENURE TRACK FACULTY**  
**Annual Report for August 2021 to May 2022**

**MEMBERSHIP 2020-2021**

Agricultural Sciences	Suellen Melzer
Health and Human Sciences	Leann Kaiser/Ashley Harvey
Business	Jenny Morse, Chair
Engineering	Pinar Omur-Ozbek
Liberal Arts	Thomas Conway
Natural Resources	Sean Bryan
Natural Sciences	Steve Benoit, Vice Chair
Veterinary Medicine and Biomedical Sciences	Leslie Stone-Roy
Libraries	Christine Pawliuk
Tenured Faculty	Mary Van Buren
Tenured Faculty	Jamie Neilson
At-large member	Joseph DiVerdi

**I. Meetings**

The Committee on Non-Tenure Track Faculty (CoNTTF) met 17 times during the 2021-2022 academic year. All 17 meetings focused on moving forward with our proposals and recommendations to improve the circumstances of non-tenure track faculty (NTTF) at CSU.

Since all non-tenure track members of CoNTTF are now voting members of Faculty Council, our 9 college reps attended the **9 Faculty Council meetings** during 2021-2022.

08/24/21	Reviewed CoFG's revisions to C.2.1.3.2 and C.2.1.9 which made contract and continuing faculty eligible to serve as elected members of Faculty Council
9/7/21	Discussed problem of NTTF without a home department (joint appointments, SAUs, PLACE, Honors, Graduate school) and APs who teach but have no faculty appointment. Planned to contact EC to discuss further.
9/21/21	Prepared to meet with EC to discuss the unaffiliated NTTF situation.
10/5/21	Discussed allowing NTTF to be eligible for UDTs. Drafted an email to CoFG about CoNTTF members' eligibility to serve as officers of FC, unaffiliated NTTF, and APs with teaching appointments.
10/19/21	Discussed plans for Campus Equity Week.
11/2/21	Prepared for Adrianna Kezar's visit and met with her during our meeting.
11/16/21	Debriefed on Adrianna Kezar visit.
11/30/21	Discussed the Collective Bargaining Bill that was going through Colorado legislature.
1/18/22	Discussed auditing college codes to review for NTTF changes following process used by CHHS.
2/1/22	Reviewed response from CoFG with regard to our questions. They rejected the idea to allow CoNTTF members to count their time on the committee as eligible for serving as officers, despite the fact that CoNTTF members were elected by NTTF to the committee

from 2014-2020 and that all CoNTTF members serving as representatives have been eligible to vote in Faculty Council since 2018. The concerns about unaffiliated NTTF and APs who are teaching were deferred to the Provost's Office by CoFG.

- 2/15/22 Crafted recommendations to change E.2.1.3 and E.2.1.4 to be sent to CoRSAF.
- 3/1/22 Reviewed CoRSAF's motions on E.2.1.3 and E.2.1.4 to be sent forward to FC.
- 3/22/22 Discussed Professional Development opportunities for NTTF as provided in the Manual and drafted a message to the Provost's Office for information.
- 4/5/22 Met with VP Jenelle Beavers about the CST after its release and learned that the CST creators were unfamiliar with the history of NTTF at CSU.
- 4/8/22: Tom Conway met with CLA Assistance Chair of Student Success Ellie Light to discuss the code audit and what our findings mean for CLA.
- 4/19/22 Finalized code audit report to be sent to Provost's Office.
- 5/11/22 Celebration of the year's work and discussion of next steps.
- 5/17/22 Held elections for next year's CoNTTF officers.

## II. Additional Meetings and Presentations Prepared by CoNTTF members

- 9/21/21 Chair presented letter to EC requesting assistance with unaffiliated NTTF, NTTF with joint appointments, and APs who teach without a faculty appointment.
- 9/30/21 Chair met with Sue Doe and Sue James.
- 10/26/21 Chair and Joseph DiVerdi ran an information session as part of Campus Equity Week.
- 10/28/21 Chair met with Sue Doe and Sue James.
- 10/29/21 CoNTTF held a listening session as part of Campus Equity Week.
- 11/8/21 CoNTTF members attended 3 events with consultant Adrianna Kezar.
- 11/18/21 Leann Kaiser and Ashley Harvey presented to the CHHS Advisory Committee.
- 11/19/21 Chair met with Sue Doe and Vivian Shyu about contracts.
- 12/15/21 James Neilson met with Dean Jan Nerger about CoNTTF activities in CNS.
- 1/13/22 Chair met with Matt Hickey about UDTs including NTTF.
- 4/6/22 Leann Kaiser and Ashley Harvey presented to the CHHS Advisory Committee.
- 4/12/22 Chair attended Workload Equity meeting.
- 4/28/22 Chair attended Workload Equity meeting.
- 5/11/22 Chair attended Workload Equity meeting.

## III. Proposal Documents and Committee Process

**Proposed revisions on C.2.1.3.2 and C.2.1.9** from CoFG were approved at the Faculty Council meeting on 9/7, which started to present CoNTTF a regular standing committee.

**Reminder Letter to Executive Committee** on requests from Spring 21 sent 9/21

**Requests for considering** 1) eligibility of CoNTTF members to serve as FC officers, 2) clarity for unaffiliated NTTF in FC representation, and 3) clarity on appointments for APs who are teaching were sent to CoFG Chair Steve Reising on 10/26. Reply 2/28. Response 2/18.

**Proposed revisions to C.2.1.9.2 and C.2.1.9.5** from CoFG were approved at the Faculty Council meeting on 12/7, which confirmed CoNTTF as a regular standing committee and allowed Contract and Continuing faculty to serve on all Faculty Council standing committees..

**Revisions to E.2.1.3 and E.2.1.4** sent to CoRSAF 2/28. Approved in Faculty Council 4/5.

**Proposal to create an Administrator Award** submitted to CST Inspiration Proposals and approved 3/1.

**Code Audit Report** sent to Provost's Office 5/11.

#### **IV. Other Committee Business**

##### **Leadership and Committee Composition**

- Jenny Morse served as Chair for 2021-22 and will serve as Co-Chair for 2022-2023.
- Steve Benoit served as Vice-Chair for 2021-2022.
- Olivia Arnold will serve as Co-Chair for 2022-2023.
- Christine Pawliuk served as Webmaster for 2021-2022.
- Scott Weibensohn will serve as Webmaster for 2022-2023.
- Pinar Omur-Ozbek served as our connection to Institutional Research and collects relevant data each year about NTTF at CSU for reports, articles, and outside requests for 2021-2022. She will continue in this role for 2022-2023.
- Leslie Stone-Roy served as the CoNTTF rep on the Committee on Teaching and Learning for 2021-2022.
- Sean Bryan will serve as the CoNTTF rep on the Committee on Teaching and Learning for 2022-2023.
- Tom Conway will serve as the CoNTTF rep on the Workload Equity Task Force for 2022-2023.
- Kendall Stephenson served as our graduate student rep for 2021-2022. We look forward to having an undergraduate and graduate student join us for 2022-2023.
- Christine Pawliuk will be rotating off to serve as the Libraries rep to Faculty Council.
- Scott Weibensohn has been elected to CoNTTF as the Libraries rep through 2025.
- Joseph DiVerdi will be serving as the CNS at-large rep to Faculty Council.
- Sean Bryan will continue to serve as the WCNR rep to CoNTTF through 2025.
- Olivia Arnold will serve as the CVMBS rep to CoNTTF through 2025.
- Ann Hess will serve as the CNS rep to CoNTTF through 2025.
- Jennifer Reinke will serve as the CHHS rep to CoNTTF through 2025.
- Suellen Melzer has decided to step down from serving as CAS rep and a new rep will be identified for Fall 2022.

##### **Business**

For the upcoming 2022-2023 Academic Year, CoNTTF expects to continue working on clarifying contracts, including NTTF as UDTs, delivering the Administrator Award, and participating in the Workload Equity Taskforce through Advance @ CSU.

Pay: Issues around salary compression, salary inversion, and salary equity continue to arise. This is as much a gender issue as it is an issue of pay. Central administration must review the salaries of all NTTF and establish guidelines for pay at each promotion level to ensure equity across credit hours and workload in spite of supposed "market forces" in individual units and disciplines.

Further areas for work include

- Connecting with the Provost's Office so that CoNTTF works with them directly on all issues related to NTTF
- Educating department heads on Contract and Continuing appointments
- Increasing the number of NTTF on Contracts
- Improving the Contract language

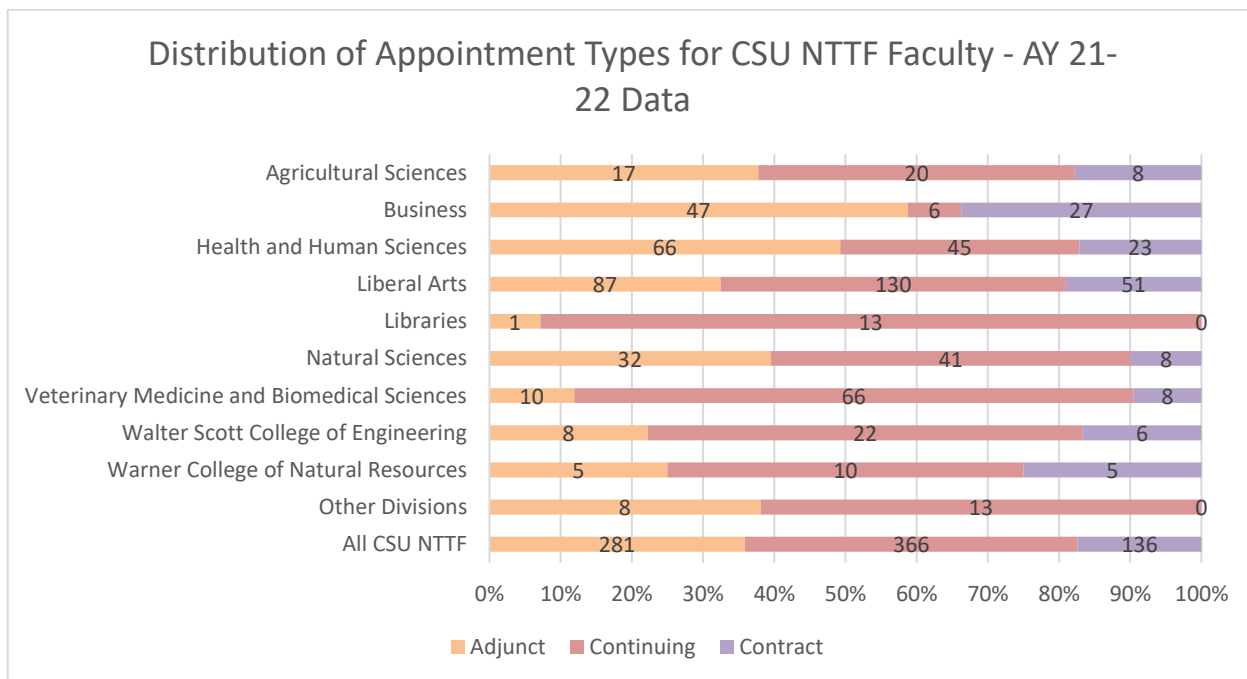


- Supporting and determining shared governance pathways for NTTF without a home department
- Facilitating the annual NTTF Reception
- Asking for an audit of the budget, particularly to investigate how NTTF are being paid
- Continuing to explore unionization

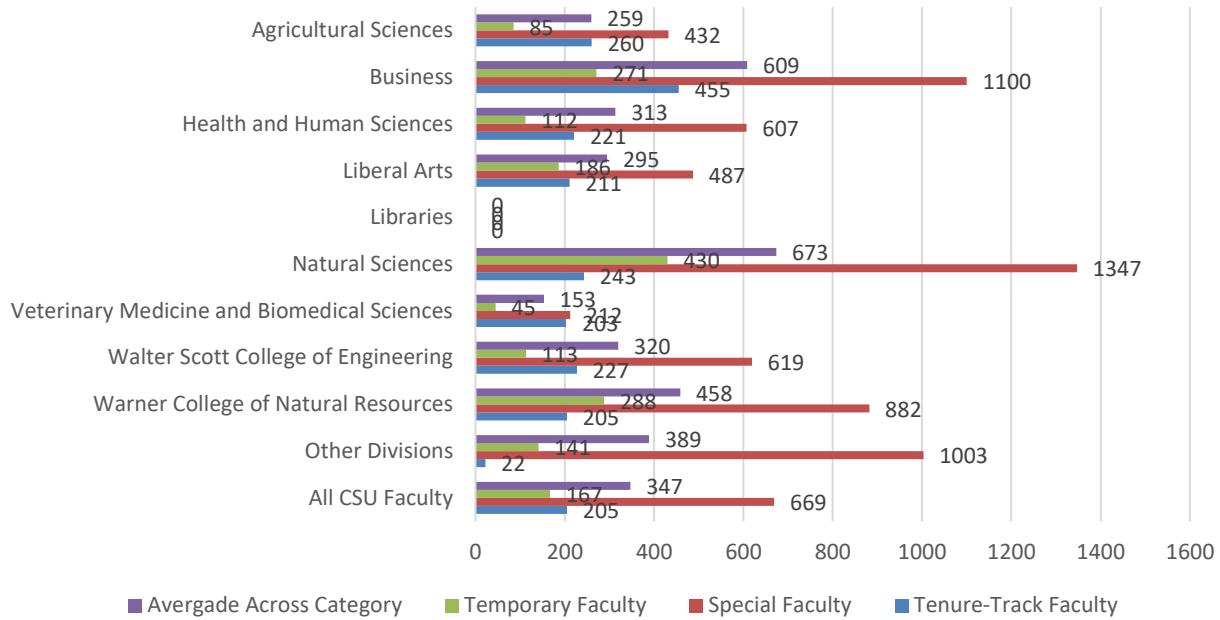
## V. Graphic Representations of data from Institutional Research

Pinar Omur-Ozbek captured Institutional Research data from Fall 2021 in order to create a more concrete picture of the current circumstances of non-tenure track faculty at CSU. Please note that Institutional Research was unable to provide data according to gender for unknown reasons and that the data is still using the outdated “special” and “temporary” terminology because HR cannot update their system to match the terminology in the Faculty Manual.

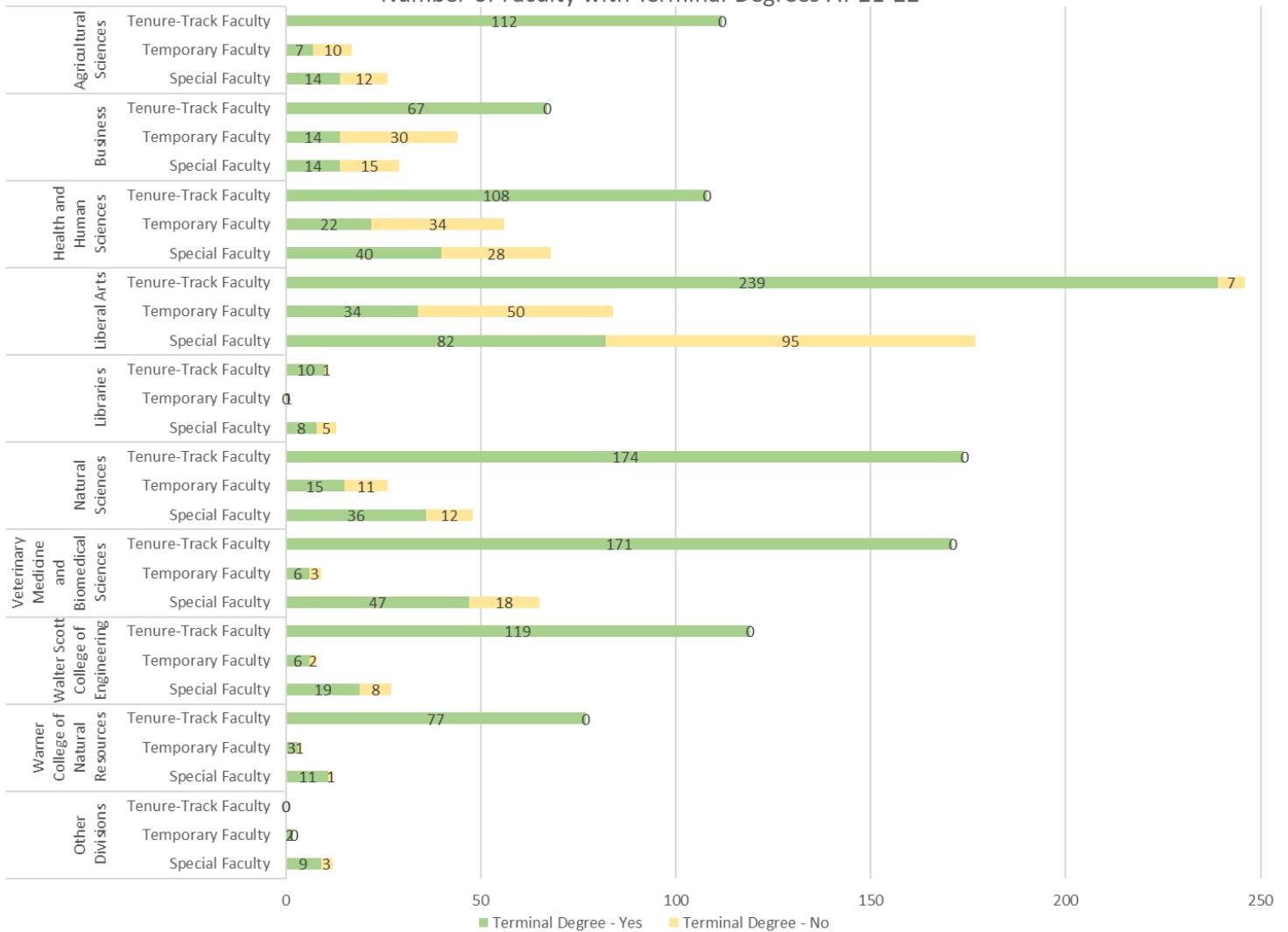
Below are the graphics created to represent that data.



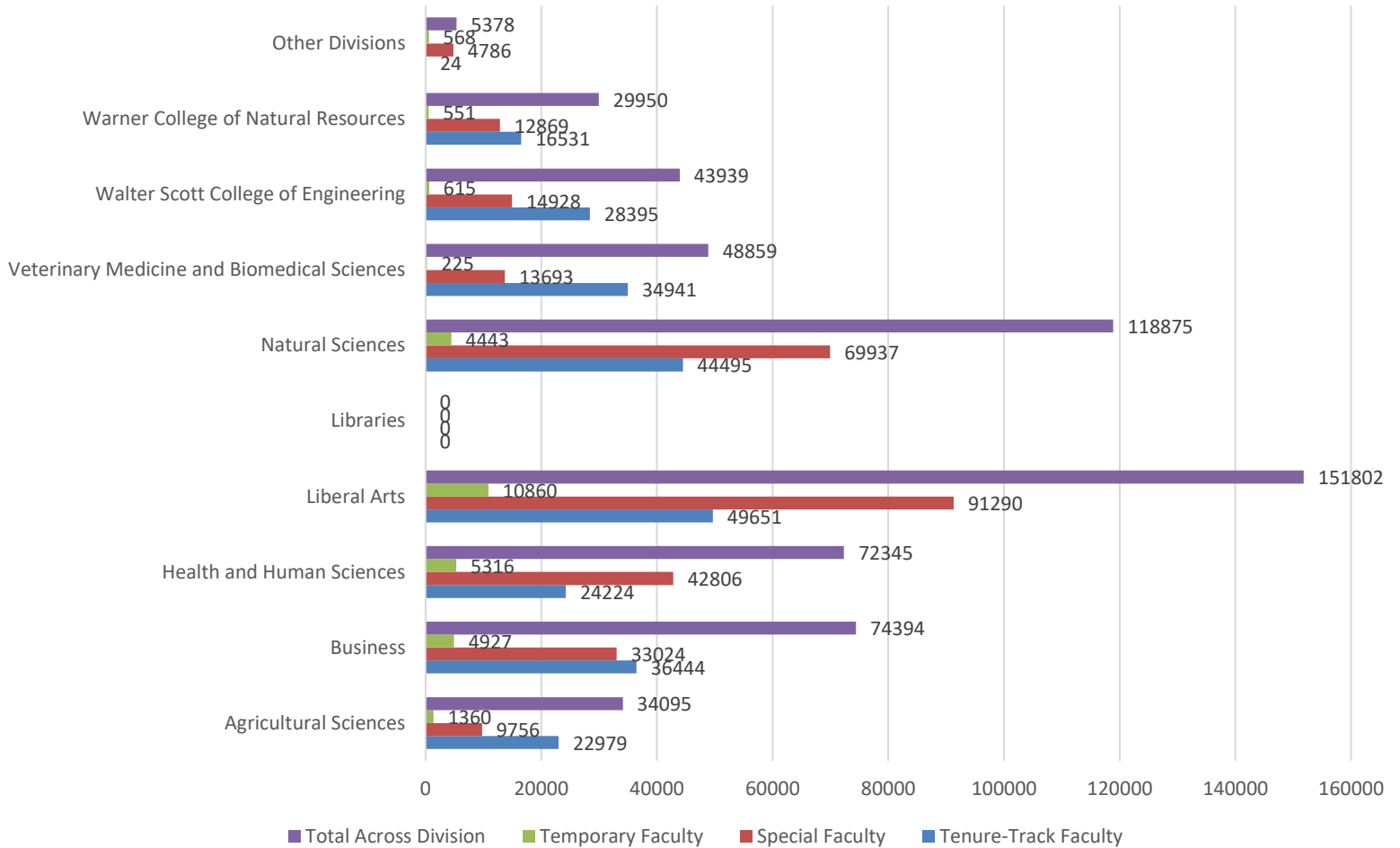
### Average Student Credit Hour per Faculty Member AY 21-22



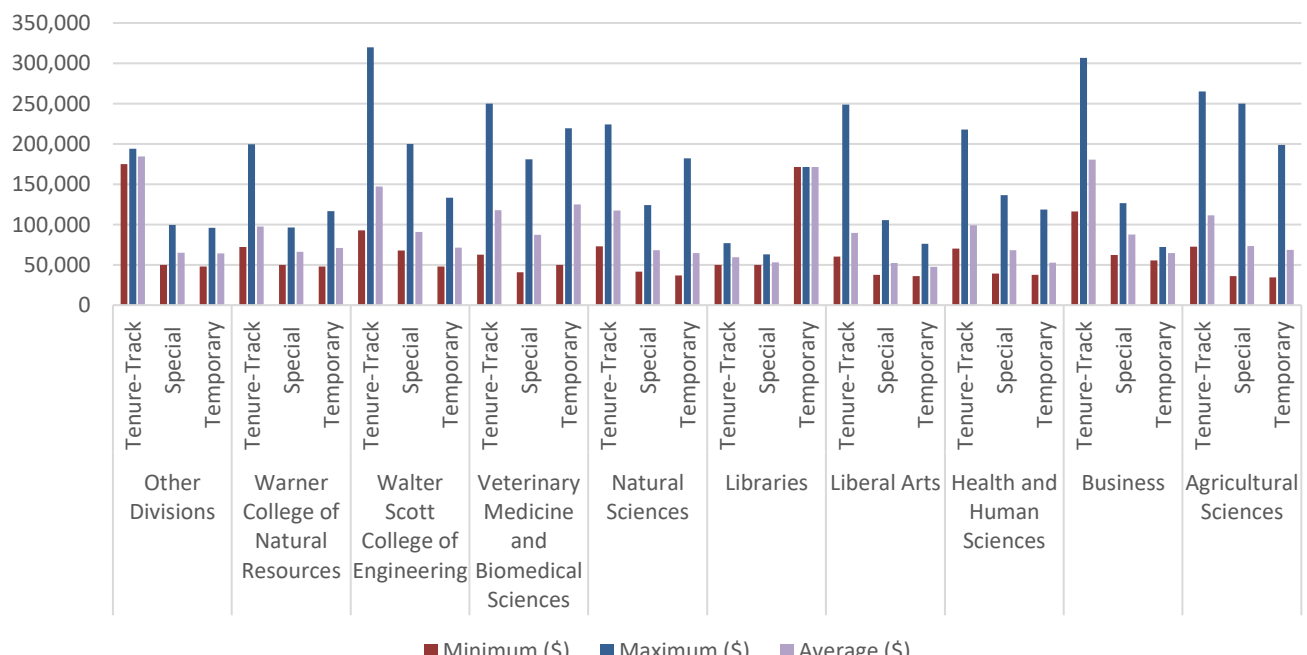
### Number of Faculty with Terminal Degrees AY 21-22

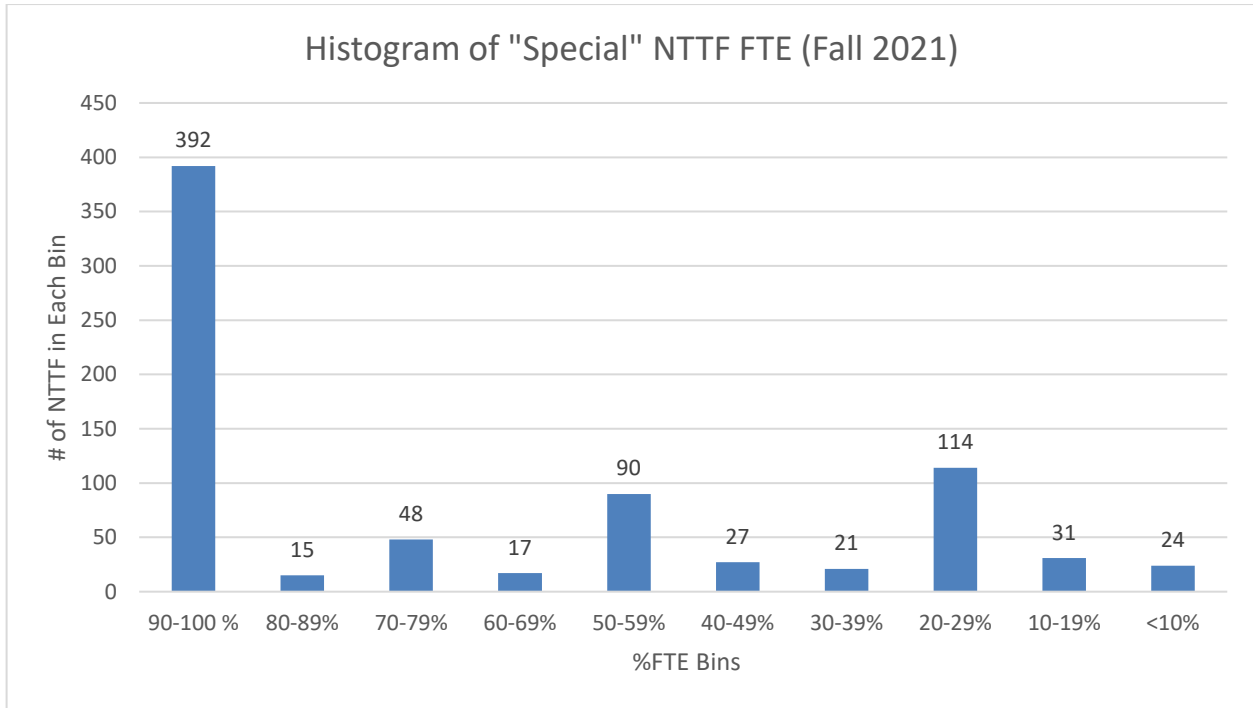


### Total Student Credit Hours Taught AY 21-22



### Projected 9-Month Salary by Division, Faculty Category AY 21-22





## **Committee on Responsibilities and Standing of Academic Faculty (CoRSAF)**

Annual Report – for August 2021 to May 4, 2022

### Members:

Lise Aubry (Natural Resources)  
 Richard Eykholt (Natural Sciences)  
 Marie Legare (Vet Med and Bio Sci) - Chair  
 Hong Maio (Business)  
 Jennifer Martin (Agriculture)  
 Steve Mumme (Liberal Arts)  
 Mark Shelstad (Libraries)  
 Chris Weinberg (Engineering)  
 Gloria Luong (Health and Human Sciences)

CoRSAF met eight (8) times during the 2021-2022 academic year: Aug 26, Oct 7, Nov 11, Dec 9, Jan 27, Feb 9, Mar 2, May 4.

Actions taken by CoRSAF and outcomes on the revisions suggested to the Administrative and Faculty Manual included the following:

- **Faculty Manual Section D.4 Letters Regarding Performance and/or Behavior**
  - Outcome: Revisions were submitted to Faculty Council and passed.
- **Faculty Manual Section E.2.1.3 Contract Faculty Appointments**
  - Outcome: Revisions were submitted to Faculty Council and passed.
- **Faculty Manual Section E.2.1.4 Continuing Faculty Appointments**
  - Outcome: Revisions were submitted to Faculty Council and passed.
- **Faculty Manual Section E.2.2 Other Types of Faculty Appointments; E.2.2.1 Extension Faculty Appointments (*new section*)**
  - Outcome: Revisions were submitted to Faculty Council and passed.
- **Faculty Manual Section E.5.3 Guidelines on Teaching and Advising**
  - Outcome: Revisions were submitted to Faculty Council and passed.

- **Faculty Manual Section E.10.5.1 Origin and Processing of Tenure Recommendations**
  - o Outcome: Revisions were submitted to Faculty Council and passed.
- **Faculty Manual Section E.12.1 Teaching and Advising**
  - o Outcome: Revisions were submitted to Faculty Council and passed.
- **Faculty Manual Section E.13 Advancement in Rank (Promotion)**
  - o Outcome: Revisions were submitted to Faculty Council and passed.
- **Faculty Manual Section E.15 Disciplinary Action for Tenured Faculty**
  - o Outcome: Revisions were submitted to Faculty Council and passed.

Respectfully,

Marie E Legare DVM PhD, Chair CoRSAF  
Associate Professor Toxicology  
Environmental and Radiological Health Sciences  
[Marie.legare@colostate.edu](mailto:Marie.legare@colostate.edu)

## Colorado State University

### Committee on Scholarship, Research, and Graduate Education Report

**Sept 2021 - May 2022**

**Members:** Members: Melinda Smith, Chair (College of Natural Sciences), Bill Sanford, Co-Chair (Warner College of Natural Resources), Mary Stromberger (Graduate School Ex-officio), Nick Roberts (College of Business), Gregory Graff (Agricultural Sciences), Matt Kipper (Walter Scott, Jr. College of Engineering), Chris Harper (Health and Human Sciences), Michelle Wilde (University Libraries), Dawn Grapes (College of Liberal Arts), Kim Seonil (Veterinary Medicine & Biomedical Sciences), Juli Scamardo (Graduate Student Representative), Sue Doe (Chair, Faculty Council Ex-officio)

**Graduate School:** Ludy Avalos, Sandy Dailey

#### **Activities for the year:**

**A. Approved 20 new academic degrees or changes to existing degrees (1 Doctor, 11 PhD, 62 MA/MS)**

- 1) Master of Science in Human Development and Family Studies, Plan A, Prevention Science Specialization
- 2) Master of Arts in English, Plan A, Literature Specialization
- 3) Master of Fish, Wildlife, and Conservation Biology, Plan C (M.F.W.C.B.)
- 4) Master of Engineering, Plan C, Advanced Manufacturing Specialization
- 5) PhD in Human Bioenergetics
- 6) Master of Science in Health and Exercise Science, Plan A
- 7) Master of Music, Performance Option
- 8) Master of Music, Music Education-Composition Specialization
- 9) Master of Fine Arts in Art and Art History
- 10) Master of Business Administration, Impact Specialization
- 11) Impact MBA Master of Finance Dual Degree
- 12) Master of Science in Toxicology, Plan A
- 13) Master of Science in Toxicology, Plan B
- 14) Professional Science Master's in Ecosystem Science and Sustainability
- 15) Master of Addiction Counseling in Psychology, Plan C
- 16) Ph.D. in Occupation and Rehabilitation Science
- 17) Master of Science in Bioagricultural Sciences, Plan B, Pest Management Specialization
- 18) Master of Education in Education and Human Resource Studies, Teacher Licensure Specialization
- 19) Master of Education in Education and Human Resource Studies, Educational Leadership with K-12 Principal Licensure Specialization
- 20) Master of Science in Food Science and Nutrition, Dietetics Option, Plan B

**B. Approved 9 new graduate certificates or changes to existing certificates**

- 1) Graduate Certificate in Advanced Clinical Behavioral Health

- 2) Graduate Certificate in Hydraulic Design
- 3) Graduate Certificate in Data Engineering
- 4) Graduate Certificate in Gender, Power and Difference
- 5) Graduate Certificate in Facilitating Adult Learning
- 6) Graduate Certificate in Advanced Manufacturing
- 7) Graduate Certificate in Data Analysis
- 8) Graduate Certificate in Arts Management
- 9) Graduate Certificate in Aerospace: Satellites, Radars and Remote Sensing

C. Approved 3 requests for deactivation of existing degrees or graduate certificates:

- 1) Graduate Certificate in Military and Veteran Culture
- 2) Master of Science in Occupational Therapy, Plan A
- 3) Master of Occupational Therapy, Plan C (M.O.T.)

D. Approved 1 request to temporarily suspend existing degrees or graduate certificates:

- 1) Master of Music in Collaborative Piano Degree Program

E. Approved 7 requests for membership on graduate student committees:

- 1) Dr. Ragu Raj appointed as a full voting member for Carter Lyons' PhD committee
- 2) Dr. Leah Grant appointed as an official member of Nicholas Falk's Ph.D. graduate committee and Christine Neumaier's M.S. graduate committee
- 3) Dr. Russell Perkins appointed as an official member of Brian Heffernan's MS graduate committee
- 4) Dr. Jessie Creamean appointed as an official member of Emily Lill's MS graduate committee
- 5) Dr. Charlotte DeMott appointed to Kyle Shackelford's graduate committee
- 6) Dr. Gianna Savoie appointed to Rhea Maze's graduate committee
- 7) Dr. Brenda Dolan reappointed to serve on Kristen Van Valkenburg's graduate committee

Approved 2 Graduate Bulletin resolutions:

- 1) ADMISSIONS REQUIREMENTS AND PROCEDURES, Track II Admissions and Plan C
- 2) INTER-UNIVERSITY GRADUATE PROGRAMS, Collaborative Degree Program

Respectfully submitted by Melinda Smith (chair)



## **COLORADO STATE UNIVERSITY COMMITTEE ON SCHOLASTIC STANDARDS**

Annual Report for September 2021 to June 2022

### **COLLEGE MEMBERSHIP 2021-2022**

- Agricultural Sciences: Zachary Johnson
- Health and Human Sciences: Karen Barrett (Fall 2021 Chair), Tobin Lopes (Spring 2022)
- Business: Michael Gross
- Engineering: Steve Simske
- Liberal Arts: Jason Frazier
- Natural Resources: Sally Sutton (Fall 2021), Sean Gallen (Spring 2022)
- Natural Sciences: Alan Kennan (Spring 2022 Chair)
- Veterinary Medicine and Biomedical Sciences: Jerry Bouma
- Libraries: Kristy Nowak (Fall 2021), Jocelyn Boice (Spring 2022)
- Office of the Provost (ex officio) Jill Putman, University Academic Advising and Outreach

### **I. MEETINGS & ATTENDANCE**

The Committee on Scholastic Standards met 10 times during the 2021-2022 academic year. Of these 10 meetings, 2 included review of academic dismissal appeals (Fall 2021 and Spring 2022).

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

- 09/02/21 Review of retroactive withdrawal requests
- 10/07/21 Review of retroactive withdrawal and Fresh Start reversal requests  
Member with excused absence: Kristy Nowak
- 11/04/21 Review of retroactive withdrawal requests  
Members with excused absences: Karen Barrett and Jill Putman  
Sue Doe, Faculty Council Chair, joined the meeting.
- 12/02/21 Review of retroactive withdrawals
- 01/07/22 Review of academic dismissal appeals and retroactive withdrawals  
Members with excused absence: Jerry Bouma and Zachary Johnson
- 02/03/22 Review of retroactive withdrawal requests  
Member with excused absence: Jill Putman
- 03/03/22 Review of retroactive withdrawal requests  
Members with excused absence: Jason Frazier and Zachary Johnson

04/07/22 Review of retroactive withdrawal requests

Member with excused absence: Jerry Bouma and Jason Frazier

05/05/22 Review of retroactive withdrawal requests

Member with excused absence: Jason Frazier and Zachary Johnson

06/03/22 Review of academic dismissal appeals and retroactive withdrawal requests

Member with excused absence: Jerry Bouma and Sean Gallen

## II. Retroactive Withdrawal Requests 2021-2022 compared to previous years:

Outcomes	2021-22 (total 109)	%	2020-21 (total 160)	%	2019-20 (total 155)	%	2018-19 (total 157)	%	2017-18 (total 125)	%
<b>Denied</b>	9	8	7	6.3	4	2.5	9	5.8	8	5.1
<b>Granted</b>	69	63.3	88	78.6	132	82.5	109	71.2	121	77.1
<b>Not Yet Decided (Incomplete)</b>	14	12.8	2	1.8	4	2.5	3	2.0	2	1.3
<b>Partially Granted &amp; Denied</b>	5	4.6	3	2.7	0	0	2	1.3	0	0
<b>Partially Granted – Denied &amp; Tabled</b>	1	0.1	1	0.9	2	1.25	0	0	3	1.9
<b>Tabled</b>	11	10	11	9.8	18	19	30*	19.6*	23	14.7

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

## III. Academic Dismissal Appeal Decisions

	2021-22 (total 89)	%	2020-21 (total 61)	%	2019-20 (total 93)	%	2018-19 (total 188)	%	2017-18 (total 151)	%
<b>Denied</b>	44	49.4	20	32.8	45	48.4	81	43.1	57	37.7
<b>Granted</b>	45	50.5	41	67.2	48	51.6	107	56.9	94	62.3

### A. Fall 2021

Original Appeals:

- 34 total appeals
- 3 not eligible and not reviewed
- 5 earned a cumulative GPA of 2.0 or higher (did not need to be reviewed)

Of the 26 reviewed:

- 16 granted with an average 9.6 QPD\*
  - o 5 received information about investigating a potential retroactive withdrawal
- 10 denied with an average 38.3 QPD\*
  - o 9 received information about investigating a potential retroactive withdrawal.

## **B. Spring 2022**

### Original Appeals:

- 37 total appeals
- 15 not eligible and not reviewed
- 1 earned a cumulative GPA of 2.0 or higher (did not need to be reviewed)

### Of the 21 reviewed:

- 11 granted with an average 11.0 QPD\*
  - o 3 received information about investigating a potential retroactive withdrawal
- 10 denied with an average 32.8 QPD\*
  - o 7 received information about investigating a potential retroactive withdrawal.

*\*TIP: QPD = Quality Point Deficiency = number of credits needed with no less than a B grade in the course to repair GPA. Most students can do around 7-10 Quality Points in one semester, and 30 Quality Points is obtainable with 15 credits of only A grades.*

## **Leadership and Committee Composition**

- o Karen Barrett served as Chair for Fall 2021. Alan Kennan served as chair for Spring 2022 after serving as Vice Chair for Fall 2021.
- o Tobin Lopes replaced Karen Barrett on the committee for Spring 2022.
- o Sean Gallen replaced Sally Sutton on the committee for Spring 2022.
- o Jocelyn Boice replaced Kristy Nowak on the committee for Spring 2022.

## **Business**

Committee meetings this year were held online with the exception of the June 7 meeting, which was held with a hybrid format. The Committee held lengthy discussions over the course of the year regarding policy changes. Members supported a proposal to shift the course withdrawal deadline permanently to the 12<sup>th</sup> week of the semester for fall and spring and endorsed the renaming of “university withdrawal” to “semester withdrawal.” The Committee also discussed wording for a proposed S/U grading policy for students, and voted to approve the proposed wording:

- **Students who enter CSU as first-year applicants:** Students will have the option to utilize up to 12 credits of S/U grades applied to lower-division (100-200) level courses taken at CSU.

- **Students who enter CSU as transfer applicants:** Students will have the option to utilize up to 12 credits of S/U grades within their first 30 credits taken at CSU. S/U grades cannot apply toward the required 30 upper-division credits taken in residence at CSU.

The Committee debated possible changes to the Fresh Start policy timeline and endorsed the idea of reducing the eligibility period to apply for a Fresh Start from 2 years (4 fall/spring semesters) to 1 year (2 fall/spring semesters). The Fresh Start policy discussion was tabled pending a review of Fresh Start data and the Freshman Accelerated Fresh Start policy.

The Committee reviewed and submitted edits to the CSU catalog consistent with approved policy language and committee operating procedures. The Committee also submitted a proposal that was approved by Faculty Council to modify the grade change process for students who earned F grades during semesters that were approved for S/U grading.

The Committee held a discussion on the naming of academic probation in response to a letter submitted to the Committee by the Exploratory Studies advising team. Members supported a possible change to the probation process terminology but asked for additional information about peer policies prior to making a final decision. The Committee will resume discussions on this topic next year.

The Committee voted to hold a meeting in July 2022 to consider retroactive withdrawal applications submitted prior to July 1 in advance of the Fall 2022 semester.

### **New Business**

For the 2022-2023 year, the Committee will continue discussions on proposed changes to the Fresh Start and Freshman Accelerated Fresh Start policies and probation process terminology.



## Committee on Strategic and Financial Planning (CoSFP) Annual Report, 2021-2022 Academic Year

### Committee Membership:

Geoff Morris (Agricultural Sciences)  
 Robert Schwebach (Business)  
 David Dandy (Engineering)  
 James Graham (Health & Human Sciences)  
 Gamze Cavdar (Liberal Arts)  
 Lisa Stright (Natural Resources)  
 Unfilled (Natural Sciences)  
 Matthew Johnston (Veterinary Medicine & Biomedical Sciences)  
 Heidi Zuniga (Libraries)  
 Benjamin Withers (College Dean Representative, *ex-officio*)  
 Sue Doe (Faculty Council Chair, *ex-officio*)  
 Trish Torrez (Administrative Professional Council, *ex-officio, voting*) Adrian Macdonald  
 (Classified Personnel Council, *ex-officio voting*)  
 Joseph DiVerdi (Contract & Continuing Faculty, *ex-officio voting*)  
 Laura Jensen (Provost Office, *ex-officio*)  
 Angela Nielsen (Finance Office, *ex-officio*)  
 Mackenzie Gill (Graduate Student Representative)  
 Jimmy Hogan (Undergraduate Student Representative)

### Meetings and Participation:

The CoSFP met consistently on the first Thursday of the month from 9-10am during the academic year. All meetings were virtual on the Teams collaborating software. Overview of topics covered and member attendance are included in the monthly agenda notes.

### Proposed Program Reviews:

The *Committee* reviewed documents for the following new programs:

- Major in Global Environmental Stability
- Impact MBA Master of Finance Dual Degree
- Major in Livestock Business Management

All three programs were approved for further review up the chain of determination. However, the *Committee* did echo several concerns with the Major in Global Environmental Stability proposal, with the assumption that the Curriculum Committee would acknowledge those concerns in making its final decision.

#### **Representation on Other University Committees:**

The Chair represented the CoSFP at the Council of Deans and Faculty Council meetings.

Committee members actively served on the following University committees:

- Budget Consultant RFI Committee
- Committee on Innovation Strategies
- Search Committee, Vice President Division of Operations and Chief Financial Officer

#### **Committee Issues and Activities:**

The dominant theme, which carried over from last academic year, was identifying and articulating the *Committee's* role in the institution's well-publicized strategic and financial planning initiatives; e.g., Courageous Strategic Transformation (CST), Academic Master Plan, and prioritizing a new budget model.

Dr. Scott Shrake, Strategic Planning Fellow in the Office of the Vice President for Strategy, attended two meetings to update the *Committee* on the CST process and to discuss opportunities for active participation. A few members participated in themed writing groups to develop goals and objectives, and several others attended open fora to receive updates and provide suggestions.

At its May 5, 2022 meeting, the *Committee* unanimously agreed to elect James Graham as the Chair for another academic year, as there were no other nominations.

**Committee on Teaching and Learning  
Annual Report  
2021-2022 Academic year**

**Committee Membership**

Lumina Albert (Co-chair, COB), \*Shawn Archibeque (Chair, COAS), Ben Clegg (CNS), Director of Academics (ASCSU), Jody Donovan (Dean of Students, ex officio), Sue Doe (Chair, Faculty Council, ex officio), \*Gwen Gorzelsky (Director, TILT, ex officio), Joshua Schaeffer (CVMBS), \*Cayla Bellamy (CLA), \* Julia Murphy (Registrar's Office, ex officio), \* Courtney Schultz (WCNR), Karan Venayagamoorthy (COE), Renae Watson (CSU Libraries). Frankie Hendricks (Deputy Director of Academics, ASCSU), Leslie Stone-Roy (Committee on Non-tenure Track Faculty), \*Susan James (VPFA, ex officio), \*Brandon Lowry (Director of Academics, ASCSU), \*James Folkestad (CHHS), Kelly Long (VPUA, ex officio),).

**Major CoTL Activities:**

**1. Academic Policies (S/U and late withdrawal)**

- a. Should CSU go back to original academic policies that shifted during 2020-21 or should they continue?
- b. Issues with lack of academic satisfactory progress for students choosing to withdraw
- c. Faculty feel taken advantage of when working with students throughout the semester, and then student withdraws
- d. The original dates were set a long time ago (withdrawal date used to be October 18)
- e. Perhaps withdrawal date could be mid-semester or 2/3rds of the way through the semester (after some sort of assessment)
- f. Drop date remains Sept 8.

**2. Discussion of Concerns regarding Athletic events and early closures of campus that effect learning.**

- a. Concern about when cars have to be off-campus on Fridays when there is a Saturday game
- b. 10 p.m. on Friday night all vehicles need to be moved off campus before a Saturday game – Confirmed.
- c. Has been brought before CoTL in the past related to the number of games during the week.
- d. Shawn and Karen Barrett (Chair, Faculty Council Committee on Scholastic Standards) are working with Kelly Long on a committee formed to address academic policies on campus. Shawn and Karen have reached out to students who are actively involved on campus and have experienced academic challenges. The goal is to bring more diverse student voices into the conversation.
- e. CoTL members expressed strong support.

**3. Concerns re: Closing of University Testing Center**

- a. Scantron exams: it's guesstimated that 5 – 7 large-enrollment courses are still using Scantron exams
  - i. UTC will continue processing Scantron exams in FA21
  - ii. Kevin Nolan, ACNS, is investigating [Gradescope](#) as a possible solution to replace

Scantron exams in SP22 and after. Other platforms may also be investigated. Brandon Bernier, VP for IT, is aware of the institutional need.

b. Remote proctoring:

- i. Respondus' Monitor has been purchased for RI courses for FA21
- ii. When the purchase was made (late spring/early summer), it was not anticipated that there would be a need for remote proctoring for RI courses in SP22 and following, as this service was not provided pre-COVID and as RI courses were, at that time, expected to return to campus by SP22.
- iii. Given the COVID surge resulting from the Delta variant, use of Monitor by RI courses in FA21 is being estimated to attempt to determine likely need in SP22. This need will inform discussions about a potential purchase of Monitor to support RI courses in SP22 and possibly after.

c. External vendor exams:

- i. UTC administered many exams on behalf of external vendors, such as the Educational Testing Service (ETS), which produces the SAT, ACT, GRE, and other graduate/professional program entrance exams. It also administers exams for professional certifications, CLEP, etc.
- ii. All exams already scheduled will be administered by UTC. Scheduling of new exams will close in October, which will ensure that UTC can deliver all scheduled exams by the time it closes at the end of FA21.
- iii. Paula Rodriguez, the former UTC Director, arranged to hand off other external exams to regional testing centers to ensure that CSU and other Northern Colorado/Southern Wyoming testers have access to needed exams.

d. Course survey:

- i. TILT will take over survey administration and will continue to support the programming requirements associated with the course survey.
- ii. This transition is in process, and it will minimize disruption for students and instructors as much as possible.

#### 4. Bereavement policies

Jody Donovan invited Jennifer Van Norman and Sagarika Sarma from Student Case Management at CSU to discuss about bereavement policy at CSU.

- b. Jennifer informed us that there is no official bereavement policy for students at CSU.
- c. There is an excused absence policy for university sanctioned events.
- d. Verification of student bereavement and loss cases are difficult.
- e. Sagarika discussed how difficult the verification process has become and how it has become nearly impossible for international students. Examples were provided to highlight how further marginalization of marginalized population/groups occur as a result.
- f. Jody highlighted the need to have space for this conversation that could lead to recommendations for next steps for a bereavement policy for students.
- g. Ben Clegg indicated that most faculty are willing to accommodate bereavement issues. However, many have been burnt multiple times. He expressed the need for centralized documentation/tracking to prevent misuse of bereavement accommodations. Jennifer said this is what they are doing and can be centrally managed via the Navigate system.
- h. Kelly Long indicated that having documentation of bereavement related



excuses/accommodation can be helpful in handling appeals from students.

- i. Next steps were briefly discussed. Kelly raised the possibility of creating a subcommittee/working group within CoTL or a broader working group. She also indicated that Shawn and Karen Barrett (Chair, Faculty Council Committee on Scholastic Standards) could work with her since they are already involved as a committee to address academic policies on campus. Also suggested that she and Jody reach out to VP for student affairs (Blanche Hughes) for further dialogue.

CoTL members expressed strong support for looking further into this issue.

- j. This is the priority issue for the beginning of the 2022-2023 session.

## **5. Development of a subcommittee to explore adding online evaluation to the existing course survey**

- a. Gwen provided a nice discussion on the need for multiple forms of evidence for effectively evaluating online teaching effectiveness. She has been in discussion with Chris LaBelle (CSU Online) on this issue.
- b. Gwen highlighted how the course survey has not been designed for this purpose.
- c. Currently there are no formal guidelines for evaluating online instruction and course design. Departments vary in how they address online teaching. Instructors invest tremendous energy in developing and delivering high quality online courses. However, they are not evaluated/rewarded accordingly due to a lack of a formal evaluation policy. On the other hand, instructors might not be investing/putting effort as per expectations for the online courses offered.
- d. Potential to form a working group (with possibly at least one voting member from CoTL) to explore online evaluation including revisiting course survey. Challenges to any revisions to the course survey were noted..

## **6. Course W deadlines. (From academic policy committee)**

- a. Academic Policy committee has been discussing the Course Withdrawal deadline and the challenges and problems brought forth with the changing policies on W drops during the pandemic.
- b. The Academic Policy Committee suggests that we no longer continue with allowing W drops through the last day of the semester.
- c. Having the course withdrawal date at the end of the semester caused issues for group projects, if students can drop at the end of semester, and they are working on a group project it leaves the rest of the group without time to complete. Jody asked what faculty do if one person in a group withdraws. Some faculty graded with a revised rubric, some scrapped the project totally, some had students re-do the project.
- d. Most people feel the W drop date the 2<sup>nd</sup> week of the semester is too short. There was some discussion that this should be moved to the middle of the semester.
- d. Academic Policy Committee suggests that the drop date be moved to the 12<sup>th</sup> week of the semester. That is the  $\frac{3}{4}$  way through the semester.
- e. If we move to week 10 it may be too early to receive feedback from Faculty on grades. There are classes that may not have any significant determining grade until after the mid-point of the semester. Faculty needs time to grade work and provide feedback after mid-term.

- f. Motion to move to week 12 of the semester.
- g. The  $\frac{3}{4}$  point recognizes that we do have classes that run in different parts of term. So, we would set withdrawal dates based on  $\frac{3}{4}$  of each part of term.
- h. Julia requested time to discuss policy with Office of the Registrar systems team to make sure there will be no systems issues.
- i. Shawn will ask for email vote to set the course withdrawal date at the  $\frac{3}{4}$  point after Julia confirms the student information system can support.

#### 7. **Freshman accelerated start (From academic policy committee)**

- a. Concept at some institutions where students take their courses at the 100 level and 200 level and the students get grades as normal, but the grades are not calculated into their GPA.
- b. Don't want to make this very difficult from a process/systems perspective- for example, allow students to opt in or out of program.
- c. Sue shared that the College of Engineering had a similar pilot. Pilot was suspended for implementation issues- not all Colleges and Faculty were aware of pilot and did not receive full support from Faculty Council to move forward.
- d. Ben suggested that there could be an option to exclude AUCC classes and put off any required classes for their major.
- e. Committee asked if SU grades could be changed back to original grade. Julia confirmed that RO can revert SU grades back to letter grades.
- f. Suggestion was made that we put a credit limit on the policy so if students come in with a certain number of credits the policy may not apply. But those students could have issues as well. For example, students that come in with a lot of AP credits may have significant stressors because they are in harder classes in their first term.
- g. Jody has asked for more information about how other schools do this.
- h. Karan shared the following link: [First year grading | MIT Registrar](#)
- i. Benn noted that there is a difference between what MIT does in Fall vs Spring of the 1st year: "You start with Pass or No Record (P/NR) grading during fall and IAP terms and transition to A, B, C, or No Record grades for the spring semester. Standard A-F grading begins in your sophomore year."

#### 8. **Rename repeat-delete program**

- a. Rename to *Repeat-Repair*, request brought by Terry Richardson
- b. Reasoning:
  - a. Students believe initial grade will be completely removed from transcript
  - b. Right now – repeat-delete makes it so initial grade does not count toward GPA (if new grade is higher), but it is still on the transcript with an R next to it
  - c. Misunderstanding also noted from other committees/directors
  - d. Additional notes:
  - e. Larger changes to repeat-delete policy also being considered by academic policy team (e.g., students don't know they have to file, change majors 1<sup>st</sup> year)
  - f. ***Leslie Stone-Roy: Motion to change the name from Repeat-Delete to Repeat-Repair***
  - g. *Seconded by Courtney Schulz*
  - h. Shawn will contact Terry with how to move forward

## 9. Dates course surveys are administered

- a. Decide between allowing (and requiring) all instructors to set dates, or set the same release dates for everyone
- b. Right now, faculty must all activate surveys and set dates to be released
  - o Some faculty wanted this option
- c. Same release dates would be best
- d. Reasoning:
  - o Only 54% of surveys were activated Fall 2021
  - o Faculty find it difficult when trying to set it up at end of semester
- ***Courtney Schultz: Motion to move course survey to standardized on/off dates, with release dates being the last 2 weeks of instruction through the Friday of finals week***

## 10. Student course surveys

- a. Should we administer a survey to faculty for their feedback on the student course survey?
  - o Overall impression is yes, start making plans for a student AND faculty survey about how they use/understand the new course evaluation
  - o Some difficulties noted:
    - i. Completion rates low
    - ii. Faculty/mentors/evaluation committees not sure how to interpret what responses mean and how to implement changes in teaching
- b. Some benefits noted:
  - i. Purpose was to avoid having a one-number rating for instructors
  - ii. Research-based reasons for changes that were made
- c. Other options of data collection:
  - i. Usability study/focus groups another option
- d. ***Motion: Karan Venayagamoorthy moved to have TILT make a survey or other evaluation methods for both students and faculty members***
- e. *Seconded: Lumina Albert*
- f. *Majority in favor, no objections*
- g. ***Action: Gwen will move forward with TILT and have Rebecca come to meet with CoTL after spring break***

Motions for Faculty Council

Date: April 19, 2022

To: Sue Doe  
Chair, Faculty Council

From: Shawn Archibeque  
Chair, Committee on Teaching and Learning

Subject: **Transfer credit limits**

The Committee on Teaching and Learning submits the following:

MOVED, THAT CSU WILL NO LONGER LIMIT THE NUMBER OF TRANSFER CREDITS FROM TWO-YEAR (COMMUNITY COLLEGE) INSTITUTIONS TO 64, BUT RATHER, WILL ENFORCE THE 42 UPPER DIVISION CREDITS AND 30 UPPER DIVISION CREDITS IN RESIDENCE REQUIREMENTS TO ASSURE THAT STUDENTS HAVE A MAJOR PROPORTION OF THEIR COURSE WORK COMPLETED AT CSU.

**Proposed Catalog Language:**

The Office of the Registrar, under direction from academic teaching departments, is responsible for determining course equivalencies for all courses that are presented for transfer to CSU. Students should be aware that credits may transfer to CSU, but not count toward department graduation requirements. Evaluation of credits is made only from official transcripts or test scores (AB, IB, CLEP) after a student has been granted admission. All transferrable coursework is posted to the student's record and, once posted, cannot be removed.

~~If a student attends one or more regionally accredited 2-year institutions a total of 64 transfer credits may be accepted. There is no limit for the amount of credit that can be transferred from regionally accredited 4-year institutions.~~

**There is no limit for the amount of credit that can be transferred from regionally accredited institutions.**

Regular academic courses from institutions accredited by one of the seven regional associations of schools and colleges completed with a grade of C- or better are generally accepted in transfer. Course work from institutions that are not regionally accredited will not be transferred. Coursework that is remedial or vocational/technical in nature will not be transferred. Transfer grades and credits are not computed within the cumulative GPA earned at CSU.

If coursework presented for transfer is over 10 years old, the academic department will need to review it for applicability towards degree requirements.

**Rationale:**

We have a current limit of 64 credits in transfer which reflects a long past standard of 128 credit requirement for obtaining a BA/BS at CSU. This requirement changed to 120 credits in 1998, our transfer limit did not adjust at that time. Many peer and other Colorado four year institutions do not impose such a limit of transfer credits from two-year institutions and our doing so is putting us increasingly out of sync with the state and peers.

It is also presenting a challenge to departments that want to propose or participate in Statewide Articulations Agreements with other institutions in the state.

The challenge we are facing also pertains to public expectations and perceptions. If a student takes courses in expectation of transfer but then changes their degree program once here, they often miss out on being able to apply credit for courses they have taken and paid for elsewhere. We seek to be more aligned with transfer equity projects and processes emerging across the nation and in Colorado.

As 2-year institutions are permitted to transfer in course work at the 100 and 200 level, this adjustment would bring community colleges in alignment with our practice in accepting all transferable 100 and 200 level course work from a 4-year institution.

Date: February 22, 2022  
To: Sue Doe  
Chair, Faculty Council

From: Shawn Archibeque  
Chair, Committee on Teaching and Learning

Subject: **Repeat/Delete Policy**

The Committee on Teaching and Learning submits the following:  
MOVED, THAT THE REPEAT/DELETE POLICY BE RENAMED TO “REPEAT/REPAIR”.

**Rationale:**

This is to hopefully address the confusion many students have when they use the process and later realize that the lower grade still remains a portion of their transcript.

Date: February 22, 2022  
To: Sue Doe  
Chair, Faculty Council

From: Shawn Archibeque  
Chair, Committee on Teaching and Learning

Subject: **Student Course Surveys**

The Committee on Teaching and Learning submits the following:  
MOVED, THAT THE STUDENT COURSE SURVEY BE OPENED FOR A STANDARD PERIOD OF TIME THAT WILL ENCOMPASS THE FINAL TWO (2) WEEKS OF THE SEMESTER THROUGH THE FRIDAY OF FINALS WEEK.

**Rationale:**

This action is to address the low activation of the survey and hopefully enhance the use and feedback of the student course survey.

**COMMITTEE NAME: Committee on University Programs (CUP)**  
**Annual Report - for September 1, 2021 to - June 30, 2022**

Members: Committee Chair: José Luis Suárez-García.  
 Committee Members: Thomas Borch, Aniredy Reddy, Jocelyn Boice, Joe Fry, Peter Jan van Leeuwen, David Koons, Laurie Carlson, Sue Doe (Faculty Council), Tanja Hess, Tian Wang, Dinaida Egan, Kellie Doucette, Kaylee Clark. No representative from CVMBS.

The annual report (Summary of activities) From Jose Luis Suárez-García, CUP chair

**I. Dates of meetings held.** Two meetings online via Zoom: Thursday Jan. 27, 4:00PM; Friday Jan. 28, 4:00PM [Zoom]

Agenda and documents enclosed to the committee (3)

1. New applications (2). Report enclosed.

a. Approved

Food Systems Institute for Research, Engagement and Learning

b. Not approved

Center for Artists' Books and Inclusive Narratives (CABIN)

2. Regular Biennial report (Summary/Synopsis enclosed doc. to the committee):

- Total 36 CIOUSUs evaluated. All reports had 2 or 3 evaluators\*
- 29 CIOUSUs received “Continuation” recommendation by all evaluators
- Two CIOUSUs received Termination recommendation (Requested. CIOUSU Director)
  - Materials Chemistry Program of Study
  - Western Forest Fire Research Center
- Some CIOUSUs have received comments expressing concerns or deficiencies (CIOUSU Guidelines), in most cases connected to the ***budget*** and/or the ***# of units***\*\* None of the CIOUSUs evaluated under this group received a majority in favor of Termination; nevertheless, this is an important issue that needs the CUP attention and discussion. to be done this semester.

**II. Membership and attendance.** We had two meetings (via Zoom) and numerous email conversations to discuss issues related to the CIOUSU applications (annual reviews and new applications). This year we had two student representatives participating in our discussions. We still do not have a representative from a college (CVMBS). I had an exchange of messages with a possible representative, but at the end the person did not commit to the task. All CUP members have regularly been available, and supportive of our work as committee.

**III. Substantive matters (issues) brought to the committee.**

Since Fall the committee worked with the following main issues:

- a. Election of a new committee chair  
 Jose Luis Suárez-García, Professor, Languages, Literatures and Cultures;

- b. Evaluation of biennial applications (fully completed online during the Winter break). Meeting to discuss the results held in Spring prior to submitting our report to Faculty Council
- a) Full evaluation of new applications (one approved, one denied)
- b) Initial evaluation of issues concerning CIOUS guidelines. Pending full evaluation of the issue.

#### IV. **The outcome of the response or recommendation**

Recommendations submitted to Faculty Council in Spring 2022, and approved by Faculty Council.

- Applications are recommended for renewal/continuation (29)
- Applications are recommended for renewal with some concerns (5)
- Applications not recommended for renewal/continuation (2)
- Comments on the evaluation process.
- New applications (1 recommended, 1 not recommended to have CIOUSU status)

#### V. **Spring Semester.**

Completed and outcomes.

1. Completion of the CUP reports with Faculty Council discussion and approval.
2. Request to relocate the Center for the Study of Academic Labor (CSAL) housed at TILT (Provost Office) to the College of Liberal Arts. There were an extensive exchange of messages between individuals involved (center directors, deans, chairs, overseeing administrators, personnel from the OVPR and CUP chair). A new Change Form was created (enclosed with this report, PDF format) and at the end all signatures were collected to relocate the center. This form may be used in the future when existing centers may request a change in personnel/relocation (prior their biennial evaluation).
3. A number of new centers (interested in CIOUSU status) requested support from CUP (several emails and online conferences with CUP chair) to prepare applications to be submitted in the future.
4. Support to existing CIOUS that had questions related to potential changes in their existing administration/operations.

# UNIVERSITY CURRICULUM COMMITTEE

## Annual Report for 2021-2022

(July 1, 2021 through June 30, 2022)

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

#### New Degrees

- Master of Addiction Counseling in Psychology and Social Work (9/24/2021)
- Master of Addiction Counseling in Psychology and Social Work, Advanced Standing Program (9/24/2021)
- Major in Livestock Business Management (3/4/2022) (*Pending review by Faculty Council, Council of Deans, Board of Governors, and CCHE.*)

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

#### New Dual Degree Programs

- Dual Degree Program: Biomedical Engineering, B.S. Combined with Computer Engineering, B.S. (1/28/2022)
- Master of Business Administration, Impact Specialization Combined with Master of Finance (2/18/2022)

#### New Concentrations

- Major in Computer Engineering, Aerospace Systems Concentration (10/8/2021)
- Major in Computer Engineering, Embedded and IoT Systems Concentration (10/8/2021)
- Major in Computer Engineering, Networks and Data Concentration (10/8/2021)
- Major in Computer Engineering, VLSI and Integrated Circuits Concentration (10/8/2021)
- Major in Electrical Engineering, Aerospace Concentration (10/8/2021)
- Major in Computer Science, Computer Science Education Concentration (2/4/2022)
- Major in Ethnic Studies, Community Organizing and Institutional Change Concentration (2/25/2022)
- Major in Ethnic Studies, Global Race, Power, & Resistance Concentration (2/25/2022)
- Major in Chemistry, Forensic Chemistry Concentration (3/11/2022)
- Major in Chemistry, Health Sciences Concentration (3/11/2022)
- Major in Chemistry, Environmental Chemistry Concentration (4/8/2022)
- Major in Chemistry, Sustainable Chemistry Concentration (4/8/2022)
- Major in Watershed Science and Sustainability, Watershed Data Concentration (4/29/2022)
- Major in Watershed Science and Sustainability, Watershed Science Concentration (4/29/2022)
- Major in Watershed Science and Sustainability, Watershed Sustainability Concentration (4/29/2022)
- Major in Theatre, Costume Design and Technology Concentration (5/6/2022)
- Major in Theatre, Lighting Design and Technology Concentration (5/6/2022)
- Major in Theatre, Projection Design and Technology Concentration (5/6/2022)
- Major in Theatre, Set Design Concentration (5/6/2022)
- Major in Theatre, Sound Design and Technology Concentration (5/6/2022)
- Major in Theatre, Musical Theatre Concentration (5/6/2022)

#### New Graduate Certificates

- Graduate Certificate in Applied Investments (9/3/2021)
- Graduate Certificate in Corporate Finance (9/3/2021)



- Graduate Certificate in Entrepreneurship and Innovation (9/3/2021)
- Graduate Certificate in Organizational Leadership (9/3/2021)
- Graduate Certificate in Hydraulic Design (10/22/2021) (*Pending review by Higher Learning Commission, Board of Governors, and CCHE.*)
- Graduate Certificate in Arts Management (2/11/2022) (*Pending review by Higher Learning Commission, Board of Governors, and CCHE.*)
- Graduate Certificate in Aerospace: Satellites, Radars and Remote Sensing (3/25/2022) (*Pending review by Higher Learning Commission, Board of Governors, and CCHE.*)

### **New Minors**

- Minor in Computer Engineering (1/21/2022)
- Minor in Health and Exercise Science (1/21/2022)
- Interdisciplinary Minor in Environmental Studies in the Liberal Arts (1/28/2022)

### **New Undergraduate Certificates**

- Certificate in Art History (12/10/2021)
- Certificate in Virtual Wellness Programming (2/4/2022)

### **Changes to Program Titles and Components Thereof**

- **New title:** Major in Horticulture, Controlled Environment Horticulture Concentration (8/27/2021)
  - **Deactivated title:** Major in Horticulture, Floriculture Concentration (8/27/2021)
- **New title:** Major in Soil and Crop Sciences, Plant Biotechnology Concentration (2/25/2022)
  - **Deactivated title:** Major in Soil and Crop Sciences, Plant Biotechnology, Genetics, and Breeding Concentration (2/25/2022)
- **New title:** Major in Soil and Crop Sciences, Soil Science and Environmental Solutions Concentration (2/25/2022)
  - **Deactivated title:** Major in Soil and Crop Sciences, Soil Ecology Concentration (2/25/2022)
- **New title:** Major in Soil and Crop Sciences, Sustainable Agricultural Management Concentration (2/25/2022)
  - **Deactivated title:** Major in Soil and Crop Sciences, Soil Restoration and Conservation Concentration (2/25/2022)
- **New title:** Major in Business Administration, Management and Innovation Concentration (4/15/2022)
  - **Deactivated title:** Major in Business Administration, Organization and Innovation Management Concentration (4/15/2022)
- **New title:** Major in Business Administration, Management and Innovation Concentration with International Business Concentration (4/15/2022)
  - **Deactivated title:** Major in Business Administration, Organization and Innovation Management Concentration with International Business Concentration (4/15/2022)
- **New title:** Major in Human Development and Family Studies, Leadership and Advocacy Concentration (4/29/2022)
  - **Deactivated title:** Major in Human Development and Family Studies, Leadership and Entrepreneurial Professions Concentration (4/29/2022)
- **New title:** Major in Watershed Science and Sustainability (*placeholder*) (4/29/2022)
  - **Deactivated title:** Major in Watershed Science (4/29/2022)
- **New title:** Interdisciplinary Minor in Sport Management (4/29/2022)
  - **Deactivated title:** Interdisciplinary Minor in Sports Management (4/29/2022)
- **New title:** Major in Horticulture, Horticultural Food Crops Concentration (5/6/2022)
  - **Deactivated title:** Major in Horticulture, Horticultural Food Crops Concentration, Production Option (5/6/2022)

- **Deactivated title:** Major in Horticulture, Horticultural Food Crops Concentration, Seed Science Option (5/6/2022)
- **New title:** Major in Family and Consumer Sciences, Interdisciplinary Concentration (5/6/2022)
  - **Deactivated title:** Major in Family and Consumer Sciences, Family and Consumer Sciences Concentration (5/6/2022)

#### **Deactivated Programs**

- Major in Horticulture, Horticultural Therapy Concentration (8/27/2021)
- Major in Music, Performance Concentration, Piano Pedagogy Option (9/10/2021)
- Major in Music, Performance Concentration, String Pedagogy Option (9/10/2021)
- Master of Occupational Therapy, Plan C (M.O.T.) (11/12/2021)
- Master of Science in Occupational Therapy, Plan A (11/12/2021)
- Graduate Certificate in Military and Veteran Culture (11/12/2021)
- Major in Soil and Crop Sciences, Applied Information Technology Concentration (2/25/2022)
- Major in Soil and Crop Sciences, Agronomic Production Management Concentration (2/25/2022)
- Major in Soil and Crop Sciences, International Soil and Crop Sciences Concentration (2/25/2022)
- Major in Theatre, Design and Technology Concentration (5/6/2022)
- Minor in Theatre—Design/Technical Theatre (5/6/2022)

#### **New Subject Code**

- **LBM** – Livestock Business Management (12/3/2021)

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

- Graduate Certificate in Advanced Clinical Behavioral Health (9/10/2021)
- Major in Political Science (4/8/2022)

#### **Newly Designated AUCC/Guaranteed Transfer (GT) Pathways Courses**

- Category 1B: Mathematics
  - **MATH 127:** Precalculus (5/6/2022)
- Category 3B: Arts and Humanities
  - **ETST 242:** African American Creative Expression (GT-AH1) (8/27/2021)
  - **LGEM 250:** Global Cities (GT-AH2) (9/10/2021)
  - **PHIL 171:** Religions of the West (12/3/2021)
  - **PHIL 172:** Religions of the East (12/3/2021)
  - **PHIL 174:** World Religions (12/3/2021)
  - **LFRE 251:** Revolution and Resistance in Lit and Film (2/11/2022)
- Category 3C: Social and Behavioral Sciences
  - **BUS 250:** Music Business—Shifting the Social Landscape (GT-SS3) (1/21/2022)
  - **GR 213:** Climate Migrants (GT-SS2) (8/27/2021)
  - **GR 217:** Human-Environment Geographies (GT-SS2) (8/27/2021)

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

- Quantitative Reasoning (GT-MA1)
  - MATH 105: Patterns of Phenomena (4/29/2022)
- Advanced Writing (GT-CO3)
  - CHEM 301: Advanced Scientific Writing—Chemistry (1/21/2022)

#### **3) Processed CIM course proposals:**

- 19.9% decrease compared to previous 5-year average (2016-17 through 2020-21)

College	New	Major Change	Minor Change	Deactivation	Study Abroad	Experimental – 1 <sup>st</sup> offering	Experimental – 2 <sup>nd</sup> offering FYIs	Total	Change from 20-21
Agricultural Sciences	22	16	17	4	0	11	1	71	+34
Business	3	11	11	2	1	2	0	30	-19
Engineering	17	5	22	0	2	16	0	62	-89
Health and Human Sciences	8	23	19	4	2	6	0	62	-10
Intra-university	3	4	0	1	1	3	1	13	-21
Liberal Arts	68	115	25	8	8	23	0	247	-37
Natural Resources	13	10	11	1	1	10	0	46	-23
Natural Sciences	16	16	35	2	1	15	0	85	+12
Vet Med and Biomedical Sciences	5	2	5	5	2	6	4	29	-34
<b>Total</b>	<b>155</b>	<b>202</b>	<b>145</b>	<b>27</b>	<b>18</b>	<b>92</b>	<b>6</b>	<b>645</b>	<b>-187</b>
<i>Change from 2020-21</i>	<i>-64</i>	<i>-48</i>	<i>-50</i>	<i>-13</i>	<i>-6</i>	<i>+5</i>	<i>-11</i>	<i>-187</i>	

*Note: Dual-listed courses are counted under both subject codes.*

‘Experimental’ category: Exceptions for 3<sup>rd</sup> experimental offerings are listed in the ‘Miscellaneous Request’ table below.

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

#### 4) Processed CIM program proposals:

- 7.5% decrease compared to previous 5-year average (2016-17 through 2020-21)

College	New	New UG Cert	New Grad Cert	Major Change	Deactivation	Title Change -New	Title Change-Deactivation	Minor Change	Total	Change from 2020-21
Agricultural Sciences	4	0	0	6	7	2	3	0	22	0
Business	1	0	4	15	0	2	2	1	25	-8
Engineering	7	0	2	0	0	0	0	6	15	-15
Health and Human Sciences	1	1	0	13	3	2	2	1	23	-11
Intra-university	2	0	0	2	0	0	1	1	6	+2
Liberal Arts	9	1	1	24	4	1	0	9	49	-31
Natural Resources	3	0	0	7	0	1	1	5	17	+6
Natural Sciences	5	0	0	16	0	0	0	3	24	+2
Vet Med and Biomedical Sciences	0	0	0	0	0	0	0	3	3	-8
<b>Total</b>	<b>32</b>	<b>2</b>	<b>7</b>	<b>83</b>	<b>14</b>	<b>8</b>	<b>9</b>	<b>29</b>	<b>184</b>	<b>-63</b>
<i>Change from 2020-21</i>	<i>+8</i>	<i>+1</i>	<i>-2</i>	<i>-79</i>	<i>+7</i>	<i>+4</i>	<i>+4</i>	<i>-6</i>	<i>-63</i>	

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

‘Major Change’ category: Includes 2 proposals to add Online/Distance degree codes to existing programs and 0 previously unpublished graduate programs, which submitted their program requirements for inclusion in the General Catalog.

#### 5) Processed CIM Miscellaneous Request proposals:

- 17.5% decrease compared to previous 5-year average (2016-17 through 2020-21)

College	New Special Academic Unit	New/ Change Subject Code	Department/ Unit Name Change	Pre-Major code	Third Experimental Request	Temp. Stop Admission	Other	Total	Change from 20-21
Agricultural Sciences	0	1	0	0	0	0	0	1	+1
Business	0	0	0	0	0	0	0	0	0
Engineering	0	0	0	0	1	0	0	1	-2
Health and Human Sciences	0	0	0	0	0	0	0	0	-1
Intra-university	0	0	0	0	0	0	0	0	-5
Liberal Arts	0	0	0	0	2	4	0	6	+2
Natural Resources	0	0	0	0	0	0	0	0	-1
Natural Sciences	0	0	0	0	3	0	0	3	+3
Vet Med and Biomedical Sciences	0	0	0	0	6	0	0	6	+5
<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>4</b>	<b>0</b>	<b>17</b>	<b>+2</b>
<i>Change from 2020-21</i>	<i>0</i>	<i>-1</i>	<i>0</i>	<i>0</i>	<i>+6</i>	<i>+2</i>	<i>-5</i>	<i>+2</i>	

‘Other’ category: Includes course reactivation and documentation of various updates submitted to Faculty Council to AUCC guidelines, etc.

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

- 65.4% decrease compared to previous 3-year average (2018-19 through 2020-21)

College of the change that necessitated Admin. Updates	Credit Not Allowed Statement	Course Deactivation	Course # or Subject Code Changes	Administrative Unit Move	Updates/ Corrections	Total	Change from 20-21
Agricultural Sciences	0	2	0	0	0	2	+2
Business	0	0	0	0	0	0	-2
Engineering	0	0	0	0	19	19	+13
Health and Human Sciences	0	0	0	0	2	2	-4
Intra-university	0	0	2	0	0	2	-2
Liberal Arts	1	2	12	0	0	15	-8
Natural Resources	0	5	0	0	2	7	-10
Natural Sciences	0	0	3	0	0	3	-81
Vet Med and Biomedical Sciences	2	0	0	0	0	2	-1
<b>Total</b>	<b>3</b>	<b>9</b>	<b>17</b>	<b>0</b>	<b>23</b>	<b>52</b>	<b>-93</b>
<i>Change from 2020-21</i>	<i>-4</i>	<i>+1</i>	<i>-97</i>	<i>0</i>	<i>+7</i>	<i>-93</i>	

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

‘Course Deactivation’ category: Removed deactivated courses from program requirements (9 program updates processed for 3 course deactivations).

‘Course # or Subject Code Change’ category: Updated course number or subject code in 16 programs and 1 course from 4 Course and Miscellaneous Request proposals.

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

**7) Other Business:**

- Approved Curriculum Deadlines for 2022-2023 for actions effective Spring 2023-Fall 2024 (4/29/2022)
- Brad Goetz was approved as the 2022-2023 UCC Chair.
- Replaced AUCC category 3E with AUCC category 1C on all undergraduate Programs of Study (POS) and Major Completion Maps (MCM) in the 2022-2023 Catalog.

**8) Attendance:**

<b>UCC Representatives</b>	<b>Present</b>	<b>Substitute/Excused</b>
Brad Goetz, Agricultural Sciences ( <i>Chair</i> )	29	1
Ralph Switzer, Business	28	2
Hussam Mahmoud, Engineering	22	8
Brian Tracy, Health and Human Sciences	27	3
Diane Margolf, Liberal Arts	29	1
Sally Sutton, Natural Resources ( <i>Fall 2021</i> )	15	0
Seth Davis, Natural Resources ( <i>Spring 2022</i> )	13	2
Martin Gelfand, Natural Sciences	29	1
Doreene Hyatt, Veterinary Medicine and Biomedical Sciences	29	1
Kristy Nowak, University Libraries	30	0
Graduate Representative	8	22
Brandon Lowry/Frankie Hendricks, Undergraduate Representatives	8	22
Kelly Long, Vice Provost for Undergraduate Affairs ( <i>ex officio, non-voting</i> )	22	8
<b>Administrative Support and Regular Guests</b>	<b>Present</b>	<b>Substitute/Excused</b>
Shelly Ellerby, Curriculum Liaison Specialist	28	2
Susan Horan, Curriculum and Catalog Assistant	29	1
Office of the Registrar Guests	25	5
Division of Continuing Education (CSU Online) Guests	27	3

**9) Meeting dates and minutes:**

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

[August 27, 2021](#)  
[September 3, 2021](#)  
[September 10, 2021](#)  
[September 17, 2021](#)  
[September 24, 2021](#)  
[October 1, 2021](#)  
[October 8, 2021](#)  
[October 15, 2021](#)  
[October 22, 2021](#)  
[October 29, 2021](#)

[November 5, 2021](#)  
[November 12, 2021](#)  
[November 19, 2021](#)  
[December 3, 2021](#)  
[December 10, 2021](#)  
[January 21, 2022](#)  
[January 28, 2022](#)  
[February 4, 2022](#)  
[February 11, 2022](#)  
[February 18, 2022](#)

[February 25, 2022](#)  
[March 4, 2022](#)  
[March 11, 2022](#)  
[March 25, 2022](#)  
[April 1, 2022](#)  
[April 8, 2022](#)  
[April 15, 2022](#)  
[April 22, 2022](#)  
[April 29, 2022](#)  
[May 6, 2022](#)

Board of Governors – CSU Fort Collins Faculty Representative  
Report To Faculty Council – August 25, 2022

Since the last Faculty Council meeting the Board has met three times.

May 3 – 4, Fort Collins Colorado

Actions

Three new Board members were sworn in: Kenzo Kawanabe, Betsy Markey, and Lewis Martin. A short biography for each is available [here](#).

Leadership of CSU Fort Collins, CSU Pueblo and CSU Global presented proposed budgets for the 22 – 23 academic year.

President McConnell presented an evaluation plan for the Courageous Strategic Transformation. This plan was accepted by the board.

June 9 – 10, 2022, Westminster, CO

Actions:

Three ex-officio members were sworn in: Rob Long, CSU-Fort Collins student representative, Andrew Norton, CSU-Fort Collins faculty representative, M.D. Islam, CSU Pueblo faculty representative.

The board announced that they and President McConnell has decided to part ways, effective June 30 2022.

Rick Miranda was named as interim president.

The Board authorized chancellor Frank, Chair Jordan and Vice Chair Valdez to interview and select a search firm and to appoint members of the search committee. The search committee has been created – see <https://presidentalsearch.colostate.edu> for a list of search committee members and anticipated timeline for the search.

The Board approved the CSU Fort Collins, CSU Pueblo and CSU Global budgets as submitted.

We received a presentation “CSU System Image and Awareness Survey” from consultants Magellan Strategies. The report contains the results from an April 2022 survey of 1,477 Coloradans on their perceptions of higher education and in particular, CSU-system institutions. Note: The survey was conducted in English.

The survey results are attached.

Key points:

- CSU-Fort Collins is second only to Colorado School of Mines in our high favorable opinions (80%) and low unfavorable opinions (8%) of universities and colleges in the state.
- Producing graduates who are well prepared for the workplace, are well prepared for life, affordable tuition, and a safe campus were all attributes that more than 80% of respondents rated as “very important” when recommending a college or university.
- More Hispanic respondents rated access for low-income students, outreach programs that serve the community, online learning options, a campus that welcomes diverse students, environmental sustainability and financial aid opportunities as very important than other respondents.
- More Black and African American respondents rated hybrid and online learning options as very important when recommending a college or university than other respondents; more respondents from this group also rated environmental sustainability, opportunities to work with faculty on research, and a campus that welcomes diverse students as very important than other respondents.

Reasons why respondents have a favorable opinion of the CSU System (71% of respondents) include experiences that friends, relatives and colleagues have had here, our reputation for high quality academics and rigor, and the impression that we are more affordable than other state colleges.

- Reasons why respondents have an unfavorable impression of the CSU System (8% of respondents) include a belief that we place too much emphasis on social justice, DEI and the impression that we are too expensive.
- Survey respondents overestimated the annual cost of tuition and fees by 74% (survey average = \$21,845, actual \$12,559 with no financial aid) Median survey response was \$15,001 – \$20,000. The Median estimate for tuition and fees from Hispanic and Black or African American respondents was \$20,000 - \$25,000

The Board held a strategic planning retreat at the CSU Mountain Campus Aug. 3 – 5. I expect that summary documents and a set of strategic goals will be announced soon.

Submitted by  
 Andrew Norton  
 Department of Agricultural Biology  
 Faculty Representative to the Board of Governors  
 August 23, 2022

## Survey Methodology

- Magellan Strategies are pleased to present the results of an online survey of 1,477 adult Colorado residents.
- The interviews were conducted from April 6<sup>th</sup> to May 17<sup>th</sup>, 2022. The overall survey responses have a margin of error of +/- 2.55% at the 95% confidence interval. Population subgroups will have a higher margin of error than the overall sample.
- The survey response data were weighted to be representative of the demographics of the Colorado adult and registered voter population.



2

**Thinking now about colleges and universities. Please indicate the importance of the following attributes when recommending or choosing a college or university. (Among all respondents)**

Rank	Attribute	Total Important	Very Imp.	Smwt. Imp.
1	Producing graduates who are well prepared for the workforce	98%	86%	12%
2	Producing graduates who are well prepared for life	97%	85%	12%
3	Affordable tuition	97%	83%	14%
4	Opportunities for internships and hands-on work experience	96%	68%	28%
5	A safe campus for students	96%	81%	15%
6	Institutional scholarships and financial aid	95%	73%	22%
7	A reputation for academic quality	94%	69%	25%

4



### Attributes that were more important among Hispanic respondents compared to all respondents.

Rank	Attribute	Difference Hispanic – All Very Important	Hisp. Very Imp.	All Very Imp.
1	Access for low income and first-generation students	+20%	82%	62%
2	Outreach programs that serve community needs	+17%	52%	35%
3	Online learning options offered (instruction, virtual classes)	+15%	50%	35%
4	Having an option for hybrid learning (online and in-person)	+14%	48%	34%
5	A campus that welcomes diverse students from different ethnic, racial, economic, sexual, and gender identity backgrounds	+12%	69%	57%
6	A campus that values environmental sustainability	+12%	56%	44%
7	Institutional scholarships and financial aid	+10%	83	73%

6

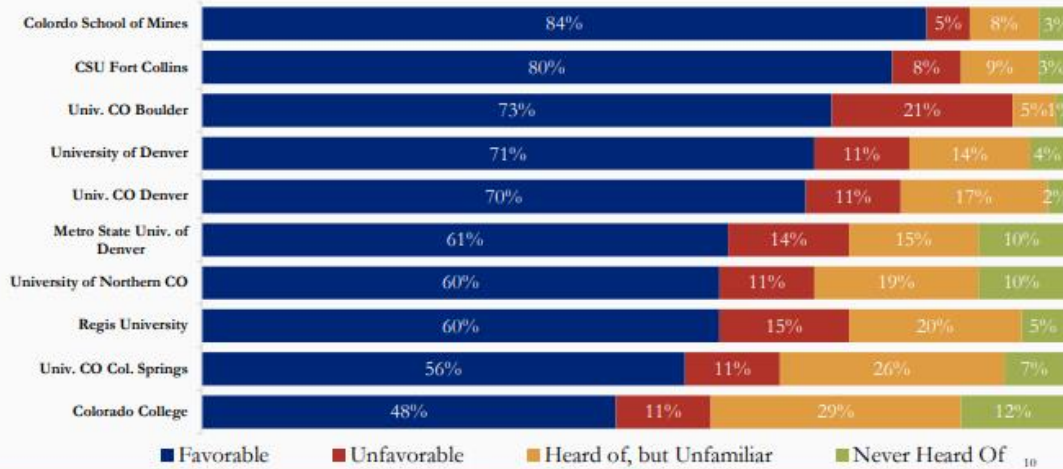
### Attributes that were more important among Black and African American respondents compared to all respondents.

Rank	Attribute	Difference Black – All Very Important	Black Very Import.	All Very Import.
1	Having an option for hybrid learning (online and in-person)	+31%	65%	34%
2	A campus that values environmental sustainability	+27%	71%	44%
3	Opportunities for students to work on research with faculty	+23%	64%	41%
4	Online learning options offered (instruction, virtual classes)	+20%	55%	35%
5	A campus that welcomes diverse students from different ethnic, racial, economic, sexual, and gender identity backgrounds	+20%	55%	35%
6	Up to date technology in the classrooms, labs, and residence halls	+17%	79%	62%
7	Faculty that conducts groundbreaking research	+16%	40%	24%

7

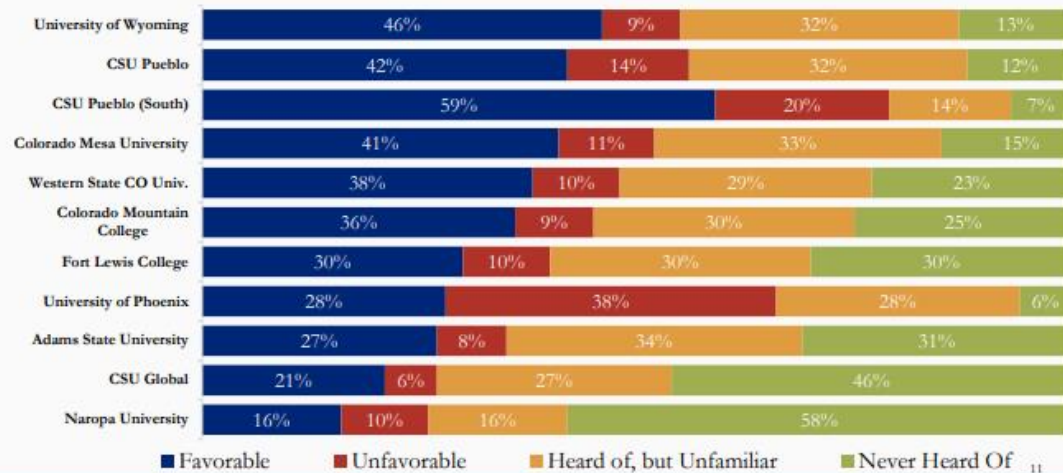
### Image Ratings of Colorado's Colleges and Universities

#### How favorable is your opinion of the following colleges and universities?



### Image Ratings of Colorado's Colleges and Universities

#### How favorable is your opinion of the following colleges and universities?



# Retirement Plans Review

Robyn Fergus, Vice President for Human Resources and CHRO  
Joseph DiVerdi, Associate Professor, Chemistry and Committee Chair

[hr.colostate.edu/retirement-plans-review](http://hr.colostate.edu/retirement-plans-review)



COLORADO STATE UNIVERSITY

# A Brief History

- The Defined Contribution Plan (DCP) was implemented in 1993
- Design reflected the norm in higher education plans at the time
  - consolidate recordkeepers, open fund line-up,  
27 total fund choices then → 331 in 2019
- The environment and landscape has changed:
  - e.g. moving to a single recordkeeper, offering *limited fund choices*
- Retirement Plan Review was launched to improve retirement preparedness for university employees



# Retirement Plans Review

- Begun in Spring 2020 to update plans and take advantage of changes in recordkeeping services
- Focus is on the DCP but also includes the voluntary 403(b) and Student Employee Retirement Plan (SERP)
- Driven by the Retirement Plan Review Committee with the assistance of consultants from Innovest
- Committee is comprised of faculty and staff leaders, the chairs of Faculty Council, Administrative Professional Council, and the University Benefits Committee, and others with relevant backgrounds
- Committee worked diligently for over two years before making their recommendation to the administration
- Work was informed by the results of:
  - a detailed participant survey,
  - three virtual employee educational workshops,
  - responses to a Request for Qualification (RFQ), issued under the guidance of CSU Procurement
  - advice and environmental research by Innovest

# Procurement Rules

- Potential of adding or deleting the recordkeeper(s) authorized to provide such services means Procurement rules must be adhered to
- Master Plan Document for the DCP requires Governing Board approval of plan recordkeepers
- Once the Board of Governors formally acts on the recommendations, the successful bidder(s) and plan participants will be notified
- Information such as the organizations responding to the RFQ and the recommendation of the recordkeeper(s) going forward cannot be shared until a successful bidder(s) has been officially notified





### Retirement Plan Experts

- Consult to 120+ retirement plan clients
- Higher Education expertise
- Streamlined investment menus and thoughtful plan design
- Extensive experience benchmarking fees
- Coordinated education solutions to help participants become retirement ready

### Team-based

- Consultants average 20+ years of experience
- Partners lead client relationships
- 56 employees, including 16 partners

### Investment research-focused

- Deep independent research team performs rigorous qualitative and quantitative due diligence

### Completely Independent

- No conflicts of interest
- No proprietary products
- No monetization of participants



Innovest has been named a best place to work by *Pensions & Investments* in 2021, 2020, 2019, 2018, 2017, 2016, and 2014!

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**Making  
Retirement  
Work**

## Fiduciary Responsibilities

The University has the ultimate fiduciary responsibility. Responsibility can be delegated, but not abdicated

Government plans, like the DCP are not subject to ERISA but ERISA provides a useful guide in prudent plan oversight.

Fiduciary duties include:

- Duty of Loyalty
- Duty of Prudence
- Duty of Diversification
- Duty to Follow Plan Documents

Prudence and loyalty apply to all fiduciary decisions made by fiduciaries, but they're most important when selecting service providers and choosing investments.



## Process - Request for Qualifications

RFQ responses were analyzed on several factors such as:

- Employee services, education, and communications
- Organizational stability, focus, and experience
- Cyber and Data security
- Quality of recordkeeping compliance and plan sponsor services
- Service staff background, experience, credentials, and client load
- Proposed participant fees

## Process – Employee Survey

1,361 responses were received.

Major themes in the responses include:

- Respondents desire more communication regarding the plans
- Respondents want more individual assistance in navigating the investment options and the necessary steps in preparing for retirement
- Respondents do not fully understand their retirement plan options
- Respondents value lower cost over more services
- Respondents value quality of investment options over quantity

## Higher Education Retirement Plan Environment

Higher education institutions face unique challenges when it comes to the management of their retirement plans

- Increasingly complex plan administration which may involve overseeing multiple providers
- Understanding complicated and ever-changing compliance requirements
- Selecting investment options for plan participants
- Managing heightened fiduciary responsibilities
- Helping faculty and staff plan for the future they envision

## Higher Education Retirement Plan Environment

The strategic response has been to simplify retirement plans in an attempt to assist employees in their savings efforts

- Improve communication and engagement services
- Provide financial guidance through individual and self-directed interactions
- Streamline employee investment choices and utilize easy to use investment solutions
- Utilize the scale of the plans to access institutional funds
- Improved plan design through creating plan operation efficiencies

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# Reimagining the University's Employee Retirement Plans

Joseph A. DiVerdi, PhD, MBA  
Chair, Retirement Plan Review Committee  
Colorado State University  
Fort Collins, Colorado USA

Presented to Faculty Council on 6 September 2022

## Fundamentals, in Brief

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- CSU's 401(a) plan, also known as the Defined Contribution Plan (DCP) for faculty and non-classified staff.
- Employees (participants) are *required* to contribute 8% in lieu of Social Security
  - The university contributes 12% to those employees who are match eligible.
  - *n.b.*, State law prohibits CSU participation in Social Security (using state funds)
- The 403(b) plan is a *voluntary* savings plan sponsored by the university
  - The same funds & service providers are available for both DCP and 403(b).
- The Student Employee Retirement Plan (SERP) will also be part of this project review process.
  - Many participants, detailed rules, *e.g.*, some work study & GTAs

# Committee Membership

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## Project Committee:

- **Chair: Joseph DiVerdi**, Non-Tenure Track Faculty Committee Member  
Associate Professor, Chemistry, College of Natural Sciences
- **Sue Doe**, Faculty Council Chair  
Professor, English, College of Liberal Arts
- **Catherine Douras**, Admin Pro Council Chair  
Senior Research Administrator, Office of Sponsored Programs
- **Bolivar Senior**, University Benefits Committee Chair, Associate Professor  
Construction Management, College of Health & Human Science (now retired)
- **Lacey Snyder**, Higher Ed ORP Review Committee Member  
Administrative Professional, Associate University Controller

## Advisory Members:

### CSU Human Resources

- **Robyn Fergus**, Vice President for Human Resources & CHRO
- **Bill Liley**, Special Assistant to CHRO & Retired HR Director
- **Teri Suhr**, Chief Total Rewards Officer

### Innovest Portfolio Solutions

- **Wendy Dominguez**, Principal, President, & Co-Founder
- **Gordon Tewell**, Principal
- **Troy Jensen**, Vice-President

Many thanks are due to our dedicated colleagues  
for their dedicated service on behalf of us all.

## Present Situation

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- Although the retirement plans *are* routinely monitored and updated, an *extensive* refresh of the Plans has not been completed in over two decades
  - At the (distant) beginning a formal procurement process selected Fidelity Investments, TIAA and AIG (formerly known as VALIC).
- Nationally, the retirement financial landscape has changed significantly and substantially over this time
  - So have personal investment landscape options, strategies and fashions.
- The Plan characteristics have evolved over this time
  - The number of active funds has risen many-fold.
  - Administration costs have risen substantially.
- The project committee fully reviewed all aspects of plan administration to assure our colleagues of adequacy of plan choice, plan performance, service providers, education, competitive costs and required compliance.
  - With the able assistance of consultants Innovest Portfolio Solutions, LLC.



## Guiding Light & Lodestar

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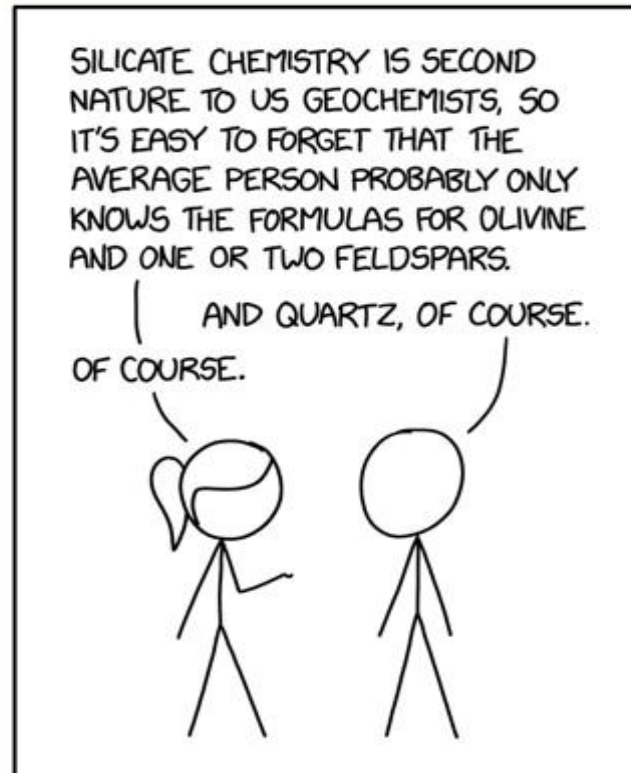
Our Committee's guiding question throughout this process has been:

What structures, processes and culture will provide the best framework for successful achievement of the mission and purpose of the University Retirement and align with the reality of how modern organizations operate in this space?

For all employees and for the coming years.

## Tough committee work

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EVEN WHEN THEY'RE TRYING TO COMPENSATE FOR IT, EXPERTS IN ANYTHING WILDLY OVERESTIMATE THE AVERAGE PERSON'S FAMILIARITY WITH THEIR FIELD.

Yet, it truly is a very worthwhile cause and we took the charge very seriously.

## Aspirational Goals

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- A modern, best-in-class lineup of investment choices
  - Best financial performance to participants (employees)
- Rationalized and simplified investment choices to:
  - Make it easy for early (career) starts to retirement investing
  - Offer a rich pallet of investments to match personal choices
  - Avail sophisticated investors of tools to fulfill their ambitions
- Lower participant administration fees to maximize investment returns
- Rationalized disparate employee category characteristics
  - Staff, faculty and students
- Increased education resources and guidance to assist participants
  - While avoiding distortions from mixing advice and sales
- Protect retired employee (participant) investments

## Current Plan in Brief

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### Current

AIG, Fidelity, and TIAA as multiple recordkeepers

- There is no master administrator
- The DCP investment menu offers 359 investment options across the three recordkeepers
- The 403(b) Plan investment menu offers 380 investment options across the three recordkeepers
- The investment are proprietary with AIG recordkeeping offering AIG/VALIC investments, Fidelity recordkeeping offering Fidelity investments and TIAA recordkeeping offering TIAA/TIAA-CREF investment options

Total Costs for recordkeeping:	\$2,979,935
– DCP:	\$2,050,055
– 403(b):	\$892,365
– SERP participant:	\$37,515

Example from a recent  
year –  
These costs are  
expended *each year*

# Fund Participation by Vendor

TIAA				
# Active or with Balance - DCP 6,306				
# Active or with Balance - 403(b) 1,001				
Total \$934,388,000				
Total # of Investment Funds 34				
INVESTMENT FUND	# holding this fund	total value in this fund	% holding this fund	% total value in this fund
TIATRADITIONAL	2719	\$171,217,000	37%	18%
CRFSTOCKS	2186	\$157,070,000	30%	17%
TIAREALSTATE	2149	\$43,146,000	29%	5%
CRFMONEYMARKETS	1857	\$39,134,000	29%	4%
CRFBONDALTERNATIVE	1692	\$67,774,000	23%	7%
CRFBONDALTERNATIVE	1182	\$31,597,000	19%	3%
CRFGROWTH	1166	\$64,903,000	19%	7%
TIACREFTMIDCAPVALPREM	1091	\$22,612,000	19%	2%
TIACREFTINTLBOIPREM	1088	\$22,634,000	19%	2%
TIACREFTMIDCAPVALPREM	1014	\$16,050,000	14%	2%
CRFBONDALTERNATIVE	991	\$90,236,000	14%	5%
CRFINFLATIONLINKED BOND	980	\$17,969,000	13%	2%
TIACREFTMIDCAPVALPREM	909	\$13,780,000	12%	1%
TIACREFTMIDCAPVALPREM	905	\$18,753,000	12%	2%
CRFSOCIALCHOICE	884	\$40,643,000	12%	4%
TIACREFTMIDCAPVALPREM	658	\$18,482,000	9%	2%
TIACREFTMIDCAPVALPREM	610	\$16,319,000	8%	2%
TIACREFTMIDCAPVALPREM	494	\$16,381,000	7%	2%
TIACREFTMIDCAPVALPREM	455	\$19,479,000	6%	2%
TIACREFTMIDCAPVALPREM	417	\$4,642,000	6%	0%
TIACREFTMIDCAPVALPREM	404	\$8,741,000	6%	1%
TIACREFTMIDCAPVALPREM	344	\$18,735,000	5%	2%
TIACREFTMIDCAPVALPREM	326	\$6,189,000	4%	1%
TIACREFTMIDCAPVALPREM	244	\$16,778,000	3%	2%
TIACREFTMIDCAPVALPREM	164	\$8,145,000	2%	1%
TIACREFTMIDCAPVALPREM	155	\$1,867,000	2%	0%
TIACREFTMIDCAPVALPREM	149	\$8,585,000	2%	1%
TIACREFTMIDCAPVALPREM	107	\$6,240,000	1%	1%
TIACREFTMIDCAPVALPREM	63	\$2,766,000	1%	0%
TIACREFTMIDCAPVALPREM	45	\$782,000	1%	0%
TIACREFTMIDCAPVALPREM	34	\$1,095,000	0%	0%
LOAN FUND	32	\$725,000	0%	0%
PLAN LOAN DEFAULT FUND	30	\$796,000	0%	0%
SELF-DIRECTED ACCOUNT	3	\$243,000	0%	0%

Fidelity				
# Active or with Balance - DCP 5,318				
# Active or with Balance - 403(b) 763				
Total \$962,358,000				
Total # of Investment Funds 194				
INVESTMENT FUND	# holding this fund	total value in this fund	% holding this fund	% total value in this fund
0455-FID GOVTMKT	1482	\$20,954,000	24%	3%
2050-FID GROWTH	998	\$53,839,000	16%	8%
2050-FID CMBBASK	704	\$11,570,000	12%	2%
3025-FID FREEDOM2050 K	697	\$20,711,000	11%	3%
2325-FID 500 INDEX	628	\$32,393,000	10%	5%
3025-FID FREEDOM2045 K	608	\$26,164,000	10%	4%
3030-FID FREEDOM2055 K	586	\$12,738,000	10%	2%
2050-FID CONTRAFUND	543	\$47,486,000	9%	7%
0335-FID INTL CAP W/RESEC	520	\$2,937,000	9%	0%
0331-FID NEW MARKETS INC	518	\$1,286,000	9%	0%
2050-FID CRICK	509	\$12,531,000	8%	2%
0455-FID HIGH INCOME	505	\$2,803,000	8%	0%
0015-FID GNMA	494	\$4,639,000	8%	1%
2050-FID GROWTH & INCK	485	\$9,274,000	8%	1%
2054-FID EMERGING MKTSK	486	\$3,585,000	8%	1%
2057-FID MID CAP STOCK	485	\$3,379,000	8%	1%
0351-FID MEGA CAP STOCK	484	\$4,725,000	8%	1%
2205-FID CORPORATE BOND	481	\$2,384,000	8%	0%
2355-FID TOTAL EMERG MKTS	479	\$1,645,000	8%	0%
2355-FID REAL ESTATE IDX	472	\$1,161,000	8%	0%
2055-FID EQUITY INCOME K	471	\$2,567,000	8%	0%
0833-FID REAL ESTATE INC	463	\$542,000	8%	0%
2941-FID US SUSTNIDX	429	\$3,688,000	7%	1%
3027-FID FREEDOM2040 K	419	\$21,326,000	7%	3%
2055-FID FUNDK	403	\$1,685,000	7%	0%
2415-FID INFL PRBD IDX	394	\$2,772,000	6%	0%
2102-FID VALUEK	368	\$1,294,000	6%	0%
2055-FID EQUITY INCOME K	347	\$8,236,000	6%	1%
2945-FID INTL SUSTNIDX	333	\$849,000	5%	0%
2075-FID BLUE CHIP GRK	333	\$25,025,000	5%	4%
3025-FID FREEDOM2035 K	318	\$14,616,000	5%	2%
0010-METUPEFRED-OLD	309	\$7,906,000	5%	1%
1975-FID INTL GROWTH	295	\$1,864,000	5%	0%
0032-FID INTERMED BOND	277	\$3,311,000	5%	0%
3031-FID FREEDOM2060 K	274	\$3,603,000	5%	1%
2077-FID BALANCED K	271	\$21,246,000	4%	3%
3025-FID FREEDOM2030 K	263	\$18,092,000	4%	3%
2325-FID US BOND IDX	257	\$7,351,000	4%	1%
3024-FID FREEDOM2025 K	229	\$14,003,000	4%	2%
0020-FID TOTAL BOND	209	\$10,605,000	3%	2%
2056-FID MAGELLAN K	209	\$15,177,000	3%	2%
0025-FID INST GRID	191	\$4,100,000	3%	1%
0384-FID SM CAP DISCOVERY	157	\$3,804,000	3%	1%
2361-FID TOTAL MKT IDX	155	\$11,728,000	3%	2%
0042-FID SELF BOTCH	153	\$3,538,000	3%	1%

AIC				
# Active or with Balance - DCP 1,648				
# Active or with Balance - 403(b) 1,166				
Total \$303,184,000				
Total # of Investment Funds 138				
INVESTMENT FUND	# holding this fund	total value in this fund	% holding this fund	% total value in this fund
FRED ACCOUNT PLUS	963	\$64,277,000	34%	21%
STOCK INDEX FUND	536	\$13,894,000	19%	5%
SHORT TERM FRED ACCOUNT	527	\$13,428,000	19%	4%
MID CAP INDEX FUND	509	\$10,675,000	18%	4%
FRED INTEREST OPTION	354	\$15,523,000	14%	5%
VANGUARD WINDSOR II	355	\$4,181,000	13%	1%
VANGUARD WELLINGTON	337	\$7,842,000	12%	3%
VCI MID CAP INDEX	338	\$6,590,000	12%	2%
VCI INTERNATIONAL EQUITIES	262	\$8,199,000	10%	3%
VCI SYSTEMATIC CORE	268	\$3,657,000	10%	1%
INTERNATIONAL EQUITIES INDEX FUND	266	\$1,863,000	9%	1%
SMALL CAP INDEX FUND	254	\$3,180,000	9%	1%
MID CAP VALUE FUND	254	\$2,103,000	9%	1%
VCI GOVERNMENT MONEY MARKET	253	\$4,545,000	9%	1%
VANGUARD WINDSOR II	251	\$3,891,000	9%	1%
INTL OPPORTUNITIES	251	\$1,502,000	9%	0%
VCI GLOBAL REAL ESTATE	244	\$1,456,000	9%	0%
SCIENCE & TECHNOLOGY FUND	240	\$5,781,000	9%	2%
VCI EMERGING ECONOMIES	230	\$2,322,000	8%	1%
EMERGING ECONOMIES	227	\$952,000	8%	0%
VCI INTL GROWTH	222	\$2,033,000	8%	1%
VCI CORE BOND	215	\$8,370,000	8%	3%
US SOCIALLY RESPONSIBLE FUND	207	\$2,039,000	7%	1%
SMALL CAP VALUE FUND	206	\$842,000	7%	0%
INTERNATIONAL VALUE FUND	190	\$1,300,000	7%	0%
VCI STOCK INDEX	192	\$5,625,000	7%	2%
DIVIDEND VALUE	190	\$1,030,000	7%	0%
STRATEGIC BOND FUND	175	\$2,623,000	6%	1%
VCI HIGH YIELD BOND	175	\$1,851,000	6%	1%
VCI SMALL CAP GROWTH	173	\$1,711,000	6%	1%
HIGH YIELD BOND FUND	171	\$1,051,000	6%	0%
VCI CAPITAL CONSERVATION	170	\$10,561,000	6%	3%
BLUE CHIP GROWTH FUND	166	\$3,798,000	6%	1%
CORE BOND FUND	161	\$2,896,000	6%	1%
INFLATION PROTECTED FUND	161	\$1,254,000	6%	0%
GLOBAL REAL ESTATE FUND	161	\$279,000	6%	0%
GROWTH FUND	156	\$3,108,000	6%	1%
INVESTOR BAL RISK COMMOD SPERS	156	\$343,000	6%	0%
VANGUARD WELLINGTON FUND INC	151	\$5,653,000	5%	2%
ARIEL APPRECIATION	143	\$629,000	5%	0%
LOAN COLLATERAL FUND	131	\$1,682,000	5%	1%
LOAN ESCROW FUND	131	\$36,000	5%	0%
HEALTH SCIENCES FUND	130	\$3,105,000	5%	1%
INTERNATIONAL GROWTH FUND	127	\$2,411,000	5%	1%
VCI MID CAP VALUE	123	\$731,000	4%	0%

For example ...

## Employee Feedback is Significant

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### CSU Survey - What We Learned

Survey performed 1-23 Oct 2020

#### Summary

Employees expressed that they feel that they would benefit from better education around the options available to them for retirement plan savings, including CSU plans, PERA, and Social Security. They value low-cost investments and operational efficiency, but also believe that the greatest need and feature for improving their retirement readiness is (personal) expert guidance. Fidelity is used and referenced by the largest number of participants, while AIG is a distant third.

- Total Responses = 1,361
- Participating in DCP = 994 (73%)
- Employment Status:
  - Admin. Professional or Post-Doctoral Fellow = 56%;
  - State Classified = 18%;
  - Tenured/Tenure Track Faculty = 15%;
  - Non-Tenure Track Faculty = 7%



# Employee Survey

## Comment Analysis

### Question 4: If you selected AIG, Fidelity or TIAA in question #3, please describe what makes them your preferred selection?

Category	Count	Percent	For Instance
No Clear Reason	207	23.10%	Random, Only Option, Don't Remember
Prior Experience with Provider	268	29.91%	Prior Employer Used Them, Convenient, Have Other Account There
Recommended by Others	65	7.25%	Advisor Recommended; Co-workers Recommended
Provider Name / Reputation	116	12.95%	History; Name Recognition; Reputation; Heard they were XYZ
Product/Service (i.e. Fund Selection, Fees, Meetings)	240	26.79%	Investment Options; Fees; Website; Service Personnel
<b>Total</b>	<b>896</b>	<b>100.00%</b>	

We received 851 answers to this question, some of which touch on multiple topics. Two main factors are previous personal/household experience with the vendor and specific, active assessment of the choices. Among the latter, common drivers were feeling of better investment options, lower fees, a better online experience, or better service/people.

### Question 6: If you currently do not contribute to the CSU 403(b) plan or Voluntary PERA Plans, why not?

Category	Count	Percent	For Instance
No Clear Reason	10	8.26%	
Choose to Save in Other Ways Instead	63	52.07%	Contribute to IRA;
Lack of Time/Opportunity to Sign Up	4	3.31%	It takes too much time/effort to figure out;
Lack of Understanding About the Provider or Investment Options	5	4.13%	
Lack of Extra Money to Invest Supplemental Plan Currently	5	4.13%	
Lack of Awareness About the Plans or Eligibility	16	13.22%	Did not think I was eligible; Lack of advertising
Do Not Want To Contribute to Plan(s)	18	14.88%	Not interested; No match; It's on my To-Do List
<b>Total</b>	<b>121</b>	<b>100.00%</b>	

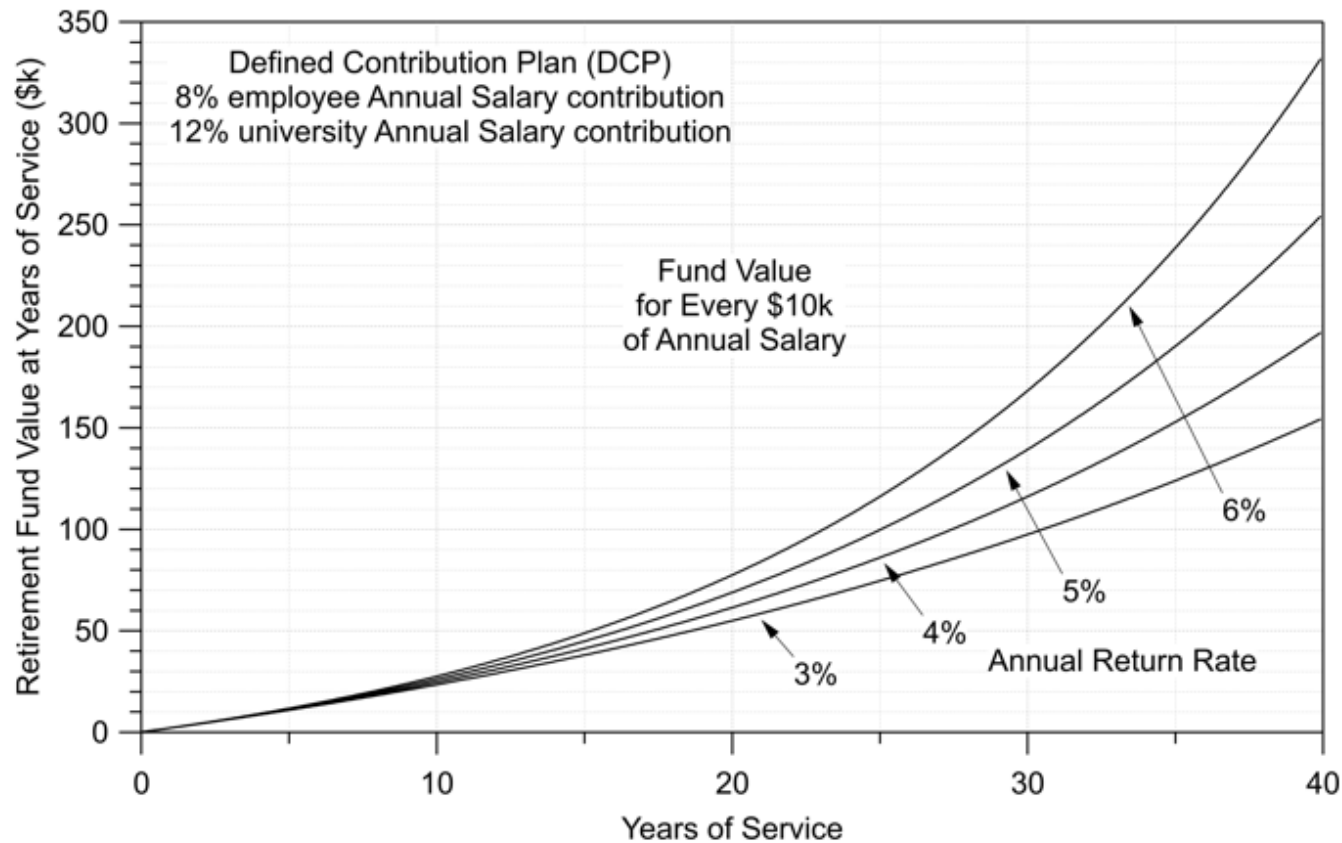
We received 121 comments from the 23.6% of responses that chose "Other". A little over half of the comments mention choosing to save for retirement in other ways or accounts. About 25% are additive to some of the other options provided, such as lack of awareness about options or eligibility or lack of time or money. About 15% stated they do not wish to contribute.

### Question 16: What would help you better plan and prepare for retirement?

Category	Count	Count	For Instance
All of the Above	3	3.09%	
Better Communication/Education/Service	25	25.77%	Help understanding options; More access to knowledgeable reps/advisers; Info in plain english
A -- Access to individual financial advice (11)			
B -- Access to presentations on preparing to retire (2)			
C -- Online retirement and financial planning tools and education (4)			
D -- Easy plan enrollment process (3)			
Better and/or More Investment Options	15	15.46%	Lower Expense Ratios; Target Date Funds; SRI
Better Plan Features or Access to Other Plans	12	12.37%	Alternatives to PERA; Access to PERA; Match; Soc. Sec./Fixed Benefit;
More Money and/or Time	18	18.56%	Higher pay/median income; Finding time to deal with it; Less debt; Lower health ins. costs
Nothing	24	24.74%	
<b>Total</b>	<b>97</b>	<b>100%</b>	

We received 97 comments from the 8% of responses that chose "Other". About 25% of those add to responses supporting better or additional communication, education, and service. Responses also touched on desired changes to investment options (selection/cost), access to other plans or features (PERA or Matching), or simply needing more time and/or money.

## Employee Education is Important



For every employee (participant) to understand the ramifications and significance of this figure to their personal wealth is a goal.

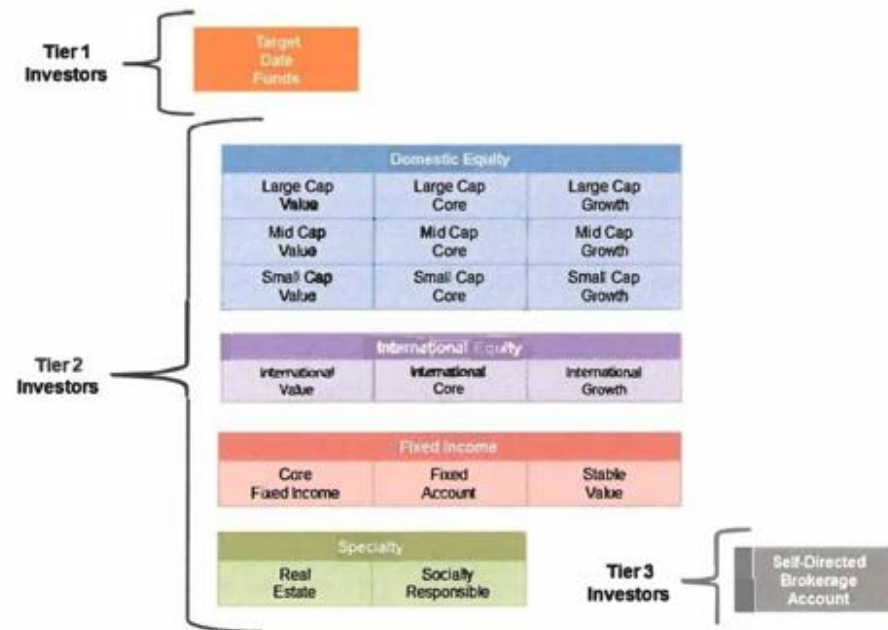


## The Way to the Future

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- Modernize the Plan to reduce participant administrative costs.
  - These costs are borne *exclusively by employees* (participants)
  - Costs compete with financial performance of the investments.
- Simplify the Plan to permit increased participant knowledge and foster increased active participation.
  - “More Is Not Always Better: Intuitions About Effective Public Policy Can Lead to Unintended Consequences” – The Paradox of Choice
- The Plan must provide for an *adequate level* of participant choice.
  - Sales representatives of service providers have been variously effective in establishing customer loyalty.
- The Plan must protect current participant existing assets.
  - Including past employees

# The Way to the Future



## Tier 1:

Target date funds are for participants who want a broadly diversified portfolio for their retirement savings but don't want to do the re-balancing themselves.

## Tier 2:

Participants can construct their own diversified portfolios by allocate their contributions across 17 asset classes. Options include both actively managed funds and passive (index) funds.

## Tier 3:

The brokerage window is for savvy investors who prefer to take an active responsibility in managing their investments.

# Timeline

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## Project Timeline

**Phase II (beginning May 22, 2020):** Retirement Vendor Search/Request for Qualifications (RFQ) Services (beginning May 2020)

Under Committee Review:

- Employee retirement survey feedback results (beginning December 2020)
- RFQ record-keeper responses (beginning January 2021)

**Phase III:** Conversion Coordination – Investment Selection – Recordkeeper(s) Selection

**Phase I (completed May 22, 2020):** Benchmarking & Strategic Planning

- The timeline has been stretched out significantly because of factors created by the COVID pandemic.
- The current projections are
  - *Board of Governors (BOG) decision:* Q4 2022
  - Switchover: Q2 2023

# Information on HR Web Site

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## News and Events

### [Public Student Loan Forgiveness](#)

CSU is a qualified employer under the PSLF program which forgives the balance on your Direct Loans after you have met certain eligibility criteria.

### [Retirement and Savings Resources](#)

Employees of CSU have access to personal retirement counseling through AIG, Fidelity, or TIAA. These vendors also offer numerous online resources to help you confidently navigate your financial future.

### [FAQs: Vaccine Requirements, Remote & Hybrid Work](#)

Human Resources FAQs answer common questions for faculty, staff and student employees about the impacts of vaccine requirements, work environment adjustments, COVID protocols, supervisory and management guidance, flexible work arrangements, and dependent care.

### [Retirement Plans Review](#)

The retirement plans comparative review is ongoing. Visit the project webpage to learn about the history, purpose, and to find updates.

### [FY23 State Classified Pay and Leave Changes FAQ](#)

The new fiscal year brought several changes to state classified policy, including shift differential definitions, premium pay for working on observed holidays, on call and call back changes, and annual leave accrual rate increases.

### [Reuniting Campus](#)

View guidance for supervisors and employees about fully remote and hybrid work at CSU, including policies, applications and MOUs, trainings, new parking options, and more.

[View more current and past Human Resources news and events](#)

# Thank you



COLORADO STATE UNIVERSITY