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
October 4, 2022 – 4:00pm – Microsoft Teams

FACULTY COUNCIL AGENDA ITEMS:

I. <u>FACULTY COUNCIL AGENDA – October 4, 2022</u>

A. ANNOUNCEMENTS

a. Next Faculty Council Meeting – November 1, 2022 – Microsoft Teams – 4:00pm

B. MINUTES TO BE APPROVED

a. Faculty Council Meeting – September 6, 2022 (pp. 3-21)

C. UNFINISHED BUSINESS

D. CONSENT AGENDA

1. UCC Minutes – August 26, September 2, 9, 16, & 23, 2022 (pp. 22-37)

E. ACTION ITEMS

1. Election – Faculty Representatives to Faculty Council Standing Committees – Committee on Faculty Governance – Steve Reising, Chair (p. 38)
2. Election – Undergraduate & Graduate Representatives to Faculty Council Standing Committees – Committee on Faculty Governance – Steve Reising (p. 39)
3. Proposed Revisions to Section D.2.2 of the Academic Faculty and Administrative Professional Manual – Committee on Faculty Governance – Steve Reising, Chair (pp. 40-43)
4. Proposed Revisions to Section E.2 of the Academic Faculty and Administrative Professional Manual – Committee on

Responsibilities and Standing of Academic Faculty – Jennifer Martin, Chair (pp. 44-54)

F. REPORTS TO BE RECEIVED

1. Faculty Council Committee on Libraries Annual Report 2021-2022 (pp. 55-59)
2. TILT Annual Report 2021-2022 (pp. 60-69)
3. Faculty Council Chair Report – Sue Doe
4. Board of Governors Report – Andrew Norton

G. DISCUSSION

1. Faculty Success (ADVANCE) – Jen Dawrs, Faculty Success Program Manager, Ruth Hufbauer & Susan James, Vice Provost for Faculty Affairs (pp. 70-88)
2. Accreditation Process Presentation – Laura Jensen, Vice Provost for Planning and Effectiveness (pp. 89-90)

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
September 6, 2022 – 4:00pm – Microsoft Teams

CALL TO ORDER

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

Chair Doe: Reminded Faculty Council members of Microsoft Teams etiquette. Requested that cameras and microphones be turned off unless speaking. We will be utilizing the chat function, rather than the "raise hand" function, to identify people that wish to speak. Requested that members identify themselves and their colleges when called upon.

Chair Doe: Our Parliamentarian has reminded us that what occurs in the chat is not part of the official business. Reminded members that our meetings are public, so while those chat items may not be a part of the official business, they are part of the public record.

FACULTY COUNCIL AGENDA ITEMS:

I. FACULTY COUNCIL AGENDA – September 6, 2022

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – October 4, 2022 – Microsoft Teams – 4:00pm
2. Link to Chronicle of Higher Education article: *Last Year Was Miserable. Can Colleges Make this One Better?*

Chair Doe: Wanted to bring members' attention to this article. Stated that she is quoted. This is an interesting article about the challenges that all parts of campus face in terms of mental health in our current moment and the importance of having mental health support.

3. Schedule of 2022-2023 Faculty Council Meeting Dates
4. Faculty Council Membership for 2022-2023
5. Faculty Council Standing/Advisory Committee Membership for 2022-2023
6. University Committees 2022-2023
7. Parliamentary Motions – Quick Reference
8. Parliamentary Motions – What They Mean

Chair Doe: Encouraged members to look at the items listed in the announcements. The Parliamentary motions may be useful for future Faculty Council meetings.

B. MINUTES TO BE APPROVED

1. Faculty Council Meeting – May 3, 2022

Chair Doe: Asked if there were any corrections to be made to these minutes. Stated that Silvia Canetto had submitted a correction via email prior to the meeting.

Hearing no further corrections, Faculty Council minutes approved by unanimous consent.

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

Chair Doe: Explained that sometimes Executive Committee is required to approve items on behalf of Faculty Council. This happens when there is a matter that must be dealt with expeditiously and cannot wait for a Faculty Council meeting.

Chair Doe: Asked if there were any items from the consent agenda to be pulled for further consideration or discussion.

Hearing no discussion, consent agenda approved by unanimous consent.

E. ACTION ITEMS

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

Steve Reising: On behalf of the Committee on Faculty Governance, move the election of Robin Rothfeder and Seth Davis to the two standing committees as listed in the agenda packet.

Chair Doe: Asked if there was any discussion about the candidates.

Chair Doe: Hearing no discussion, requested a vote in the chat using Microsoft Forms. Motion approved.

F. PRESIDENT'S REPORT – Interim President Rick Miranda

Chair Doe: Introduced Interim President Rick Miranda to Faculty Council. Expressed appreciation for him attending today and speaking to the budget.

President Rick Miranda: Thanked Faculty Council for the opportunity to come and talk. Stated that it is an honor to be in this role for this year. Will start by giving a presentation on last year's budget and this year's budget, as well as a little preview of next year's budget. Will also talk about priorities and what we are working on from the perspective of the President's Office.

President Miranda: On the revenue side, from last year, we got about $700 million in our budgeted educational and general budget (E&G). Explained the breakdown of the categories, including tuition and fees from students, and state appropriations. We also collect indirect costs on contracts and grants through our research efforts primarily. In addition to this, we have auxiliary budgets and miscellaneous related budgets, such as Housing and Dining, the Student Center, the Health Network, parking, operations, all of which are outside the educational and general budget. We collect funds from users of these services, and we must put those funds back towards delivering those services. These are not really under the purview of the administration other than the fact that we manage the auxiliaries administratively.

President Miranda: The educational and general budget is what we tend to focus on with the Board of Governors, because our research and auxiliary budgets are targeted and not under the discretionary disbursement.

President Miranda: Explained the expenses. Stated that about $370 million was spent on academic affairs, which includes the colleges, the Graduate School, the Provost's Office, etc. Another $190 million was spent on the support divisions. Part of this includes around $64 million for operations and the athletics budget. Explained that there was about $100 million in fringe benefits and about $60 million dedicated to financial aid. Expenses for last year totaled around $720 million, which resulted in a roughly $13 million shortfall. We were able to cover that in a variety of ways, but it is ultimately something that needs to be corrected.

President Miranda: This year, we are expecting to have more tuition that can come from either more students, increased tuition, or more non-resident students. Stated that the tuition was increased slightly. We are expecting about $21 million more in tuition revenue. We also received an additional $17 million in state appropriations. Explained that we are expecting our net addition to be $38.6 million from last year.

President Miranda: This year we improved the deficit by $7 million, so we are projecting only a $6 million deficit. The Board of Governors approved that budget with a $6 million deficit because we convinced them we could handle this in other ways, either through some one-time money or some vacancies in other expense saving. Explained some of the new expenses that are expected for next year, which include investments related to student success, diversity initiatives, and staffing the Office of Inclusive Excellence. Other new expenses include investing in the police department and public safety, and faculty and staff compensation being the biggest investment on the board. All these initiatives total up to about $23.3 million.

President Miranda: We also have mandatory costs in our budget. These are things like new buildings, such as the Nutrien building we opened recently, and other items like heating and

custodial support. We also have costs for utilities and electricity, as well as mandatory costs related to keeping our journal subscriptions and our information technology software licenses. We also have a variety of what we call quality enhancements that administration said yes to last year. A lot of that money went to allocation for a special education program from the state.

President Miranda: Explained the expenses over the past five years. Showed a graph in the slideshow indicating state support for tuition recovery, as well as the money from the federal government to support pandemic-related activities. Stated that this year, we are projected to have our largest budget yet in our educational and general budget.

President Miranda: Wanted to finish with a primer on how we think about spending. A budget is prepared at the very beginning of the year and submitted to the Board of Governors in May, before the fiscal year even starts. It is just a projection. When the year happens, sometimes you have more resources than budget, which we call un-budgeted revenue. If you have un-budgeted revenue, it is available that year for one-time spending or dealing with unforeseen costs or other opportunity we want to invest in. Explained base commitments and how "bridge-to-base" is used by putting in one-time money this year with the hope that next year's budget will provide the base resources. We started this year with a $6 million deficit, so we are going to be judicious this year with making any future base commitments or bridge-to-base commitments. Would like to solve this deficit problem this year and not tie the next President's hands by having them come into a situation where there are a lot of commitments made by this administration that they need to find money for right away.

President Miranda: Presented a visual of the business model of the University, described in a circle. In the center is our intellectual energies of our faculty, staff, people, mission to teaching, research, and engagement, as well as our land grant mission. The center part is the engine of the University. The next ring is our business model of us being tuition-dependent and dependent on state appropriations. At the top of the circle, you'll see enhanced and integrated student experiences, which results in increased enrollment, retention, graduation rates, and tuition. This leads to more revenue that you can deploy. You want to deploy a good fraction of it to increased investment in student success programs. Sometimes that means more faculty, sometimes that means more co-curricular investments. When you do this, you get enhanced experiences, and you circle the inner wheel as seen here and hopefully spiral the University upwards in its revenue, reputation, and the success of its students.

President Miranda: We went through a comprehensive process last year developing the Courageous Strategic Transformation plan, which included plans in virtually every area of the University with regards to continuous improvement and providing at least a roadmap for investments. Noted that some of these priorities should wait for the next President.

President Miranda: Will be focusing on some items like installing an enrollment management and a financial aid plan that works on closing equity gaps for students, which was funded by the Board of Governors. Some of our student-facing priorities include developing new curriculum. On the employee side, which includes our graduate assistants, compensation has come to the front of virtually every conversation. This includes overall compensation and equity, with both internal equity and market competitiveness. We will be putting a lot of resources into that again

this year. For our community-facing programs, the Board of Governors has invested in a rural initiative. We also want to continue to activate the SPUR campus in Denver.

President Miranda: In the operations and facilities category, we have a list of facilities we are interested in working on. Clark is funded and we can celebrate that as we move toward thinking what construction and renovation of Clark looks like. Stated that the Glover building, as well as the Biomedical Discovery building and the south parts of campus are still in play. Major renovations at the Veterinary Teaching Hospital are also being discussed. We have continued opportunities to expand the Foothills Campus and looking at overall space utilization was embarked upon last year. We will continue to analyze and refine things related to operations. We have a marketing and branding initiative that we have invested in heavily, and we are continuing with our information technology projects.

President Miranda: Heard very clearly that more action was desired on budget transparency. This is why we are presenting this today, as well as doing some Human Resources projects, especially related to the ease of hiring on campus. We want to move forward and have inclusive excellence threaded throughout. We will be discussing this more at our Fall Forum with the academic leadership of the University and others and will be mentioning a lot of this at the Fall Address.

Chair Doe: Thanked President Miranda. Asked if there were any questions.

Silvia Canetto: Wondering if more specifics can be given on the priority around faculty and staff compensation. Stated that former Provost Mary Pedersen had indicated that it would take about $11.2 million to bring us up to about 90% of our peers. Wanted to ensure that we start with raising the base pay for non-tenure track faculty and then move across faculty. When you indicate that a lot of resources will be put towards this, wondering what amount is being considered.

President Miranda: We will be devoting some resources to those equity issues. We will have money that we can put into compensation and sometime in the winter we will need to start zeroing in on the resources that we will be able to put into compensation. Can look at how much we will put towards an overall merit-based salary exercise process for everybody and how much we will towards a variety of equity issues. We are trying to use the word competitiveness, whether that is improving our stipends, helping our fee situation for graduate students, and/or whether we should put more funds towards fringe benefit improvements. There are all sorts of categories in which we could spend additional compensation dollars. Last year, we were fortunate enough to have well over $20 million to devote to those issues. We did some equity adjustments, and we had a 3% overall salary exercise process, which was mostly done across the board. Want to have more conversations this fall about the relative priorities of all of these types of compensation initiatives and get more precise estimates on what the costs will be.

Mary Van Buren: Have a question about un-budgeted revenue. Have heard that the Board of Governors has a discretionary fund. Would like to know where that money comes from, how much there is, and what it is used for.

President Miranda: The Board does retain a reserve for emergency purposes, which totals to some tens of millions of dollars. The money in that reserve has come from the campuses and has

largely come from the CSU Global campus surpluses from the past few years. The CSU Global campus has grown dramatically over the past ten (10) years. Their expenses have been somewhat less than their revenues in the past few years, and that money goes to the Board. The Board feels it needs to maintain a certain amount for emergencies. Not able to speak precisely on what the Board could invest that money in one-time commitments, which they have done occasionally. Provided example of rural initiative and funding for closing the equity gaps.

Jenny Morse: In talking about compensation, we had discussed in years previous about an equity exercise for non-tenure track faculty. Asked if this was still in the works and if we could be looking at those salaries and how to bring them up as well.

President Miranda: We started something about four years ago where we raised the floor over a period of three years. Does not mean we should not continue to look at this as part of our faculty and ask the same questions about whether we have the right salaries in that area. This will certainly be a part of the discussion going forward.

Sybil Sharvelle: Have been hearing about a lot of staffing shortages, which relates back to the compensation question. It is related to the ability to retain staff due to the salary or compensation of the staff, and this is creating a lot of issues with productivity and hiring and keeping research projects going. Wondering what the plan is to deal with the shortage.

President Miranda: We have emerged from the pandemic under stress of staffing, whether that is on the faculty or the staff side. We contracted during the pandemic, and we lost some staff partly by design, because the student body and activity went down, as well as the effects of what people are calling the great resignation. People are moving around a lot. Estimate of this is that we are having trouble catching up with the growth that we have had and the demands for our resources. We need more staff; we are hiring more faculty because of the large incoming class. The ability of the University to hire quickly was not great beforehand, and it did not get a lot better because of the staffing issues in Human Resources, who were experiencing the same issues that the rest of us were. Am working very hard with the Human Resources department to try to streamline hiring so that we can staff more efficiently and more effectively.

Anders Fremstad: Thanked President Miranda for being here and getting the budget discussion started at the beginning of the year. Wondering what information we can get about the budget. Stated that the slides were helpful and if they could be shared, that would be great. Hoping to improve our view of what is going on. Any idea of where money is going and how this looks by college and department would be appreciated.

President Miranda: While in the Provost role, we created a big spreadsheet which had this information down to the department level of how many credit hours they were generating, how many research dollars they were generating, etc. We would try to analyze this just from a strictly financial point of view. We did this about every three years. Can discuss this with Laura Jensen, our Vice President for Planning and Effectiveness, and see if we can design such a report again. The next budget item to drop will be our enrollment figures for this fall. We will know our census soon and that determines a lot for our budget for next year. Will likely be able to speak to that at the next Faculty Council meeting and there will be a one-page incremental budget

available in early October that will be presented to the Board of Governors. That is probably the next checkpoint for a budget discussion.

Canetto: Have one follow-up question. There has been more clarification on what external equity means now that it is operationalized. Wondering if you can speak to the internal equity piece and explain how it is defined and operationalized. Asked: In what case is the equity correction made with central funds versus department funds? Have often been told that the corrections must come out of the department budget, and therefore we cannot make them.

President Miranda: Have not had conversations that have gone into detail about the internal equity piece, so do not have details to specifically answer this question. However, as we move through the fall, we will need to arrive at some sort of algorithm to arrive at some numbers. That will be the work this fall, so that we can go into the winter and spring with a reasonable estimate of what it would take to bring the University to the kind of equity situation we all desire.

Chair Doe: Hearing no further questions, thanked President Miranda for being here.

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

Provost Janice Nerger: Wanted to provide some updates on what we have been doing for the past few weeks in this interim role. Will go over priorities that have been set for this year.

Provost Nerger: Have established the Provost's Leadership Council, which is comprised of all ten (10) Deans, plus the Dean of Libraries and the Dean of the Graduate School, the vice provosts, and the Chair of the Faculty Council. Will be meeting with this group twice a month and will meet with each of them individually once a month. Would like to meet with Chair Doe and the future Chair of Faculty Council as much as possible to learn more about Faculty Council and how to be more engaged.

Provost Nerger: The Board of Governors funding that came in a year ago is specifically geared toward addressing freshman retention into the sophomore year. The Academic Master Plan has an implementation team that has been working very hard, and we have continued a smaller version of the Teaching Continuity and Recovery Team. We will also be receiving our census soon and will know how large the full incoming class size is.

Provost Nerger: Have also met with all direct reports, of which there are twenty-two (22). Introduced the new Deans. Alonso Aguirre is our new Dean of the Warner College of Natural Resources and comes from George Mason University. Sue VandeWoude is the new Dean of the College of Veterinary Medicine and Biomedical Sciences and has been at CSU for some time. Have encouraged all Deans to attend Faculty Council meetings when they are able. We also have two (2) interim Deans. Simon Tavener is serving as the interim Dean for the College of Natural Sciences and Sonia Kreidenweis is the interim Dean for the Graduate School. We also have thirteen (13) new department chairs. Have met with most of them and am eager to meet with them all.

Provost Nerger: We have a few searches going on. Kelly Long has retired as the Vice Provost for Undergraduate Affairs. Vice Provost for Faculty Affairs Susan James and Chair Doe are chairing that search. The Honors Program Director search closed on September 1st. They are hoping to have campus interviews by the end of September. Am working to launch the searches for the new Executive Director of TILT and the Dean of the Graduate School, which may be an internal search. Encouraged those interested to apply. The other search that is upcoming will be the Dean of the College of Engineering. Dean David McLean has announced that he will be stepping down at the end of his term next June.

Provost Nerger: The priorities for this year will be moving these searches forward, and another high priority is the issue of compensation and looking at internal equity. We will also be looking at compression and external competitiveness. Emphasized that this will be ongoing. We have to catch up but then stay caught up, so want to ensure we have a plan that continues.

Provost Nerger: With the Academic Master Plan, we have it down to six priorities that we will implement this year. The implementation committee will be meeting with President Miranda to present these priorities and get feedback.

Provost Nerger: We will also be focusing on student success. The Board of Governors provided $9 million over three years, so we are in the second year of that funding. Noted that this is not base funding, just one-time money. The primary goal is to increase retention of our freshman into sophomore year and decrease the equity gaps for students proceeding through curriculum.

Provost Nerger: Have also been working through the transition of AUCC 3E to 1C, which was approved by the Faculty Council back in May. Have been working with Roze Hentschell and Vice Provost James to put together a plan. Have created two committees, one of which is called the Implementation Committee. This is a limited-term committee and will provide a report by November 1st of an estimate of how many seats we need in 1C by looking at the number of courses and seats we previously had in 3E. Then we can look at the cost and try to get an idea of what it will cost in one-time funds for AUCC 1C and whether there are any base funds needed for things like GTAs and faculty training. This will hopefully guide budgetary decisions but will also guide departments and faculty on the number of sections and how large those sections would have to be. We have also formed a guidance committee, which was part of the motion passed by Faculty Council. That committee will primarily work departments and curriculum committees to help them and assist the faculty to ensure courses are meeting requirements with the pedagogy guidelines and the gtPathways criteria.

Provost Nerger: We are also working on the reaccreditation with Vice President Jensen and Mary Pedersen, along with Stephanie Foster, who is our new Director of Assessment. They will be taking the lead on this and will be requesting information from departments along the way. Expressed appreciation for all their work.

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

Vice Provost Susan James: We will be coming to Faculty Council again next month to discuss this in more detail. Will be brief for this meeting and give some updates.

Vice Provost James: Compensation is at the top of our list, and we are serious about working on internal equity, competitiveness and compression as mentioned by Provost Nerger. We have been working to get broad input on this and have met with all the Deans one-on-one about this.

Vice Provost James: Stated that internal equity has been done the same way it has been done for several years. That is for tenure-track faculty. Human Resources does administrative professionals, non-tenure track faculty, and state classified. These employee groups are more complicated than tenure-track faculty. Know that Human Resources has been working on the administrative professionals for a while, so think we will be hearing more about that this semester.

Vice Provost James: When we come back next month, we will follow up on the Continuing, Contract and Adjunct Faculty (CCAF) task force recommendations. We will get some communications out about that and will start some regular gatherings with non-tenure track faculty.

Vice Provost James: Reminded members that we received funding from the National Science Foundation through their Advance program focused on helping women faculty, particularly in STEM departments and with intersectional identities. Former Provost Pedersen expanded this program to reach all faculty on campus. We have rebranded it from Advance @ CSU to just Faculty Success, which is parallel to our student success efforts. This is meant to be a long-term program in the Provost's Office that will go on beyond the life of this grant. Provided link to Faculty Success website.

Vice Provost James: One of the things we have going is a task force on faculty workload equity that is working with Faculty Council, the Committee on Non-Tenure Track Faculty, and various colleges and other groups. Will talk about this more when we come back next month.

Chair Doe: Thanked Vice Provost James and Provost Nerger. Asked if there were any questions.

Chair Doe: Hearing no questions, thanked Provost Nerger and Vice Provost James for the updates and for coming to the meeting.

H. REPORTS TO BE RECEIVED

1. Faculty Council Standing Committee 2021-2022 Annual Reports
    a. Faculty Council Report to the Board of Governors
    b. Committee on Faculty Governance
    c. Committee on Intercollegiate Athletics
    d. Committee on Libraries (pending)
    e. Committee on Non-Tenure Track Faculty
    f. Committee on Responsibilities and Standing of Academic Faculty
    g. Committee on Scholarship, Research, and Graduate Education
    h. Committee on Scholastic Standards
    i. Committee on Strategic and Financial Planning

j. Committee on Teaching and Learning
k. Committee on University Programs
l. University Curriculum Committee

Chair Doe: In the interest of time, will not go through these reports individually. Asked members to indicate if they have any questions or observations about any of these reports. Encouraged any standing committee chairs that are present to speak to any items they feel that Faculty Council should be particularly aware of. Asked if there were any questions from members regarding these reports or any special comments from committee chairs.

Hearing no questions or comments, Standing Committee Annual Reports were received.

Chair Doe: Thanked the standing committees and chairs for all their work throughout the year.

Andrew Norton: Stated that it is an excellent idea, particularly for those new to Faculty Council, to look at these reports. These standing committees are where a lot of the action is going on and where a lot of the day-to-day nuts and bolts are. Being familiar with what is going on with the committees will help familiarize you with all sorts of things that are going on at the University and with faculty.

Chair Doe: Thanked Norton, expressed appreciation for pointing this out. It is really the standing committees that are the workhorses of the Faculty Council. Anything that you see as a motion on the floor of Faculty Council likely came through a standing committee. The importance of their work cannot be overstated.

Chair Doe: Stated that we have one (1) remaining report, from the Committee on Libraries, that we will see next month.

2. Faculty Council Chair Report – Sue Doe

Chair Doe: Want to share some ideas for this year that revolve around new Faculty Council task forces. Am hoping to get these into motion over the next few weeks. A task force is a one-semester commitment. Asked members to indicate interest in any of these task forces by Monday, September 12th.

Chair Doe: The first task force has to do with shared governance. There were Manual changes passed a little over a year ago that did not pass General Counsel. Would like this task force to work with all University parties to understand what happened and obtain an improved outcome. The importance of shared governance cannot be overstated, so the objective would be to get shared governance more fully into the Manual and strengthen the notion of shared governance.

Chair Doe: We have had a lot of interest in evaluating currently continuing, contract, and adjunct faculty appointment types and whether the notion of contract is working. Would like to have a task force that would look at this again. Realize we have a Provost's Office CCAF task force, but this would be a Faculty Council one. They would consider additional ideas for increasing job security and job satisfaction among our non-tenure track faculty.

Chair Doe: Administrative leave is a topic of some interest to many people among the faculty. This task force would consider how the notion of administrative leave is being used with regard to faculty, how it is explained in the Manual and in the policy library, and how existing language interacts with both state statute and faculty experience.

Chair Doe: We have had some interest in faculty getting more involved and having a bigger role in the notion of visioning for the future of CSU. This task force would be charged to develop processes for identifying and propelling faculty into involvement and exciting potential futures for CSU.

Chair Doe: To follow up on President Miranda's budget primer today, would like a task force to pick this up. Am considering this as a Budget Intro to Capstone. This task force would consider what faculty members need to know and to build on budget briefings from President Miranda.

Chair Doe: This will be final year as Faculty Council Chair. Would like to be able to see some things moving forward that would advance some of these areas. Encouraged members to reach out with any interest.

Chair Doe: Report reflects what was an unusual summer. Feel we need to be visible and outright with concerns that some of us may have about changes in leadership over the course of the summer. Was first elected to Faculty Council in March 2020. Campus shut down just a few days later. We pivoted to online instruction and had two very uncertain summers that followed. Was looking forward to a more normal year where we could address things that had fallen to the wayside during the pandemic. Perhaps it is still possible, but as members know, we had a summer of leadership upheaval.

Chair Doe: Former President Joyce McConnell and the CSU Board of Governors agreed to part ways, and shortly thereafter, former Provost and Executive Vice President Mary Pedersen was moved into a new position. Clarified that Faculty Council was not involved in the decision. Some may find that a relief, while others will be angry about this, or discouraged by the absence of faculty involvement in such a crucial conversation or series of conversations. Some may just be scratching their head. All of these are reasonable reactions. Have heard from some faculty that use words like "confused," "untethered," "unmoored," and "uncertain" to describe their reactions, not just to the sudden leadership changes, but to the absence of explanation around it. Think it is important for such reactions to be understood by our current administration, by our System, and by our Board of Governors, and they must be responded to in some manner in the most honest and comprehensive way that is possible. Am hearing that faculty want to be a part of a thriving enterprise that they understand, and that you are saying it is hard to do so when things happen like this and so much remains in the dark.

Chair Doe: In this year dedicated to the campus theme of "health," expressed hope that we are able to become healthier and more grounded, perhaps even more honest. Have met several times with President Miranda and Provost Nerger. Consider them friends and colleagues and have the utmost confidence in their ability to transition CSU into its next phase. Want to continue to make the point that a campus needs to understand the past as a way of also understanding and imagining the future.

Chair Doe indicated that the full report will be uploaded to the chat. Link to full Chair's Report.

3. Board of Governors Report – Andrew Norton

Norton: First meeting with the Board of Governors was in June and was sworn in at that time. As many know, the announcement came shortly after that we would be getting a new President.

Norton: Full report is in the agenda packet, which provides a summary of the Board actions since we last met. The budgets were approved in June, and we received them in May when Melinda Smith was still the Board of Governors representative. We have done some strategic planning and we have a Presidential Search Advisory Committee that is active. Encouraged members to take advantage of any of the seven faculty representatives or anyone on that advisory committee to send forward your comments. We had eight listening sessions, so close to eight hours of feedback from staff, student, faculty, and community members. The hope is to be able to complete a thematic summary of that feedback within the next month for our use in the interview processes with the candidates and to share with leadership and all of you.

Norton: In the interest of time, directed members' attention to the six slides provided in the agenda packet. These are from a presentation that was given to the Board of Governors in June that was done by Magellan Strategies. This is an Image and Awareness Survey for the CSU System and the campuses within the system. There is a lot of interesting data about what our citizens and Colorado think about our institution and other institutions of higher education. Stated that the full slide deck is available on the Faculty Council website where the agendas and minutes are located. Encouraged everyone to take a look at this information.

Link to full slide deck for the CSU System Image and Awareness Survey Presentation.

I. DISCUSSION

1. Retirement Plan Revision – Robyn Fergus, Vice President for Human Resources & Joseph DiVerdi, Retirement Plan Review Committee

Vice President Robyn Fergus: We have had a committee that has gathered for the past two years. We have taken the opportunity for the first time in many years to conduct a comprehensive review of the major structure of our retirement plans.

Vice President Fergus: Our defined contribution plan (DCP) has been in existence since the early 1990s. For those unfamiliar with the terminology, the defined contribution plan is a plan that we contribute to as well as the University for all the employees that are not contributing to the PERA Pension Plan. This makes up a great deal of our administrative professionals and faculty members across the University. There are also supplemental retirement plans that individuals can choose to participate in, in addition to either the PERA plan or addition to their defined contribution plan via a 403-B program.

Vice President Fergus: Since the inception of this plan in the early 1990s, we have not taken a deep dive. We do regular fiduciary reviews of our programming, but the comprehensive structure

of the retirement environment and higher education, as well as the corresponding financial landscape has not been reviewed since the early 1990s. We took that opportunity over the past two years as a committee to look at these programs and make sure that we are doing our due diligence for the University and for all our future retirement planning.

Vice President Fergus: Back when the plan was designed in the early 1990s, it was designed to reflect the landscape at the time. At the inception, we had twenty-seven (27) total fund choices. It has now grown to well over three hundred as recently as 2019, so there has been significant growth. With all that choice, sometimes we find that there is paralysis through analysis with individuals trying to make these complex decisions about the landscape and their personal retirement decisions. We have also seen a lot of change in best practices in the industry. We have a lineup of three (3) record keepers, AIG, Fidelity Investments, and TIA. Each of these keep records for our plan participants and they all have different lineup choices associated with each of the plans. We have seen industry trends move to more simplistic environments in recent years.

Vice President Fergus: In 2020, we pulled together a committee that was focused on the defined contribution plan, as well as our voluntary 403B plan and the CERT plan. The CERT plan is a student employee retirement plan, and all our working students contribute to these plans when they are an employee of CSU. Stated that we are a non-Social Security employer. The committee worked very closely with our consultants at Innovest. Innovest is a national financial investment firm that guided the committee through the process of our review. Thanked the work of Innovest and the committee for diving deep into the retirement planning. They looked at service levels, the quality of services we are receiving, as well as financial aspects and costs of each plan. They have also considered feedback through a participant survey, and they hosted three (3) virtual education webinars.

Vice President Fergus: Our CSU Procurement team helped us put out a bid to see what vendors, in addition to the three (3) vendors in our current landscape, might be interested in looking at plans and bidding on opportunities at the University. Our partners at Innovest have done a great deal of environmental research and shared their best practice advice with us.

Vice President Fergus: Through this procurement process, we have had to be careful with all the rules. One of the rules is that the governing board approve any record keeper, so any recommendations that come from this will need to go to the Board of Governors for approval. Once they act on any of those recommendations, we will then notify the successful bidder(s) of our intent to negotiate. We are unable to disclose any of the specifics of the bidders until we go through that process. Mission today is to talk about options and considerations. We are hoping to go through the Board and the procurement process by the end of this calendar year.
Vice President Fergus: Introduced Wendy Dominguez from Innovest who is on the call. Innovest has experience in the higher education landscape. They have done work with CU Boulder, who went through a similar process.

Vice President Fergus: Part of our work is to ensure that our fiduciary responsibilities are adhered to. As we review these plans, we want to make sure that we are making the decisions in the best interests of all participants in the program. The request for qualification includes items like cyber and data security skills, record-keeping and compliance that our plan sponsors offer, as well as the service levels, credentials, and client load. Most important are the proposed

participant fees. We know this is an opportunity for us to look at saving funds for our plan participants so more money can go into your retirement savings as well as all the education services and communication support that these programs offer.

Vice President Fergus: We received over 1,300 responses to the survey that went out to our participant group at the University. We saw a need for more communication regarding the plans and people wanting a better understanding of how to navigate their programs. People were also looking for a deeper understanding of the retirement options themselves, as well as getting a lower cost on services. People are looking for quality of investments over quantity.

Vice President Fergus: Higher education institutes face unique environments. We see that having a multiple-vendor environment creates a complex plan administration. It is a difficult in this complex and nuanced environment.

Joseph DiVerdi: Thanked Vice President Fergus for the lead-in. Will be emphasizing a few different points made previously.

DiVerdi: We employees are participants, and this is an important part of our entire professional career. When we get started at an entity like CSU, we do not really think about retirement, but it is something to think about.

DiVerdi: As stated by Vice President Fergus stated, we have a plan that all of us as employees are required to participate in. CSU does not participate in Social Security, and that is because of state legislature, not because of anyone here on this campus. We also have a plan that is voluntary that lets individuals get more investment if they want to, as well as a student plan.

DiVerdi: The current situation is that even though the plans are routinely monitored, the investment environment has changed considerably. Now we struggle with too many opportunities to invest that can create problems. The committee was trying to figure out what will help our colleagues, friends, and families through this process. We wanted to have the best investments possible and to have it simplified, because we recognized that there is the classic problem of losing engagement because of so many choices. The most important part of this was to reduce the cost of participant administration fees. Employees, as participants, pay for these fees. The University does not pay. We wanted to that and we also wanted to protect the investments already in place.

DiVerdi: We are thinking about ways to move forward. The modernization is primarily to reduce our costs. We want to simplify the plan to make it easier for us to understand what it is that is available and how we want to engage with it. At the same time, we want to have an adequate level of choice. We also want to protect everyone, including those currently employed as well as those that are retired.

DiVerdi: Explained a possible schematic for investment plans. We have three (3) tiers of investors. The first tier includes the least invested people, who want to just be put in a plan and have it kept simple. The second tier has more choices, and the third tier is for the super investors who manage everything they are doing with their investments.

DiVerdi: As Vice President Fergus mentioned, we are attempting to get this decided this calendar year. We are pressing the Board of Governors as much as possible to make a decision in the fourth quarter of this year and a switch will take place in the second quarter of next year. Indicated that more information can be found on the Human Resources website.

Chair Doe: Thanked Vice President Fergus and DiVerdi for the information and the presentation. It is important for all of us to attempt to understand what our retirement plan is and to grapple with the complexities. Asked if there were any questions from Faculty Council members.

Randall Boone: Received a mailer announcing some meetings to share information like this. It seems from what you have just described that these may be premature. Might be worth warning people, as people who come to those meetings are going to want to know what their future retirement will be. Asked if those meetings will be a repeat of the information presented.

Vice President Fergus: We will be doing similar messaging. Most of the work this committee did occur during the virtual pandemic timeline and we wanted to make sure that we use this fall to further socialize the plans and the work that has gone into these recommendations. Want to make sure people feel fully aware and informed before the ultimate decision is made. We worry that if we went straight to the Board of Governors without the benefit of some educational sessions that people would feel they missed something.

Chair Doe: Thanked Vice President Fergus. Am not seeing any further questions. Asked if the next time we would hear something would be after the first of the year.

Vice President Fergus: Indicated that December of this year or early 2023 is a good estimate.

Chair Doe: Thanked the group for visiting today. Hearing no further questions or discussion, will call this meeting adjourned.

Meeting was adjourned at 6:07 p.m.

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

ATTENDANCE
BOLD INDICATES PRESENT AT MEETING
UNDERLINE INDICATES ABSENT AT MEETING
2022-2023

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

ELECTED MEMBERS	REPRESENTING	TERM
Agricultural Sciences		
Dawn Thilmany (substituted for Stephan 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
Health and Human Sciences		
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
Business		
Bill Rankin	Accounting	2023
John Hoxmeier	Computer Information Systems	2024
Bharadwaj Kannan	Finance and Real Estate	2025
Rob Mitchell	Management	2024
Elizabeth Webb	Marketing	2023
Engineering		
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
Doug Cloud	English	2023
(substituting for Tony Becker, on sabbatical Fall 2022)		
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 (excused)	College-at-Large	2025
(sabbatical Fall 2022)		
Emily Morgan	College-at-Large	2023
Lisa Langstraat	College-at-Large	2024
Erica LaFehr	College-at-Large	2024
(substituted for Allison Goar, Fall 2022)		
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 (excused) (sabbatical 2022-2023)	College-at-Large	2023
Brian Geiss	College-at-Large	2025
University Libraries		
Christine Pawliuk	Libraries	2025
***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
TBD	Committee on Non-Tenure Track Faculty	2025
Pinar Omur-Ozbek	Committee on Non-Tenure Track Faculty	2023
Thomas Conway	Committee on Non-Tenure Track Faculty	2024
Sean Bryan	Committee on Non-Tenure Track Faculty	2025
Ann Hess	Committee on Non-Tenure Track Faculty	2025
Jennifer Reinke	Committee on Non-Tenure Track Faculty	2025
Scott Wiebensohn	Committee on Non-Tenure Track Faculty	2025

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

Rick Miranda	Interim President
Albert Bimper	Interim Chief of Staff
Janice 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
Robyn Fergus	Vice President for Human Resources
Kauline Cipriani	Vice President for Inclusive Excellence
Brandon Bernier	Vice President for Information Technology
Kathleen Fairfax	Vice Provost for International Affairs
Laura Jensen	Vice Provost for Planning and Effectiveness
Alan Rudolph	Vice President for Research
Jenelle Beavers	Vice President for Strategy
Blanche M. Hughes	Vice President for Student Affairs
TBD	Vice Provost for Undergraduate Affairs
Yolanda Bevill	Vice President for Univ. Marketing & Communications
Brendan Hanlon	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
Sonia Kreidenweis	Interim Dean, Graduate School
Ben Withers	Dean, College of Liberal Arts
Karen Estlund	Dean, Libraries
Simon Tavener	Interim Dean, College of Natural Sciences
Susan VandeWoude	Dean, College of Vet. Medicine & Biomedical Sciences
A. Alonso Aguirre	Dean, Warner College of Natural Resources
Sarah Olson	Chair, Administrative Professional Council

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A 'virtual' meeting of the University Curriculum Committee was held on **August 26, 2022** at 10:00 a.m. via Microsoft Teams.

The meeting adjourned at 12:00 p.m.

Minutes

The minutes of May 6, 2022 were electronically approved on May 9, 2022.

Consent Agenda

The Consent Agenda was approved.

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

Exception Request for Third Experimental Course Offering			
Course #	**Course Title**	**Notes/Changes**	**Effective Term**
CM 580A3	Intro to Quantitative Cell and Molecular Bio	Previous offerings: SP21; SP22 Permanent course proposal: CM 515.	Spring 2023

Major Changes to Existing Courses – Spring 2023			
Course #	**Course Title**	**Notes**	**Effective Term**
ANEQ 305	Functional Large Animal Physiology	• Edit to course description. • Addition of Distance/Online offering. • Edit to offering term: Fall, Spring ~~Every~~ • Edit to prerequisites: (LIFE 100 to 199 – at least 3 credits with a minimum grade of C) and (CHEM 107 with a minimum grade of C or CHEM 111 with a minimum grade of C)	Spring 2023
D 120A	Dance Techniques I: Modern	• Edit to course description.	Spring 2023
D 421A	Dance Techniques VIII: Modern	• Edit to course description.	Spring 2023
D 421B	Dance Techniques VIII: Ballet	• Edit to course description.	Spring 2023
E 405	Young Adult Literature	• Edit to offering term: Fall, Spring ~~As Needed~~ • Edit to prerequisites: CO 100 – 499 or E 100 – 499 at least 3 credits. • Edit to Add'l Reg Info: moved information into Prerequisite field. ~~3 credits of CO or E.~~	Spring 2023
E 440	American Literature ~~Prose~~ Before 1900	• Edit to course title.	Spring 2023
E 441	American Literature ~~Prose~~ Since 1900	• Edit to course title.	Spring 2023
EAP 100	International Undergraduate Success	• Edits to course description. • Removal of Distance/Online offering.	Spring 2023
LEAP 660	~~Arts Collaboration and the~~ Community Engagement in the Arts	• Change of credit distribution (removal of lab and recitation) *(1-2-1 to 3-0-0)*	Spring 2023

		• Edits to course title and description • Edit to offering year: Every ~~Even~~ • Edit to offering term: Every ~~Spring~~ • Edit to prerequisite: None ~~LEAP 650~~	
LJPN 201	Second-Year Japanese II	• Change of credit distribution (addition of recitation) *(5-0-0 to 3-0-2)* • Edit to prerequisites: LJPN 200 with a minimum grade of C • Edit to offering term: As Needed ~~Spring~~ • Edit to instructional format: Mixed Face-to-Face ~~Face-to-Face~~	Spring 2023
BZ 311	Developmental Biology	• Edits to course description.	Spring 2023
BZ 401	Comparative Animal Psychology	• Edits to course description.	Spring 2023
BZ 424/ BSPM 424	Principles of Systematic Science ~~Zoology~~	• Edits to course title and description. • Edit to prerequisites: BZ 220 ~~BZ 111 and BZ 110 or LIFE 103~~	Spring 2023
CS 525	Bioinformatics Algorithms	• Edit to course description. • Addition of Distance/Online offering • Edit to prerequisites: (CS 320 with a C or better and CS 345 with a C or better) and (STAT 301 with a C or better or ECE 303 with a C or better or STAT 303 with a C or better or STAT 307 with a C or better or STAT 315 with a C or better); (DSCI 369 with a C or better)	Spring 2023
PSY 320	Psychopathology ~~Abnormal Psychology~~	• Edits to course title and description.	Spring 2023

New Courses – Spring 2023			
Course #	**Course Title**	**Notes**	**Effective Term**
FSHN 521	Advanced Medical Nutrition Lab	1 cr.; Graduate Only.	Spring 2023
ANTH 356	Archaeology of Ancient Roman Food		Spring 2023
ANTH 575	Paleoecology		Spring 2023
E 375	Mindfulness and Literacy for a Changing World		Spring 2023
E 407	Genre Bending		Spring 2023
ETST 257	Antisemitism Uncovered – Rhetoric to Violence	Previously offered as experimental course ETST 281A2.	Spring 2023
ETST 373	Gynaehorror – Horror Films, Race, Female Body	Previously offered as experimental course ETST 381A3.	Spring 2023
HIST 372	US History and Television		Spring 2023
LEAP 620	Research Methodology for Arts Managers		Spring 2023
LEAP 640	Portfolio Creation for Arts Managers	1 cr.	Spring 2023
LJPN 301	Oral Communication—Japanese		Spring 2023
BC 499F	Thesis: Literature-Based in Data Science	Approved for AUCC 4C in BCHM-DTSZ-BS: Major in Biochemistry, Data Science Concentration.	Spring 2023

VM 725	Spanish for Rural Veterinary Practice IV	1 cr.; partial semester. Previously offered as experimental course VM 781A8.	Spring 2023

CONSENT AGENDA

Experimental Courses – 3rd Experimental Offering *(Approved by UCC Chair in CIM on behalf of UCC during the Summer)*			
Course #	**Course Title**	**Notes/Changes**	**Effective Term**
NB 580A1	Neuroscience of Disease	1st offering: FA20; 2nd offering: FA21. Permanent course proposal: NB 506.	Fall 2022

Experimental Courses – 1st Offering *(Approved by UCC Chair in CIM on behalf of UCC during the Summer)*			
Course #	**Course Title**	**Notes/Changes**	**Effective Term**
BC 480A1	Biochemical Analysis in Beer Brewing		Fall 2022
ECOL 580A1	Aerobiome Foundations		Fall 2022
HES 180A1	Success in Health and Exercise Science		Fall 2022
HORT 580A5	Microbial Risk Analysis of Agriculture		Fall 2022
LRUS 280A1	Russia and Ukraine—Cultural History and Myth		Fall 2022
NSCI 681A1	Non-Profit Fund Development and Grant Writing: For Animal Welfare Leaders		Fall 2022
NSCI 681A2	Non-Profit Governance and Accounting: For Animal Welfare Leaders		Fall 2022
SOCR 581A5	Plant Genetic Resources II: Conservation		Fall 2022
SOCR 581A6	Plant Genetic Resources III: Discovery		Fall 2022
STAA 580A1	Topics in Applied Statistics		Fall 2022
SYSE 581A1	AR/VR Environmental Realism for SE		Fall 2022
SYSE 581A2	Transitions in Energy Systems		Fall 2022
WR 581A2	Field Experience in Watershed Experience		Fall 2022

Experimental Courses – 1st Offering – Spring 2023			
Course #	**Course Title**	**Notes/Changes**	**Effective Term**
AB 581A2/ ECOL 581A2	Insect Ecology		Spring 2023
E 281A1	Activism, Rhetoric and Writing		Spring 2023
ECON 381A3	Behavioral Economics		Spring 2023
HIST 480A8	Sport and Social Protest in America		Spring 2023
IE 280A1	Global Studies and Intercultural Competency		Spring 2023

Minor Changes to Courses – Spring 2023

Course #	Course Title	Notes	Effective Term
BZ 350	Molecular and General Genetics	• Edits to learning objectives and other course content *(no changes to course registration info)* *Submitted in CIM as Major Change.*	Spring 2023
BZ 460	Genome Evolution	• Edit to offering term: Odd ~~Every~~ *Submitted in CIM as Major Change.*	Spring 2023
CO 301D	Writing in the Disciplines: Education	• Edit to offering term: Fall, Spring ~~Every~~	Spring 2023
E 270	Introduction to American Literature	• Edit to offering term: Fall ~~Every~~ *Submitted in CIM as Major Change.*	Spring 2023
FSHN 520	Advanced Medical Nutrition Therapy	• Edit to offering term: Spring, Summer • Addition of 'Graduate Only' restriction. *Submitted in CIM as Major Change.*	Spring 2023
LARA 200	Second-Year Arabic I	• Edit to prerequisites: LARA 101 with a minimum grade of C or LARA 107 with a minimum grade of C.	Spring 2023
LARA 201	Second-Year Arabic II	• Edit to prerequisites: LARA 200 with a minimum grade of C.	Spring 2023
LCHI 200	Second-Year Chinese I	• Edit to prerequisites: LCHI 101 with a minimum grade of C or LCHI 107 with a minimum grade of C	Spring 2023
LCHI 201	Second-Year Chinese II	• Edit to prerequisites: LCHI 200 with a minimum grade of C.	Spring 2023
LFRE 101	First-Year French II	• Edit to prerequisites: LFRE 100 with a minimum grade of C or LFRE 105 with a minimum grade of C or LFRE 106 with a minimum grade of C.	Spring 2023
LFRE 200	Second-Year French I	• Edit to prerequisites: LFRE 101 with a minimum grade of C or LFRE 107 with a minimum grade of C or LFRE 108 with a minimum grade of C.	Spring 2023
LFRE 201	Second-Year French II	• Edit to prerequisites: LFRE 200 with a minimum grade of C.	Spring 2023
LFRE 300	Reading and Writing for Communication-French	• Edit to prerequisites: LFRE 201 with a minimum grade of C or LFRE 208 with a minimum grade of C.	Spring 2023
LGER 101	First-Year German II	• Edit to prerequisites: LGER 100 with a minimum grade of C or LGER 105 with a minimum grade of C.	Spring 2023
LGER 200	Second-Year German I	• Edit to prerequisites: LGER 101 with a minimum grade of C or LGER 107 with a minimum grade of C or LGER 108 with a minimum grade of C.	Spring 2023
LGER 201	Second-Year German II	• Edit to prerequisites: LGER 200 with a minimum grade of C.	Spring 2023
LITA 101	First-Year Italian II	• Edit to offering term: As Needed ~~Fall, Spring~~ • Edit to prerequisites: LITA 100 with a minimum grade of C or LITA 105 with a minimum grade of C.	Spring 2023
LITA 200	Second-Year Italian I	• Edit to offering term: As Needed ~~Fall~~ • Edit to prerequisites: LITA 101 with a minimum grade of C or LITA 107 with a minimum grade of C.	Spring 2023
LITA 201	Second-Year Italian II	• Edit to prerequisites: LITA 200 with a minimum grade of C.	Spring 2023
LITA 348	Italian for the Creative Professions	• Edit to prerequisites: LITA 201 with a minimum grade of C.	Spring 2023
LJPN 200	Second-Year Japanese I	• Edit to prerequisites: LJPN 101 with a minimum grade of C or LJPN 107 with a minimum grade of C.	Spring 2023
LKOR 101	First-Year Korean II	• Edit to prerequisites: LKOR 100 with a minimum grade of C.	Spring 2023

LKOR 200	Second-Year Korean I	• Edit to prerequisites: LKOR 101 with a minimum grade of C or LKOR 107 with a minimum grade of C.	Spring 2023
LKOR 201	Second-Year Korean II	• Edit to prerequisites: LKOR 200 with a minimum grade of C.	Spring 2023
LRUS 200	Second-Year Russian I	• Edit to prerequisites: LRUS 101 with a minimum grade of C or LRUS 107 with a minimum grade of C.	Spring 2023
LRUS 201	Second-Year Russian II	• Edit to prerequisites: LRUS 200 with a minimum grade of C.	Spring 2023
LSPA 101	First-Year Spanish II	• Edit to prerequisites: LSPA 100 with a minimum grade of C or LSPA 105 with a minimum grade of C or LSPA 106 with a minimum grade of C.	Spring 2023
LSPA 200	Second-Year Spanish I	• Edit to prerequisites: LSPA 101 with a minimum grade of C or LSPA 107 with a minimum grade of C or LSPA 108 with a minimum grade of C.	Spring 2023
LSPA 201	Second-Year Spanish II	• Edit to prerequisites: LSPA 200 with a minimum grade of C.	Spring 2023
LSPA 300	Reading and Writing for Communication--Spanish	• Edit to prerequisites: LSPA 201 with a minimum grade of C or LSPA 230 with a minimum grade of C.	Spring 2023
MU 466	Song Literature	• Edit to offering term: Odd ~~Every~~ • Edit to prerequisites: MU 272Q or concurrent registration or MU 275Q or concurrent registration. ~~None.~~ *Submitted in CIM as Major Change.*	Spring 2023
SOWK 120	Academic and Career Success	• Edit to offering term: Every ~~Fall, Spring~~ • Addition of Distance/Online offering. *Submitted in CIM as Major Change.*	Spring 2023

Minor Changes to Existing Programs – Spring 2023		
Program Title	**Notes**	**Effective Term**
INST-EUSZ-BA: Major in International Studies, European Concentration	• Updates to elective lists.	Spring 2023

Minutes approved by the University Curriculum Committee on 9/2/22.

Brad Goetz, Chair
Susan Horan and Erin Niswender,
Curriculum & Catalog

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A 'virtual' meeting of the University Curriculum Committee was held on **September 2, 2022** at 10:00 a.m. via Microsoft Teams.

The meeting adjourned at 12:00 p.m.

Minutes

The minutes of August 26, 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
BUS 639	Corp. Social and Sustainable Responsibility	2 cr.; partial semester; Distance/Online only.	Fall 2023
ECE 415	Semiconductor Physics and Junctions	2 cr.; partial semester.	Spring 2023
E 371	British Literature in Cultural Contexts		Spring 2023
HIST 472	Human Rights in the Americas, 1945-1990		Fall 2023
LEAP 510	Creative Industries Career Management	Graduate only; previously offered as experimental course LEAP 580A3.	Spring 2023
MATH 574	Intro to Mathematics Education Research	Graduate only; previously offered as experimental course MATH 581A4.	Fall 2023
MATH 675	Topics in Mathematics Education	May be taken up to 5 times for credit.	Fall 2023
PSY 753	Structural Equation Modeling		Spring 2023
VM 776	Veterinary Mobility and Pain Management	1 cr.; previously offered as experimental course VM 780A6.	Spring 2023

Major Changes to Existing Courses

Course #	Course Title	Notes	Effective Term
BZ 333	Introductory Mycology	• Edit to course description. • Edit to offering term: Summer ~~Fall~~ • Addition of Reg Info: Required field trips.	Summer 2023
BZ 570	Molecular Aspects of Plant Development	• Edit to course description. • Edit to offering term: Fall ~~Spring~~ • Addition of Universal Restriction: Graduate only. • Addition of Add'l Reg Info: Graduate standing.	Fall 2023
ENGR 520	Engineering Decision Support/Expert Systems	• Edits to course description. • Edit to prerequisites: MATH 159 or MATH 160 ~~ENGR 510 or MATH 510~~	Spring 2023

HORT 321	Nursery Production and Management	• Updating AUCC 4A justification for ENHR-NALZ-BS and ENHR-TURZ-BS.	Spring 2023
LEAP 500	Intro to Arts Leadership and Management ~~in the Arts~~	• Edits to course title and description. • Addition of Universal Restriction: Graduate only. • Edit to Add'l Reg Info: Graduate standing. ~~Senior or graduate standing.~~	Spring 2023
NRRT 368	Biodiversity Conservation Culture/Business ~~Biological and Cultural Conservation~~	• Edits to course title and description. • Edit to offering term: Spring ~~Fall~~	Spring 2023

CONSENT AGENDA

Experimental Courses – 2nd Offering with Changes			
Course #	**Course Title**	**Notes/Changes**	**Effective Term**
ART 281A1	Drawing ~~Art~~ for Non-Art Majors ~~Non-Majors - Landscape Drawing~~	1st offering: SU20 • Edits to title and course description • Edit to instructional format: Face-to-Face ~~Distance/Online~~	Spring 2023

Minor Changes to Courses			
Course #	**Course Title**	**Notes**	**Effective Term**
BUS 361	Principles of Music Marketing	• Edit to offering term: Spring ~~Every~~ • Edit to prerequisites: None ~~BUS 250~~	Spring 2023
BUS 362	Making Money in Music	• Edit to offering term: Fall, Spring ~~Every~~ • Edit to prerequisites: None ~~BUS 250~~	Spring 2023
BUS 363	Concerts and Live Events	• Edit to offering term: Fall ~~Fall, Spring~~ • Edit to prerequisites: None ~~BUS 250~~	Spring 2023

Course Deactivations			
Course #	**Course Title**	**Notes**	**Effective Term**
BZ 555	Reproductive Biology of Higher Plants		Spring 2023
MGT 382	Management in an International Context		Spring 2023
MGT 425	Organizational Communication Strategies	*C&C unit will administratively remove from elective lists in APAM-ADAZ-BS; APAM-MDSZ-BS; APAM-PDVZ-BS.*	Spring 2023
MGT 625	Managerial Communication Practices		Spring 2023
MGT 671	Labor Management Relations		Spring 2023
TH 370A	Theatre Assistant: Design		Spring 2023
TH 370B	Theatre Assistant: Directing		Spring 2023
TH 486	Theatre Practicum IV		Spring 2023

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

Brad Goetz, Chair
Susan Horan and Erin Niswender,
Curriculum & Catalog

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A 'virtual' meeting of the University Curriculum Committee was held on **September 9, 2022** at 10:00 a.m. via Microsoft Teams.

The meeting adjourned at 12:00 p.m.

Minutes

The minutes of September 2, 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).

Study Abroad Course –Permanent Offering			
Course #	**Course Title**	**Notes**	**Effective Term**
CIVE 371	Study Abroad—Peru: Grand Challenges in Engineering	**3 cr.** Travel dates: 1/1/23-1/14/23 *(14 days)* Provisional course: CIVE 382A *(SP22: 14 students)*	Spring 2023

New Courses			
Course #	**Course Title**	**Notes**	**Effective Term**
E 373	The Afterlives of Literature		Spring 2023
ESS 523A/ SOCR 523A	Environmental Data Science Applications: Introduction	Partial semester; previously offered as experimental course ESS 580A7/SOCR 580A7.	Spring 2023
ESS 523B/ SOCR 523B	Environmental Data Science Applications: Food and Agriculture	2 cr.; partial semester; previously offered as experimental course ESS 580A8/SOCR 580A8.	Spring 2023
ESS 523C/ WR 523C	Environmental Data Science Applications: Water Resources	2 cr.; partial semester; previously offered as experimental course ESS 580A9.	Spring 2023
NRRT 567	Tourism Entrepreneurship	2 cr.; partial semester.	Spring 2023
SYSE 505	Systems Thinking for the Real World	Previously offered as experimental course SYSE 580A2.	Spring 2023

Major Changes to Existing Courses			
Course #	**Course Title**	**Notes**	**Effective Term**

AB 410 ~~AB 310~~	Understanding Pesticides	• Course number/level change. • Edits to course description. • Edit to Add'l Reg Info: Junior standing. Sections may be offered: Online. Credit ~~not~~ allowed for only one of the following~~: both AB 310 and BSPM 310.~~ AB 310, AB 410, or BSPM 310. *Program changes needed:* • *ENTQ: Minor in Entomology* • *PLHQ: Minor in Plant Health*	Spring 2023
AB 451 ~~BSPM 451~~	Integrated Pest Management	• Subject code change *(from BSPM to AB)* • Edit to offering year: Every ~~Odd~~ • Addition of Distance/Online offering *Program changes needed:* • *ENTQ: Minor in Entomology* • *PLHQ: Minor in Plant Health*	Spring 2023
AB 551 ~~BSPM 551~~	Advanced Integrated Pest Management	• Subject code change *(from BSPM to AB)* • Edit to offering year: Every ~~Odd~~ • Addition of Distance/Online offering	Spring 2023
BZ 433	Behavioral Genetics	• Credit decrease (*from 4 to 3*) • Change of schedule type/credit distribution *(from 3-0-1 to 3-0-0*) • Edit to offering year: Odd ~~Every~~ • Edits to registration info: ~~Must register for lecture and recitation. Required field trips.~~ • Edit to prerequisites: LIFE 102 and LIFE 103 ~~BZ 310~~ *Program changes needed:* • *ZOOL-BS: Major in Zoology* • *ZOOQ: Minor in Zoology*	Fall 2023
D 221B	Dance Techniques IV: Ballet	• Credit decrease *(from 3 to 2)* *Program changes needed:* • *DNCE-BA* • *DANC-BFA*	Spring 2023
D 321B	Dance Techniques VI: Ballet	• Credit decrease *(from 4 to 3)* *Program changes needed:* • *DNCE-BA* • *DANC-BFA*	Spring 2023
D 486	Practicum—Student Concert Direction	• Edits to course title and description. • Addition of prerequisite: D 110 – 499—at least 3 credits. ~~None~~ • Change of Grade Mode: Traditional ~~Instructor Option~~	Spring 2023

Major Changes to Existing Programs

Program Title	Notes	Effective Term
AGBI-BS: Major in Agricultural Biology	• Senior year: updates to subject codes and course numbers. • Major Completion Map, Junior year: moving AB 330 from semester 5 to semester 6.	Spring 2023
AGBI-ENTZ-BS: Major in Agricultural Biology, Entomology Concentration	• Senior year: updates to subject codes and course numbers. • Major Completion Map, Junior year: moving AB 330 from semester 5 to semester 6.	Spring 2023
AGBI-PLPZ-BS: Major in Agricultural Biology, Plant Pathology Concentration	• Senior year: updates to subject codes and course numbers.	Spring 2023

	• Major Completion Map, Junior year: moving AB 330 from semester 5 to semester 6.	
AGBI-WEEZ-BS: Major in Agricultural Biology, Weed Science Concentration	• Senior year: updates to subject codes and course numbers. • Major Completion Map, Junior year: moving AB 330 from semester 5 to semester 6.	Spring 2023
BIAG-PMGZ-MS: Master of Science in Bioagricultural Sciences, Plan B, Pest Management Specialization	• **Addition of Online/DCE offering.** *See CIM for all other program changes.*	Fall 2023

CONSENT AGENDA

Minor Changes to Courses			
Course #	**Course Title**	**Notes**	**Effective Term**
AB 330	Applications in Agricultural Biology I	• Edit to offering term: Spring ~~Fall~~ *Existing AUCC 4A/4B/4C for AGBI-BS; AGBI-ENTZ-BS; AGBI-PLPZ-BS; AGBI-WEEZ-BS*	Spring 2023
BC 403	Comprehensive Biochemistry II	• Edit to prerequisites: BC 351 or BC 401; CHEM 245 or CHEM 341 or CHEM 345	Summer 2023
BZ 220	Introduction to Evolution	• Edit to prerequisites: BZ 110 or BZ 120 or LIFE 102 or LIFE 103. *Submitted in CIM as Major Change.*	Spring 2023
BZ 340	Field Mammalogy	• Edits to CIM Program Pick List *(no changes to course registration info)* *Submitted in CIM as Major Change.*	Summer 2023
CON 358	Structural Systems for Construction I	• Edit to prerequisites: CON 151 with a minimum grade of C; MATH 125 or MATH 160.	Spring 2023
FTEC 210	Science of Food Fermentation	• Edit to prerequisites: (BZ 111 and BZ 110 or LIFE 102) and (CHEM 107 or CHEM 111) and (FSHN 150)	Spring 2023

Correction/Update to 9/2/22 Minutes			
Course #	**Course Title**	**Notes**	**Effective Term**
HIST 459 ~~HIST 472~~	Human Rights in the Americas, 1945-1990	Course number administratively changed due to existing Study Abroad subtopic course: HIST 472A.	Fall 2023

Minutes approved by the University Curriculum Committee on 9/16/22.

Brad Goetz, Chair
Susan Horan and Erin Niswender,
Curriculum & Catalog

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A 'virtual' meeting of the University Curriculum Committee was held on **September 16, 2022** at 10:00 a.m. via Microsoft Teams.

The meeting adjourned at 12:00 p.m.

Minutes
The minutes of September 9, 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).

Study Abroad Course –Permanent Offering			
Course #	**Course Title**	**Notes**	**Effective Term**
BZ 435B	Study Abroad—Mexico: Practices in Marine Biology and Ecology	**3 cr.** Provisional course: BZ 482C *(see provisional third offering under Consent Agenda below)*	Fall 2023

New Courses			
Course #	**Course Title**	**Notes**	**Effective Term**
BUS 638	Sustainability Ethics and Business Practice	2 cr.; partial semester; listed in the proposed Graduate Certificate in Sustainable Business.	Fall 2023
E 372	Interdisciplinary Approaches to Literature		Spring 2023
FIN 667	Environmental, Social, Governance Investing	2 cr.; listed in the proposed Graduate Certificate in Sustainable Business.	Fall 2023
GEOL 340	Glacial Geology	Previously offered as experimental course GEOL 380A2.	Fall 2023
POLS 534	International Environmental Security	Listed as electives in the new Graduate Certificate in International Security.	Fall 2023
POLS 535	Emerging Threats in International Security		

Major Changes to Existing Courses			
Course #	**Course Title**	**Notes**	**Effective Term**
AB 521 ~~BSPM 521~~	Forest Health Issues	• Credit decrease *(from 3 to 2)* • Subject code change *(from BSPM to AB)* • Edit to prerequisite: BZ 120 ~~None.~~ • Change from full semester to partial semester.	Spring 2023

E 687L	Internship: Community ~~Computers~~ and Writing	• Edit to course title. • Addition of course description. • Addition of prerequisite: E 500 – 699 – at least 3 credits ~~None~~	Summer 2023
TH 384	Supervised College Teaching	• Credit change *(from 1-3 variable to 3)* • Addition of course description. • Addition of prerequisite: TH 100 – 499 – at least 12 credits. ~~None~~ • Edit to Reg Info: Written consent of instructor. ~~A maximum of 10 combined credits for all 384 and 484 courses are counted towards graduation credits.~~ • Addition of Add'l Reg Info: Junior standing. Completed, signed agreement approved by Director of Theatre. *(see Supporting Documents)*	Spring 2023

New Graduate Certificate		
Program Title	**Notes**	**Effective Term**
Walter Scott, Jr. College of Engineering		
Graduate Certificate in Tailings Engineering	Offered Main Campus Face-to-face.	Fall 2023

CONSENT AGENDA

Minor Changes to Courses			
Course #	**Course Title**	**Notes**	**Effective Term**
POLS 531	International Security Studies	• Edit to offering term: As Needed ~~Fall, Spring~~ • Addition of Distance/Online offering. *Submitted in CIM as a Major Change.*	Fall 2023

Minor Changes to Existing Programs		
Program Title	**Notes**	**Effective Term**
EINQ: Minor in Entrepreneurship and Innovation	Updates to elective list.	Spring 2023
INST-ASTZ-BA: Major in International Studies, Asian Studies Concentration	Updates to elective list.	Spring 2023
INST-LTSZ-BA: Major in International Studies, Latin American Studies Concentration	Updates to elective list.	Spring 2023
INST-MEAZ-BA: Major in International Studies, Middle East and North African Studies Concentration	Updates to elective list.	Spring 2023

Provisional Study Abroad Course – Third Provisional Offering *UCC made an exception and approved the below Study Abroad course for a third provisional offering in Fall 2022. OIP approval letter and budget are attached in CIM.*		
Course #	**Course Title**	**Effective Term**
BZ 482C	Study Abroad—Baja California Sur: Practices in Marine Ecology	Fall 2022

Minutes approved by the University Curriculum Committee on 9/23/22.

Brad Goetz, Chair
Susan Horan and Erin Niswender,
Curriculum & Catalog

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A 'virtual' meeting of the University Curriculum Committee was held on **September 23, 2022** at 10:00 a.m. via Microsoft Teams.

The meeting adjourned at 10:50 a.m.

Minutes

The minutes of September 16, 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).

Exception Request for Third Experimental Course Offering			
Course #	**Course Title**	**Notes/Changes**	**Effective Term**
MECH 580A9/ BIOM 580A9	Regenerative Bioengineering with Stem Cells	1st offering: SP21 (14 students); 2nd offering: SP22 (29 students).	Spring 2023

New Courses			
Course #	**Course Title**	**Notes**	**Effective Term**
BZ 240	Synthetic Biology-Principles and Applications		Spring 2023
JTC 522	Media Communication Innovation	Graduate only.	Spring 2023
MGT 676	Service and Production Operations	1 cr.; partial semester; listed as required in the proposed Graduate Certificate in Global Supply Chain Management.	Spring 2023
NSCI 665	General Ecology for Science Educators	Distance/Online only; Master of Natural Sciences Education (M.N.S.E.) students only.	Spring 2023
POLS 533	Advanced Topics in US Foreign Policy	Listed as an elective in the proposed Graduate Certificate in International Security.	Fall 2023

Major Change to Existing Course			
Course #	**Course Title**	**Notes**	**Effective Term**
MGT 675	Purchasing and Supply Management ~~Service Operations/Supply Chain Management~~	• Credit decrease (*from 3 to 1*) • Edits to course title and description. • Change from full semester to partial semester. • Addition of Mixed Face-to-Face and Distance/Online offerings.	Spring 2023

Program Deactivation

Program Title	Notes	Last admit term	Last grad term
IEAQ: Interdisciplinary Minor in Environmental Affairs	Replaced by IELQ: Interdisciplinary Minor in Environmental Studies in the Liberal Arts *(UCC-approved 1/28/22).*	Fall 2023	Fall 2025

CONSENT AGENDA

Experimental Course – 1st Offering			
Course #	**Course Title**	**Notes/Changes**	**Effective Term**
ETST 381A4	Race and Ethnicity in Latin America		Spring 2023

Minor Changes to Courses			
Course #	**Course Title**	**Notes**	**Effective Term**
ECE 101	Foundations in ECE	• Addition of Universal Restrictions: NO Junior; NO Senior; Undergraduate ONLY.	Fall 2023
ECE 401	Senior Design Project I	• Edit to prerequisites: (ECE 312 with a minimum grade of C or (PH 314 with a minimum grade of C and PH 353 with a minimum grade of C); ECE 332 with a minimum grade of C; ECE 342 with a minimum grade of C) or (ECE 311 with a minimum grade of C; 4 courses from the following: CS 356, ECE 312 with a minimum grade of C, ECE 331 with a minimum grade of C, ECE 332 with a minimum grade of C, ECE 450 and ~~450,~~ ECE 451, ECE 452, ECE 456, ECE 528). *Submitted in CIM as a Major Change.*	Fall 2023
ECE 556	AI for Radar and Remote Sensing	• Edit to prerequisites: CS 152 with a minimum grade of C or CS 162 with a minimum grade of C 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; DSCI 369 with a minimum grade of C or MATH 369 with a minimum grade of C.	Fall 2023

Course Deactivations			
Course #	**Course Title**	**Notes/Changes**	**Effective Term**
GEOL 424/ CIVE 424	Modern Gas and Oil		Spring 2023
GEOL 567	Sedimentary Geochemistry		Spring 2023

Minutes electronically approved by the University Curriculum Committee on 9/23/22.

Brad Goetz, Chair
Susan Horan and Erin Niswender,
Curriculum & Catalog

BALLOT
Academic Faculty Nominations to Faculty Council Standing Committees
October 4, 2022

COMMITTEE ON INFORMATION TECHNOLOGY

		Term Expires
SUDEEP PASRICHA	COE	2025
(Nominated by Committee on Faculty Governance)		

COMMITTEE ON RESPONSIBILITIES AND STANDING OF ACADEMIC FACULTY

		Term Expires
CAROLINA MEHAFFY	CVMBS	2025
(Nominated by Committee on Faculty Governance)		

COMMITTEE ON SCHOLASTIC STANDARDS

		Term Expires
KRISTY DOWERS	CVMBS	2025
(Nominated by Committee on Faculty Governance)		

BALLOT
October 2022
Graduate and Undergraduate Student Positions on Faculty Council Standing Committees
(One-Year Term)
Nominations from the Committee on Faculty Governance

Committee on Information Technology

Naveenam Asok	Undergraduate Student Representative	2023

Committee on Intercollegiate Athletics

Stephen Laffey	Undergraduate Student Representative	2023
Rosi Danzman	Graduate Student Representative	2023

Committee on Non-Tenure Track Faculty

Kendall Stephenson	Graduate Student Representative	2023

Committee on Scholarship, Research, and Graduate Education

Kenny Peeples	Graduate Student Representative	2023

Committee on Strategic and Financial Planning

Rob Long	Undergraduate Student Representative	2023

Committee on Teaching and Learning

Sarah Myers	Graduate Student Representative	2023

Committee on University Programs

Eleanor Sitter	Undergraduate Student Representative	2023

MEMORANDUM

DATE: September 15, 2022

TO: Sue Doe, Chair
Executive Committee and Faculty Council

FROM: Steven Reising, Chair, Committee on Faculty Governance

SUBJECT: Proposed revision to Section D.2.2 of the *ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL*

The Committee on Faculty Governance moves Faculty Council adopt the following amendment:

MOVED, THAT SECTION D.2.2 of the ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL BE AMENDED AS FOLLOWS:

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

D.2.2 University Policy Review Committee *(~~new section added August 9, 2019~~ last revised xxx)*

The University Policy Review Committee (UPRC) advises the University community regarding University policy. As the University Officer responsible for overseeing the University Policy Office, the Vice President for University Operations is responsible for convening the UPRC.

A University policy is a set of governing principles formally approved to provide assistance in the conduct of university affairs. University policies apply across the university and have impact on a substantial segment of the campus population. University policies authorize or constrain actions to enhance the university mission and operational efficiency; mitigate and manage institutional risk; and, in some cases, ensure compliance with federal, state and local laws and regulations.

The UPRC consists of two (2) faculty members, two (2) administrative professional members, two (2) state classified personnel members, one (1) graduate student, one (1) undergraduate student, and the Executive Director of the Department of Policy, Risk & Environmental Programs (ex officio non-voting). Each faculty, administrative professional, and classified personnel representative on the UPRC shall serve a three (3) year term, with terms beginning July 1, and are the ones eligible to chair this committee. Graduate and undergraduate student representatives shall serve 1-year terms, effective immediately following elections at the October Faculty Council meeting. The committee shall annually elect a Chair from its eligible members.

Faculty members shall be nominated by the Faculty Council Committee on Faculty Governance who shall provide nominees for election by the Faculty Council. The administrative professional and classified personnel members shall be appointed by their respective Councils. Nominations of the graduate student member shall be made by the University Graduate Student Council.

Graduate student nominations shall be forwarded to the Faculty Council Committee on Faculty Governance for inclusion on the election ballot for voting by Faculty Council. Nominations of undergraduate students shall be made by the ASCSU Director of Academics with the advice and consultation of the President and the Vice President of ASCSU. All such nominees shall be recommended to the ASCSU Senate and shall have majority approval of the ASCSU Senate before the nominations are forwarded to the Faculty Council Committee on Faculty Governance for inclusion on the election ballot for voting by Faculty Council.

The duties of the UPRC shall be:

1. To facilitate the review of the (potential) impact of proposed new university policies and to facilitate the review of the (potential) impact of current policies when they are

significantly revised or when questions arise about their interpretation, effectiveness or impacts, and to gather and collate input from the bodies represented on the committee.

2. To solicit and facilitate input on (potential) conflicts between university administrative policies and the Academic Faculty and Administrative Professional Manual and the HR Manual.

3. To help identify parts of the university community that may be affected by university policy for consideration in a review of the impact of university policy.

4. To solicit and facilitate relevant and appropriate dialog within the university community for consideration in a review of the impact of a proposed new university policy or significant revision being carried out by the Office of Policy & Compliance.

5. To recommend evaluation of the impact of proposed university policies and their implementation by the appropriate, impacted groups or units, and of existing university policies when questions or concerns arise.

The UPRC shall consider requests for review of university policy from the university community. It shall transmit the results of reviews and recommendations to the Administration, the Faculty Council, the Administrative Professional Council, Classified Personnel Council, ASCSU, and the University Graduate Student Council.

The UPRC shall develop a set of operating procedures, which shall be made available to all members of the University community. The Chair of the UPRC shall submit copies of committee minutes and present an annual report to Faculty Council, the Administrative Professional Council, Classified Personnel Council, ASCSU, the University Graduate

Student Council, and the Executive Director of the Department of Policy, Risk & Environmental Programs.

Rationale:

The University Policy Review Committee (UPRC) was added to the Manual in August 2019. Faculty Council elected two faculty representatives in September 2021 who are ready to serve in this capacity. However, the UPRC has never been convened. A number of policies have been proposed through the University Policy Office that clearly require input from faculty as well as other stakeholders. To ensure that the University Policy Review Committee fulfills its purpose, this Manual revision specifies the University Officer responsible for convening this committee.

Date: September 22, 2022

To: Sue Doe
Chair, Faculty Council

From: Jennifer Martin
Chair, Committee on Responsibilities and Standing of Academic Faculty

Subject: **Faculty Manual Section E.2 Types of Faculty Appointments**

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

MOVED, THAT SECTION E.2 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL BE REVISED AS FOLLOWS:

E.2 Types of Faculty Appointments *(last revised December 6, 2019)*

E.2.1 Basic Types of Faculty Appointments *(last revised December 6, 2019)*

Six (6) basic types of appointments exist for members of the faculty. They are tenured faculty, tenure-track faculty, contract faculty, continuing faculty, adjunct faculty, and faculty on transitional appointments. Only faculty members holding tenure-track appointments at the time of consideration are eligible to acquire tenure. See Section E.~~3~~2.2 for details of other types of faculty appointments.

Full-time is defined as the academic year or a minimum of nine (9) months. Part-time is defined as any fraction of time less than one hundred (100) percent, but not less than fifty (50) percent of full-time.

The major characteristics of the various types of appointments are as follows.

E.2.1.1 Tenured Faculty Appointments *(last revised December 6, 2019)*

A tenured faculty appointment may be either full-time or part-time. If a tenured faculty member is tenured only for part-time service, additional employment may be arranged each year between the faculty member and the department. Responsibilities and salaries are scaled appropriately to the portion of time worked.

If a tenured faculty member changes to a contract, continuing, or adjunct appointment, they must relinquish tenure and retire from the University. A tenured faculty member who wishes to gain emeritus/emerita status must apply prior to the time they relinquish tenure and retire.

The following conditions apply to a tenured faculty appointment:

a. The majority of the appointment must reside in one of the academic departments of the University (see Section C.2.3.1).

~~a~~b. It is limited to the ranks of assistant professor, associate professor, and professor.

~~b~~c. There is no specified ending date.

~~c~~d. The faculty member shall have full voting rights at departmental and college faculty meetings and is eligible to serve on departmental and college committees.

~~d~~e. Enrollment in a retirement program is mandatory. The faculty member is eligible for other fringe benefits and privileges (see Sections F and G and the *Faculty and Administrative Professional Privileges and Benefits Summary Plan (SPD)*), and for sabbatical leave (see Section F.3.4).

E.2.1.2 Tenure-Track Faculty Appointments *(last revised December 6, 2019)*

A tenure-track faculty member may be either full-time or part-time. The six (6) year time limit for acquisition of tenure applies for both full-time and part-time appointments (see Section E.10.4.c). Criteria, procedures, and regulations for promotion, tenure, and salary for part-time appointments are subject to the rules governing full-time appointments. If a contract, continuous or adjunct faculty member is given a tenure-track faculty appointment, an appropriate amount of credit may be given for this prior service.

The following conditions apply to a tenure-track faculty appointment:

a. The majority of the appointment must reside in one of the academic departments of the University (see Section C.2.3.1).

~~a~~b. It is limited to the ranks of assistant professor, associate professor, and professor.

~~b~~c. The faculty member shall have full voting rights at departmental and college faculty meetings and is eligible to serve on departmental and college committees.

~~c~~d. Enrollment in a retirement program is mandatory. The faculty member is eligible for other fringe benefits and privileges (see Sections F and G and the *Faculty and Administrative Professional Privileges and Benefits Summary Plan (SPD)*), but not for sabbatical leave (see Section F.3.4). However, time spent on a tenure-track appointment does count towards the accumulation of service for sabbatical leave.

E.2.1.3 Contract Faculty Appointments *(last revised May 4, 2022)*

Contract faculty appointments may be either full-time or part-time. These appointments may be offered at any time at the discretion of the department.

Contract faculty appointments for research may be offered only for research performed for the University. In this case, the unit or department must document that the multi-year contract or extension is necessary for the hiring or retaining of the faculty member.

The following conditions apply to a contract faculty appointment:

a. The majority of the appointment must reside in one of the academic departments of the University (see Section C.2.3.1) or a Special Academic Unit (see Section 2.3.3), unless the Provost approves of it residing in some other unit for clear academic reasons.

~~a~~b. All contracts shall have a specified ending date and a term of at least two (2) years. At least one (1) year prior to the expiration of the contract, the faculty member shall either be given a new contract that replaces the current contract or informed that the contract may be allowed to expire. If the contract is allowed to expire, the employment as a contract faculty appointment shall be converted to employment as a continuing faculty appointment, without loss of rank or salary, unless a new contract is agreed to in writing by both parties.

~~b~~c. The faculty member shall participate in annual reviews and the annual salary exercise in the same manner as tenured faculty.

~~c~~d. Department and college codes shall specify the voting rights of contract faculty and their eligibility to participate on departmental and college committees. The standard expectation is that contract faculty have voting rights in the governance of their department and college with the exception of decisions relating to tenure and will be eligible to serve on departmental and college committees. If the appointment resides in a unit other than an academic department, then the code of that unit shall specify the voting rights of contract faculty within that unit and their eligibility to participate on committees within that unit.

~~d~~e. Enrollment in a retirement program is mandatory. The faculty member is eligible for other fringe benefits and privileges (see Sections F and G and the *Faculty and Administrative Professional Privileges and Benefits Summary Plan (SPD)*), but not for sabbatical leave (see Section F.3.4).

~~e~~f. A contract faculty member who has at least twelve (12) semesters of employment combined between contract and continuing appointments (or sooner at the discretion of the department) becomes eligible for funding for release time in order to pursue scholarly development. Once such funding has been granted, the faculty member becomes eligible for such funding again after another twelve (12) semesters of such employment. A request for such funding shall be submitted in writing by the faculty member to the department head. This request shall include details regarding the type of scholarly development and the amount of funding

requested. The department head shall respond in writing with an approval or denial of the request. In the case of a denial of the request, the reasons for the denial shall be stated in writing in the response.

E.2.1.4 Continuing Faculty Appointments *(last revised May 4, 2022)*

Continuing faculty appointments may be either full-time or part-time. The following conditions apply to a continuing faculty appointment:

a. The majority of the appointment must reside in one of the academic departments of the University (see Section C.2.3.1) or a Special Academic Unit (see Section 2.3.3), unless the Provost approves of it residing in some other unit for clear academic reasons.

~~a~~b. There is no specified ending date.

~~b~~c. The appointment is “at will” and is subject to termination by either party at any time. Section D.5.6 regarding the termination of “at will” appointments shall apply to “at will” faculty appointments.

~~c~~d. The faculty member shall participate in annual reviews and the annual salary exercise in the same manner as tenured faculty.

~~d~~e. Department and college codes shall specify the voting rights of continuing faculty and their eligibility to participate on departmental and college committees. The standard expectation is that continuing faculty have voting rights in the governance of their department and college with the exception of decisions relating to tenure, and will be eligible to serve on departmental and college committees. If the appointment resides in a unit other than an academic department, then the code of that unit shall specify the voting rights of continuing faculty within that unit and their eligibility to participate on committees within that unit.

~~e~~f. Enrollment in a retirement program is mandatory. The faculty member is eligible for other fringe benefits and privileges (see Sections F and G and the *Faculty and Administrative Professional Privileges and Benefits Summary Plan (SPD*)), but not for sabbatical leave (see Section F.3.4).

~~f~~g. A continuing faculty member who has at least twelve (12) semesters of employment combined between contract and continuing appointments (or sooner at the discretion of the department) becomes eligible for funding for release time in order to pursue scholarly development. Once such funding has been granted, the faculty member becomes eligible for such funding again after another twelve (12) semesters of such employment. A request for such funding shall be submitted in writing by the faculty member to the department head. This request shall include details regarding the type of scholarly development and the amount of funding requested. The department head shall respond in writing with an approval or denial of the request. In the case of a denial of the request, the reasons for the denial shall be stated in writing in the response.

~~g~~h. A continuing faculty member who has at least ten (10) semesters of employment combined between contract and continuing appointments shall be given serious consideration for conversion to a contract faculty appointment. In this circumstance, the faculty member may submit a formal request in writing to the department head for such a conversion. Such a formal request shall be responded to in writing by the department head with an approval or denial of the request. In the case of a denial of the request, the reasons for the denial shall be stated in writing in the response.

~~h~~i. A continuing faculty member may be converted to a contract faculty appointment prior to ten (10) semesters at the discretion of the department.

E.2.1.5 Adjunct Faculty Appointments *(last revised December 6, 2019)*

Adjunct faculty appointments may be full-time, part-time, or less than half-time.

Adjunct faculty appointments are intended for situations where the previous types of appointment are not appropriate. These include the following situations:

i. Employment at less than half-time.

ii. Employment on an occasional basis, rather than being for every (Fall and Spring) semester. An approved leave without full-time or part-time service (such as Family Medical Leave) shall not constitute employment on an occasional basis.

iii. Employment for only one (1) or two (2) semesters (Fall and Spring). This appointment type may not be used for a faculty member employed full-time or part-time every semester (Fall and Spring) for more than two (2) semesters.

The following conditions apply to an adjunct faculty appointment:

a. The majority of the appointment must reside in one of the academic departments of the University (see Section C.2.3.1) or a Special Academic Unit (see Section 2.3.3), unless the Provost approves of it residing in some other unit for clear academic reasons.

~~a~~b. There may or may not be a specified ending date.

~~b~~c. The appointment is “at will” and is subject to termination by either party at any time. Section D.5.6 regarding the termination of “at will” appointments shall apply to “at will” faculty appointments.

~~c~~d. The faculty member shall participate in annual reviews and the annual salary exercise in the same manner as tenured faculty.

~~d~~e. Department and college codes shall specify the voting rights of adjunct faculty and their eligibility to participate on departmental and college committees. If the appointment resides in a unit other than an academic department, then the code of that unit shall specify the voting rights of adjunct faculty within that unit and their eligibility to participate on committees within that unit.

~~e~~f. Enrollment in a retirement program is mandatory. If the faculty member is full-time or part-time, then he or she is eligible for other fringe benefits and privileges (see Sections F and G and the *Faculty and Administrative Professional Privileges and Benefits Summary Plan* (SPD)*)* but not for sabbatical leave (see Section F.3).

E.2.1.6 Transitional Appointments *(last revised May 3, 2018)*

The University provides the opportunity for transitional appointment to its tenured faculty members who have retired and terminated employment in consideration of a subsequent reappointment on a part-time tenured basis for a limited period of time. The transitional appointment requires that the faculty member participate in the teaching, advising, service, and research activities of the department, subject to the part-time provisions of their appointment. Administrators who also hold a tenured faculty appointment are eligible to request a transitional appointment within the context of their faculty roles. Administrative professionals and non-tenured faculty members are not eligible for transitional appointments due to the legal conflict between the statutory "at will" status of such appointments and the appointment term guarantees embodied in a transitional appointment.

Faculty members covered under the federal retirement system are not eligible for transitional appointment due to prohibitive provisions of that retirement system. However, post-retirement employment in a position other than the one requiring a federal appointment is not prohibited. Interested faculty members and/or departments should contact the Director of Human Resource Services for further information.

Conditions regarding transitional appointments are as follows:

a. Only tenured faculty members on full-time or part-time tenured appointments who are currently eligible for retirement under the University's definition of retirement (see "Definition of Retirement" under "Benefits" at www.hrs.colostate.edu) have the opportunity of requesting transitional appointments. Note that the University's definition of retirement may differ from

those of the retirement plans. For more information, or to confirm eligibility for retirement, contact the University Benefits Office.

b. Ordinarily, a request for a transitional appointment should be submitted in writing to the department head one (1) full academic year before the requested commencement of the transitional appointment. A time period of less than one (1) year may be accepted in those cases where such appointments with lesser notice are considered to be in the interest of the University. Such an exception requires the approval of the department head, the dean, and the Provost. A transitional appointment shall be evaluated on the basis of both the needs of the department and college and the desires of the faculty member.

c. A transitional appointment is for a specified term of at least one (1) year and not more than four (4) years, and it concludes with the termination of this part-time tenured appointment. However, this does not preclude subsequent full-time or part-time employment in a non-tenured position subject to the needs and resources of the department and the interests and desires of the faculty member. During the transitional period, a transitional appointment may not be modified to a tenured or tenure-track appointment. A faculty member may elect to terminate the part-time transitional appointment prior to the end of the specified term.

d. A transitional appointment shall begin no earlier than the first business day after the effective date of termination of employment as a tenured faculty member.

e. A faculty member shall be tenured on a part-time basis as a condition of the transitional appointment.

f. Faculty with transitional appointments have full voting rights at departmental and college faculty meetings and are eligible to serve on departmental and college committees.

g. Any uncompensated leave balances at the time of retirement shall be reinstated and available for use during the transitional appointment. However, at the end of

the transitional appointment, there shall be no compensation for unused leave balances.

h. The salary and workload for a transitional appointment shall normally be fifty (50) percent of what they were at the time of retirement. However, when it is to the benefit of both the University and the faculty member, variations from this fifty (50) percent standard, including brief periods of full-time employment, may be proposed by the department head and the dean for review and approval by the Provost.

i. The percentage of salary and the percentage of effort during the transitional appointment are subject to negotiation between the department and the faculty member and shall be spelled out in the transitional appointment agreement. Such changes in salary and/or effort shall not affect the percentage level of the appointment (e.g., part-time versus full-time) specified in the transitional appointment agreement. The terms under which the appointment is undertaken or subsequently modified shall be negotiated to be mutually beneficial to both the faculty member and the University, and the terms of the agreement shall be specified in writing, subject to the review and approval of the dean and the Provost. Final approval authority resides with the President.

j. A faculty member on a transitional appointment who is a PERA annuitant may be subject to that retirement system's annuity penalty for "post retirement" work for PERA affiliated employers, including the University, in excess of one hundred and ten (110) days in any calendar year or for work during the first (1st) month of retirement. A faculty member who is receiving a PERA annuity should check with PERA directly to determine what effects, if any, a transitional appointment may have on their annuity amounts.

k. A faculty member on a transitional appointment participates in the University's Defined Contribution Plan for Retirement ("DCP") and is eligible for the same benefits as a faculty member with a tenured appointment within the DCP. Leave policies, as described in Section F of the *Manual*, shall be in effect, except that a

faculty member on a transitional appointment is not eligible for a sabbatical leave nor for payment for unused sick leave and/or annual leave at the conclusion of the transitional appointment.

l. A faculty member on a transitional appointment is considered for any pay and benefit increases on the same basis as a faculty member holding a tenured appointment, proportionate to the extent of the appointment.

Rationale:

None of these changes are a change to the current policy. They are simply clarifications of the existing policy.

1. Since tenure must reside in an academic department, then appointments of tenured and tenure-track faculty must be in an academic department. However, this is not the case for contract, continuing, and adjunct faculty (CCAF). For example, some CCAF have their appointments in the Honors Program and some have their appointments in Special Academic Units. Language has been added to make it clear that this is the case.

2. Changes have been made to make it clear that, for contract faculty, a new contract that is issued a year in advance replaces the current contract and goes into effect immediately – it does not wait for the current contract to expire a year later.

3. It is also made clear that, if a contract is allowed to expire, and the appointment becomes a continuing appointment, the salary remains the same, not just the rank.

COLORADO STATE UNIVERSITY LIBRARIES
Fort Collins, Colorado 80523-1019
www.lib.colostate.edu

FACULTY COUNCIL COMMITTEE ON LIBRARIES
Annual Report 2021-2022

INTRODUCTION

This constitutes the annual report of the Faculty Council Committee on Libraries for academic year 2021-2022 and is submitted by Jerry Magloughlin, the chair of the committee for this academic period. This report is organized to include information on members, meeting attendance, substantive activities/discussions, and recommendations for next year.

MEMBERSHIP

Agricultural and Resource Economics	Franck Dayan
Business	Jon Clark
Veterinary Medicine and Biomedical Sciences	Noreen Reist
Engineering	Jianguo Zhao
Health and Human Sciences	Rodolfo Valdes Vasquez
Liberal Arts	Mary Vogl
Natural Resources	Jerry Magloughlin, Chair
Natural Sciences	James Wilson
Student Representative (Graduate)	Vaishnavi Sonarikar
Student Representative (Undergraduate)	Genova Mumford
University Libraries	Patty Rettig

EX-OFFICIO MEMBERSHIP

Sue Doe, Faculty Council, Chair
Karen Estlund, University Libraries, Dean
Dawn Paschal, University Libraries, Senior Associate Dean
Meg Brown-Sica, University Libraries, Associate Dean Amy
Hoseth, University Libraries, Associate Dean
David Paterson, Office of the Vice President for Research

ADMINISTRATIVE SUPPORT

Mary Seaman, University Libraries (Fall 2021)
Lani Williams, University Libraries (Spring 2022)

MEETINGS

The meeting schedule is provided below. Formal minutes were taken at each meeting, and once approved by the committee, were archived on the committee's Teams channel.

- September 20, 2021
- October 18, 2021
- November 15, 2021
- December 6, 2021
- February 7, 2022
- March 7, 2022
- April 4, 2022
- May 2, 2022

MEETING ATTENDANCE

Attendance of members at the meetings is provided in Table 1 below.

Table 1 Faculty Council Committee on Libraries Attendance

		Meeting Date							
Representation	Member	Sep 20	Oct 18	Nov 15	Dec 10	Feb 7	Mar 7	Apr 4	May 2
Agricultural and Resource	Franck Dayan Economics	----	----	Y	A	Y	A	Y	Y
Business	Jon Clark	Y	Y	A	Y	Y	Y	Y	Y
Veterinary Medicine and Biomedical Sciences	Noreen Reist	Y	Y	Y	A	Y	A	A	Y
Engineering	Jianguo Zhao	A	A	Y	Y	Y	Y	Y	Y
Health & Human Sciences	Rodolfo Valdes Vasquez	---	---	Y	Y	Y	Y	Y	Y
Liberal Arts	Mary Vogl	Y	Y	Y	Y	Y	Y	Y	Y
Natural Resources	Jerry Magloughlin	Y	Y	Y	Y	Y	Y	Y	Y
Natural Sciences	James Wilson	Y	Y	Y	Y	Y	Y	Y	Y
University Libraries	Patty Rettig	Y	Y	Y	Y	Y	Y	Y	Y
Graduate Student Representative	Vaishnavi Sonarikar	----	----	Y	Y	Y	Y	A	A
Undergraduate Student Representative	Genova Mumford	----	A	A	A	A	A	A	A
Ex-officio Membership									
Faculty Council, Chair	Sue Doe	A	A	A	Y	A	A	A	A
University Libraries, Dean	Karen Estlund	Y	Y	A	Y	Y	Y	Y	Y
University Libraries	Dawn Paschal	Y	Y	Y	Y	Y	Y	A	Y
University Libraries	Meg Brown-Sica	Y	Y	Y	Y	Y	Y	Y	Y
University Libraries	Amy Hoseth	Y	A	Y	A	Y	Y	Y	A
Office of the Vice President Research	David Paterson for	Y	A	A	A	Y	A	A	A
Administrative Support (Libraries)	Mary Seaman	Y	Y	Y	Y	----	----	----	----
Administrative Support (Libraries)	Lani Williams	----	----	----	Y	Y	Y	Y	Y

SUBSTANITVE ACTIVITIES OF THE COMMITTEE

Significant issues presented to the committee, or addressed/discussed by the committee include:

- The Libraries strategic organization that took effect October 1, 2021. Subject specific liaison librarians moved to providing interdisciplinary assistance in areas of their expertise across all colleges. A rotating Assistant Dean position will go into effect Fall 2022.

- Fall 2021 COVID activities and changes, including restoration of the seating (furniture) arrangements to the pre-pandemic set-up. Fifteen 'Libraries ambassadors' were hired to help mask compliance. Issues included that a significant percentage of users through the period were not complying with the mask policy. Libraries provided masks in the foyers. Morgan classroom instruction resumed Fall 2021. The 24/7 cube reopened.

- Randyn Heisserer-Miller is the new Head of Collections, and presented personal background and intended future directions for the position.

- Guests Khaleedah Thomas, Copyright Librarian, and Marla Roll, Director of Assistive Technology Resource Center, presented extensive information on accessibility issues in the classroom and answered clarifying questions about compliance. The committee returned to this issue several times and recommended improved awareness of both individuals.

- The committee prepared email communications for the Libraries reorganization, accessibility resources, and copyright information.

- Lani Williams is the new Assistant to the Dean, and took over the providing of administrative support to FCCOL at the beginning of spring semester 2022.

- The committee reviewed statistics, presented by Dean Estlund, on the history of Libraries' staffing between 2000 and 2020. A key and worrying statistic is that since 2000, there has been a 41% decrease in FTE staffing while enrollment increased 24%. CSU Libraries has a student to FTE library staff ratio double that of our peer institutions, suggesting a staff shortage.

- Issues pertaining to ongoing issues of open access were presented to the committee by Meg Brown-Sica, Associate Dean, who chairs the new Open Educational Resources (OER) Committee out of the Provost's Office. Examples of new OER materials funded include the Statics book by Dan Baker, Associate Professor in Civil Engineering. This textbook's website has received over 40,000

visits. Meg announced a $75,000 two-year OER grant with the State, $25,000 from the Provost's Office, and a new $1,000 award for the best implementation of OER. The committee contributed ideas on how best to attract faculty attention and potentially solve issues arising from a high application rate.

• Issues involving the external libraries-oriented memberships were presented by Dawn Paschal, Senior Associate Dean. The main contrast was the role of the Association of Research Libraries (ARL), to which CSU belongs, and Association of College and Research Libraries (ACRL) memberships, which are especially for Libraries staff, though organization-wide benefits also exist.

• Dean Estlund presented a cost-benefit analysis of CSU membership in the Association of Research Libraries (ARL). Annual ARL membership is $30,606. The committee discussed if FCCOL can support presenting library faculty salaries as more important than ARL membership for FY23 budgeting. The Chair was not ready to put it to a FCCOL vote pending further information on the significance of CSU membership in ARL, and especially the implications of not belonging to a group to which most of our peer institutions belong.

• Randyn Heisserer-Miller, Head of Collection Strategies, presented on New Opportunities with Scholarly Publisher. There are two types of Transformative Agreements: Read-and-Publish Agreement and Publish-and-Read Agreement. Randyn reviewed opportunities to support Open Access (OA). The committee discussed the difficulty of finding OA with Cambridge, identifying which journals are in Wiley OA, and MDPI as a predatory journal publisher with a lax review process. Issues of improved advising of faculty on OA journal

• Guest, Robert Ayala, Manager of Library Space and User Experience, provided a Morgan Library Facilities Update. Library space considerations and concepts: Access & DEISJ, Usability, Post-Pandemic Needs, User Feedback, Performance and Safety. The Group Reflection Room remodel is in-progress. Library Ambassadors provide COVID support.

• Guest, Sara Umland, Assistant Director of Development, provided a Libraries Development Report. Libraries had the highest raising cash for the year. Endowments start at $25,000. Most donor support comes from Pipeline, Prospect Development, Ph.D. alumni, and former student library employees.

• Dean Estlund provided a budget update. Libraries requested $300,000 for inflation, which is about 2-3% of the budget. Most of the Libraries' vendors are raising prices 7-8%.

• The committee voted to have Jerry Magloughlin chair FCCOL next year.

- Dawn Paschal, Senior Associate Dean, gave an update on 3 open Libraries positions: Metadata Management Librarian, User Experience Librarian, and an Evidence Synthesis Librarian. The committee discussed the high cost of home prices in Fort Collins and its impact on recruitment.

Recommendations for AY 2022-2023:

- Review CSU Libraries return from covid conditions, and plans for facilities changes
- Review budgetary changes and implications for staffing, including revisiting ICR designated for the Libraires
- Overview and update on open access (OER) programs and expenditures, including progress on soliciting proposals from faculty
- Receive report from Dean Estlund on the implementation of the Libraries reorganization
- Review current publisher renegotiations (publishers whose contracts with CSU expire at the end of this year)
- Revisit Libraries development initiatives in light of new staffing and enhanced emphasis
- Discuss and advise re. other current matters as proposed by Dean Estlund

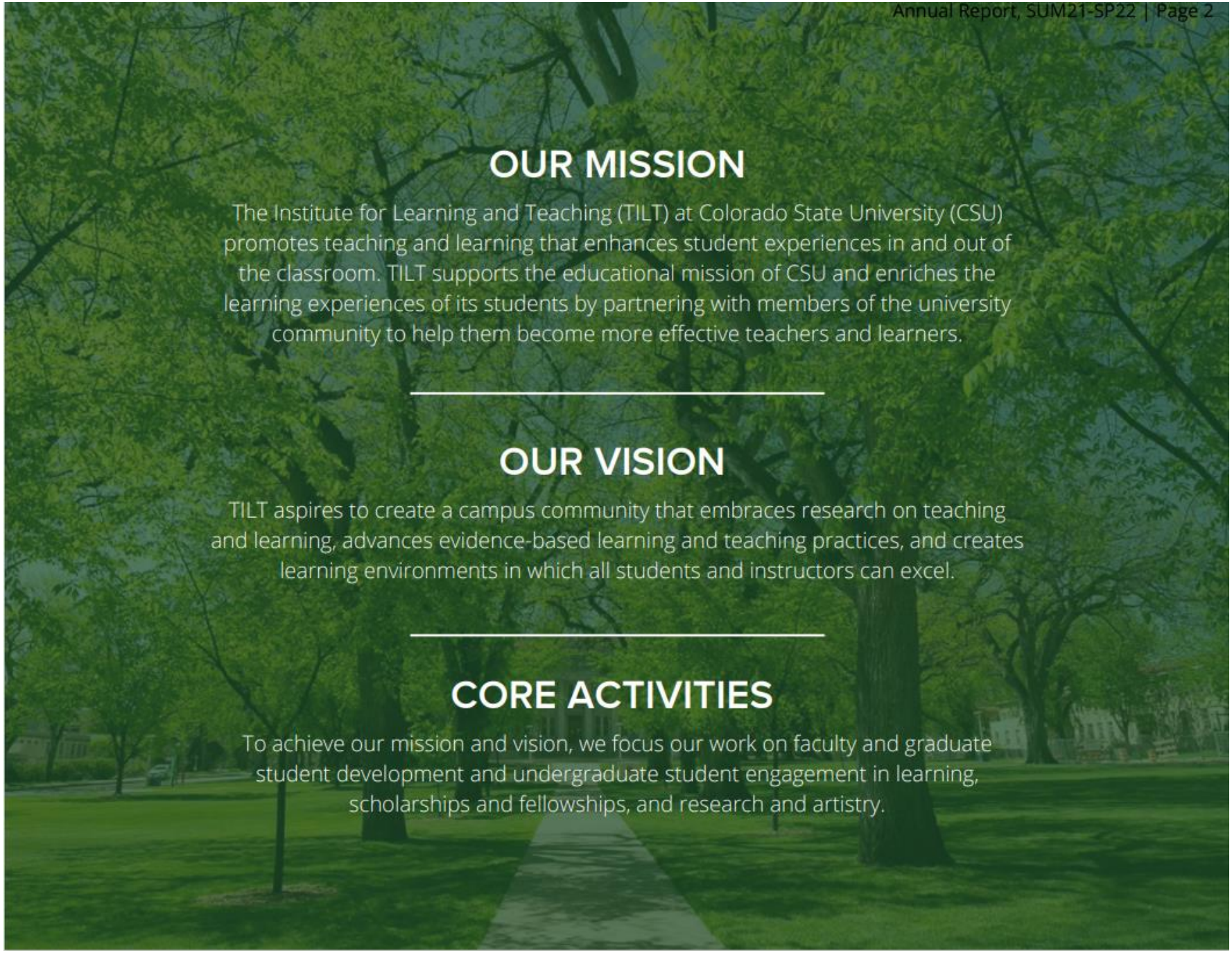
ANNUAL REPORT

Summer 2021 - Spring 2022

THE INSTITUTE FOR LEARNING AND TEACHING

COLORADO STATE UNIVERSITY

tilt.colostate.edu



OUR MISSION

The Institute for Learning and Teaching (TILT) at Colorado State University (CSU) promotes teaching and learning that enhances student experiences in and out of the classroom. TILT supports the educational mission of CSU and enriches the learning experiences of its students by partnering with members of the university community to help them become more effective teachers and learners.

OUR VISION

TILT aspires to create a campus community that embraces research on teaching and learning, advances evidence-based learning and teaching practices, and creates learning environments in which all students and instructors can excel.

CORE ACTIVITIES

To achieve our mission and vision, we focus our work on faculty and graduate student development and undergraduate student engagement in learning, scholarships and fellowships, and research and artistry.

THE INSTITUTE FOR LEARNING AND TEACHING
COLORADO STATE UNIVERSITY

Supporting Teaching Success

Teaching Effectiveness Framework

The Teaching Effectiveness Framework (TEF) provides instructors with a set of pedagogical competencies to help focus their developing teaching practice. The TEF is comprised of seven essential, interrelated domains of effective teaching practice, grounded in the scholarship of teaching and learning. All professional development offered by TILT aligns with the domains of the framework.

During Summer 2021 - Spring 2022, TILT simplified its recommended process for annual review of teaching for instructors, and TEF was included in the revised CSU Tenure and Promotion Application. TILT instructional designers developed resources for tenure and promotion and annual review aligned with TEF. Additionally, TILT collaborated with the School of Education and College of Veterinary Medicine and Biomedical Sciences to align their professional development with TEF.

Next, TILT plans to determine which departments are using TEF for annual review and how. TILT plans to continue supporting departments in adopting TEF for annual review goal-setting and to engage more departments in adopting TEF as a tool for improving teaching effectiveness.

Teaching Effectiveness Initiative

Spring 2022 Certificate of Achievement earners:

- Annie Krieg, PhD - Instructor of Art History
- Blythe LaGasse, PhD - Professor of Music
- Joshua Keller, PhD - Assistant Professor of Statistics
- Julie Taylor-Massey, PhD - Senior Instructor of Human Development and Family Studies
- Shari Lanning, DVM - Assistant Professor of Veterinary Science

Spring 2022 Letter of Commendation earners:

- Blythe LaGasse, PhD - Professor of Music
- Shari Lanning, DVM - Assistant Professor of Veterinary Science

In Fall 2021, TILT launched the Teaching Effectiveness Initiative (TEI), a voluntary professional development program that recognizes instructors invested in growing their teaching practice. TEI participants can earn a Certificate of Achievement in each of the seven domains of the TEF upon completion of professional development experiences. In Spring 2022, five CSU faculty earned a Certificate of Achievement in at least one domain and two also earned Letters of Commendation within the Inclusive Pedagogy domain. As of the end of Spring 2022, 10 faculty are making progress toward domain achievements. Faculty who earned a TEI Certificate of Achievement were recognized by Dr. Sue James, Vice Provost of Faculty Affairs, at TILT's Summer Conference in May 2022.

THE INSTITUTE FOR LEARNING AND TEACHING
COLORADO STATE UNIVERSITY

Supporting Teaching Success

Best Practices in Teaching Courses

The Best Practices in Teaching (BPiT) professional development courses offer the opportunity for CSU faculty, instructors and graduate teaching assistants to learn research-based instructional approaches and to apply these approaches in the classes they teach. The BPiT curriculum includes a series of 3-week online courses covering a wide range of pedagogical topics.

Seven BPiT courses were offered from Summer 2021 - Spring 2022:

- Active Learning
- Classroom Climate
- Critical Thinking
- First Four Weeks
- Inclusive Pedagogy
- Planning an Effective Class Session
- Teaching Online: Facilitation and Engagement

196 faculty, staff and graduate students completed at least one BPiT course this year.

From Summer 2021 - Spring 2022:

- 100 faculty, 25 professional staff, and 71 graduate students completed one or more BPiT course
- Participants represented all 8 CSU colleges and 43 academic departments

Since BPiT launched in Fall 2019:

- 643 instructors representing all 8 CSU colleges, 69 academic departments, and 12 student and academic support units have completed one or more BPiT courses
- 1,259 total BPiT courses have been completed

In Fall 2021, TILT launched a longitudinal evaluation study of BPiT examining participants' instructional changes and their students' course success. Initial results will be available in Spring 2023.

View the SUM21-SP22 BPiT Assessment Report

Teaching Squares

A teaching square is a group of four instructors who agree to observe each other during a semester, using an agreed upon set of observation norms. It is designed to be a non-evaluative, supportive and growth-based process.

16 instructors participated in a teaching square during Fall 2021 and Spring 2022 semesters for a total of four "squares."

"This should be an exercise required within a certain amount of time teaching at CSU. AWESOME to watch and learn from my colleagues across the university." - Teaching Squares Participant

TILT Summer Conference

TILT's annual Summer Conference, held each May, focuses on teaching, learning, and students. This year's theme was "Faculty Success = Student Success." Sixteen sessions were offered across three conference tracks: Instructor Success, Student Motivation and Inclusive Excellence. Dr. Saundra McGuire, Emerita Professor of Chemical Education at Louisiana State University, provided keynote addresses on strategies for increasing student motivation and metacognition.

118 CSU faculty and staff attended the conference over two days. Of conference-goers who completed a post-conference survey*, 100% were somewhat or very satisfied with their conference experience and 97% found the information presented applicable to their role at CSU.

*Survey response rate = 41%

Keynote Speaker
Dr. Saundra McGuire

THE INSTITUTE FOR LEARNING AND TEACHING
COLORADO STATE UNIVERSITY

Supporting Teaching Success

Graduate Teaching Assistant Training

All first-time GTAs at CSU are required to participate in GTA training, a joint effort among TILT, CSU Graduate School, Student Affairs, and the Office of Inclusive Excellence. GTAs are introduced to universal learning and teaching issues, pedagogical best practices, and strategies for assessing student outcomes.

404 GTAs completed the training in Fall 2021, and 97 GTAs completed an online Spring 2022 training for a total of 501 GTAs trained during Fall 2021 and Spring 2022.

Graduate Teaching Certificate

The Graduate Teaching Certificate of Completion Program offers an opportunity for CSU graduate students to learn about, reflect on, and practice teaching at the post-secondary level. The program results in a Teaching ePortfolio, which illustrates graduate students' teaching expertise and serves as a valuable tool in academic job searches.

20 GTAs received a Certificate of Completion between Summer 2021 and Spring 2022, and there are currently 309 GTAs actively making progress toward their teaching certificate.

"The TILT Graduate Teaching Certificate program proved both transformative for my growth as a scholar/teacher as well as invaluable in my journey on the academic job market." - Program Participant

"Out of over 50 job applications, I had about 18 phone interviews or invitations for on-campus interviews and ended up taking 4 on-campus interviews before securing a wonderful offer sooner than expected!
- Program Participant

Academic Integrity

During Summer 2021 - Spring 2022, TILT's Academic Integrity program:

- Provided more than 40 unique coaching interactions with CSU faculty via phone, Teams, or in-person to assist in academic integrity incident management
- Facilitated 32 workshops and presentations to faculty, students, and leadership audiences (e.g., Master Teacher Initiative Coordinators, department GTAs, Associated Students of CSU Leadership, etc.)
- Served on CSU Ad-Hoc Group on Academic Dishonesty, chaired by Associate Provost Steve Dandaneau, to provide guidance and communication to faculty, students, and campus stakeholders on Academic Integrity
- Represented CSU as an invited panelist for American Association of Colleges and Universities Symposium and the Reinvention Collaborative's townhall on Academic Integrity

During Fall 2021 and Spring 2022, 2,799 students completed the CSU Academic Integrity Tutorial.

THE INSTITUTE FOR LEARNING AND TEACHING
COLORADO STATE UNIVERSITY

Supporting Teaching Success

Closed Captioning Support

TILT's Closed Captions (CC) project meets student closed captioning accommodations by coordinating with instructors to provide accurate, edited closed captions on course videos.

During Summer 2021 - Spring 2022, TILT provided closed-caption accommodations for 48 students. 25 student editors were employed to edit captions for 2,170 videos, totaling 1,340 hours of video across 98 courses. An additional 86 videos totaling 85 hours of video were sent to 3Play Media for outsourced captioning.

Redshelf eText Reader

Along with CSU's Division of IT, TILT is leveraging the negotiating strength of CSU's Unizin Consortium membership to secure discounted course materials for students using the RedShelf eText reader. In partnership with the Bookstore's Inclusive Access program, students are provided day-one access to course materials at a significantly reduced cost versus print materials. Many titles are also fully integrated within Canvas.

Adoption of Gradescope

During Spring 2022, TILT successfully piloted and transitioned the campus community from utilizing Scantron Scoring Services for scoring course assessment to using Gradescope, an automated scoring software. Gradescope provides the same functionality as Scantron Scoring Services through a web-based self-service model.

TILT conducted a successful pilot during Spring 2022 and Gradescope was fully implemented and available for Summer 2022. Several Gradescope trainings and information sessions for faculty are scheduled during the first two weeks of August 2022 to continue to support the transition to Gradescope.

Scantron Scoring Services were previously provided by the University Testing Center (UTC). The UTC officially closed in May 2022 following the full implementation of Gradescope.

Learning Analytics

As part of its membership in the Unizin Consortium, CSU is currently feeding student information system and Canvas event data into the Unizin Data Platform (UPD). During Summer 2022, three TILT staff members will be trained in accessing and querying data from the UDP. The long-term goal is to create dashboards and visualizations based on near real-time activity with Canvas and other learning platforms and to support instructors in leveraging data analytics to improve and inform their course instruction.

THE INSTITUTE FOR LEARNING AND TEACHING
COLORADO STATE UNIVERSITY

Supporting Student Success

Learning Assistant Program

Through TILT's Learning Assistant (LA) Program, trained peer educators help faculty integrate active learning into large-enrollment, high-DFWU courses. LAs promote deeper learning and build community so large courses feel like small ones.

- In Fall 2021, TILT's LA Program hired, trained, and supervised 92 LAs who supported 2,592 course enrollments in LIFE 102, CHEM 111, and BZ 100. 1,249 students, or about 50% of enrolled students, participated in LA-facilitated tutoring and exam review sessions outside of regular classroom time.
- In Spring 2022, the LA Program expanded support to CHEM 107 and CHEM 113. TILT employed 87 LAs who supported 2,576 course enrollments across all five courses. 999 students, about 40% of enrolled students, participated in tutoring and exam-review sessions.
- The TILT LA Program has consistently shown a measurable positive impact on student success rates. Across the supported courses during FA21, we see a 3% - 17% increase in student success rates in sections supported by LAs compared to sections without LA support.

View the AY21-22 LA Program Assessment Report

TILT Tutoring

During Fall 2021 and Spring 2022, TILT Tutoring provided in-person and online drop-in group tutoring for students enrolled in 20 math and science courses.

Fall 2021 and Spring 2022 TILT Tutoring Highlights:

- Fall 2021 = 2,470 tutoring visits across 605 unique students
- Spring 2022 = 1,821 tutoring visits across 401 unique students
- Students who attend tutoring have higher student success rates in their courses than students who do not attend tutoring (86% versus 78%).
- Students reported TILT Tutoring increased their understanding of course concepts (84%), improved their course grade (84%), and was welcoming (93%) and inclusive (96%).
- 47 peer tutors hired and provided with more than 20 hours of comprehensive training based on the College Reading and Learning Association tutor training program guidelines.

View the AY21-22 TILT Tutoring Assessment Report

"The LAs definitely helped me engage in the lessons more and actually understand the material that was being taught." - LIFE 102 student

"LA's highly improve the success of students taking the class, and I for sure would have been far more confused if they were not in my class." - CHEM 113 student

"The LAs in recitation were the most helpful part of the class." - CHEM 111 student

"TILT tutors enhanced my success and my confidence, and they were always kind and encouraging." - PH student

"The tutors are incredibly knowledgeable and help me feel more confident about the material. The ONLY reason I am doing well in my class is because of the TILT tutors." - BMS 300 student

The. Most. Helpful. Resource. On. Campus." - CHEM 113 & MATH 155 student

THE INSTITUTE FOR LEARNING AND TEACHING
COLORADO STATE UNIVERSITY

Supporting Student Success

Scholarship and Fellowship Advising

TILT's Office of Scholarship and Fellowship Advising provides CSU students guidance and support in applying for nationally competitive awards.

During the 2021 - 2022 application cycle, 40 competitive grants were awarded across 41 CSU students, totaling $860,135 awarded.

Students received awards from 12 different entities, including: AAUW Dissertation Fellowship, Astronaut Scholarship, Boren Scholarship and Fellowship, Critical Language Scholarship, DAAD Rise Internship, Freeman Asia Scholarship, Fulbright Scholarship, Berry Goldwater Scholarship, NSF Graduate Research Fellowship Program, and Udall Scholarship.

Notable accomplishments of the 2021 - 2022 application cycle:

- Nationally Competitive Scholarships Recipients nearly doubled from AY21-22
- 8 CSU students received DAAD RISE Internships to complete internships in Germany, an institutional record
- 3 CSU students named Truman Finalists
- 2 CSU students were named Goldwater Scholars
- 4th year in a row that CSU students have been named Boren Scholars
- 8th year in a row a CSU student has been named a Udall Scholar

Equity in Undergraduate Research Taskforce

TILT's Office for Undergraduate Research and Artistry convened a taskforce in Fall 2021 to address several university-wide concerns regarding inequity in undergraduate research. Taskforce membership included representatives from CSU's 8 colleges and other related units. The taskforce team developed a report that includes 6 recommendations to promote equity, increase research participation, and improve students' experience in undergraduate research.

View the Equity in Undergraduate Research Taskforce Report

Mentored Research and Artistry Distinction

The Mentored Research and Artistry Distinction is designed to enhance and recognize the learning experiences of undergraduates who are engaged in research, artistry, or other forms of creative work. There are 9 criteria for completion that earn students the distinction of Mentored Research and Artistry on their transcript.

After several years of dormancy, the distinction was relaunched in Spring 2022, and eight May 2022 graduates earned the distinction.

Thirty-five additional students have 'enrolled' and are working on their MRAD checklist toward achieving the distinction.

THE INSTITUTE FOR LEARNING AND TEACHING
COLORADO STATE UNIVERSITY

Supporting Student Success

OURA

TILT OURA Lab

The TILT OURA Lab provides a research skills development experience for CSU STEM students and aims to reduce barriers to entry and increase rates of undergraduate research participation among undergraduate students historically excluded in STEMM.

In Fall 2021, TILT facilitated two cohorts of the TILT OURA Lab with an emphasis on recruiting transfer students, and in Spring 2022, a cohort of United in STEMM students participated in the TILT OURA Lab.

TILT OURA Lab Highlights:

- 35 students participated in Fall 2021 and 22 participated in Spring 2022
- Participants were considerably more diverse than the CSU undergraduate student body
- Students reported increasing their practical research skills, confidence and independence as researchers, and their research communication skills
- 90% of students were interested in pursuing future research opportunities after completing their TILT OURA Lab experience and feel the TILT OURA Lab prepared them to do so

View the AY21-22 TILT OURA Lab Assessment Report

TILT OURA Lab participants culminated their experience by completing an independent experiment, and many students presented their independent experiments at the Multicultural Undergraduate Research Art and Leadership Symposium (MURALS). MURALS is a signature program of CSU's Office of Inclusive Excellence, and OURA plays a collaborating and contributing role in the MURALS program.

Celebrate Undergraduate Research and Creativity (CURC)

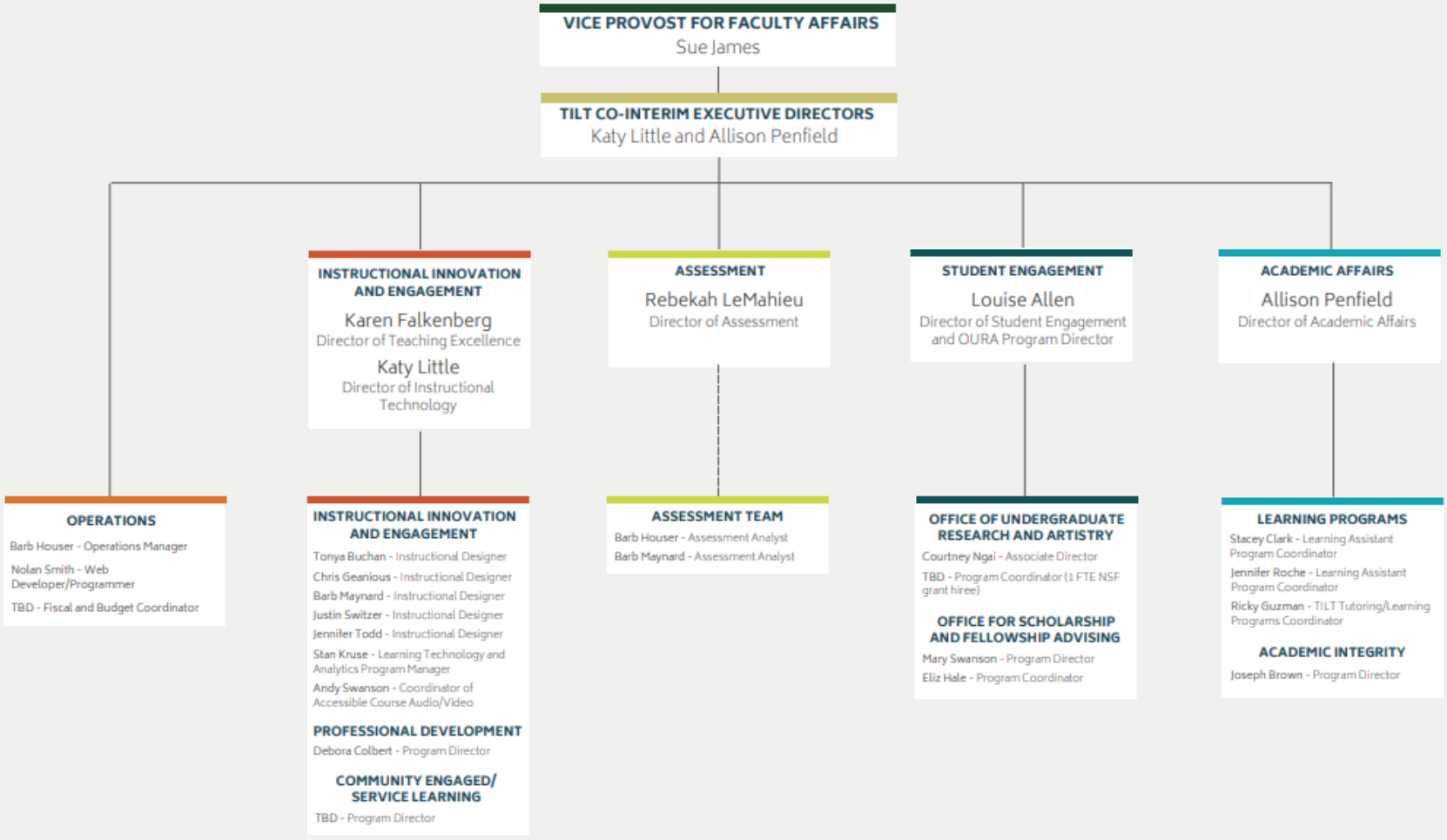
Celebrate Undergraduate Research and Creativity (CURC) is an annual event held in April that showcases the creativity and scholarship of undergraduate students across various disciplines through a research and service learning poster symposium, oral and visual arts presentations, written work submissions, and a performing arts symposium.

243 students participated in the Spring 2022 CURC event, held both virtually and in-person in the Lory Student Center.

THE INSTITUTE FOR LEARNING AND TEACHING
COLORADO STATE UNIVERSITY

TILT Staff and Organizational Structure

As of August 2022



ADVANCE is now Faculty Success

Fall 2022 Introduction for Faculty Council

Colorado State University

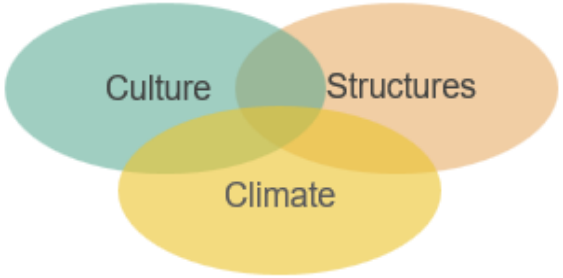
National Science Foundation Grant

- NSF ADVANCE: Gender equity on STEM faculties
  - Started in 2001, over $270 million awarded to over 100 institutions
  - Significant body of research to guide further work
- CSU has tried multiple times over 20 years to get funded
- In 2021, CSU was awarded $1M funding for 3 years
  - Adaptation grant: Customize ADVANCE's **evidence-based practices** to CSU
  - Commitments from President's and Provost's offices for long-term support

Presenter: Ruth Hufbauer

Faculty Success Mission

To provide an environment in which **all members of CSU's faculty can thrive as outstanding scholars and educators by improving equity in CSU cultures, structures, and climate.**



Presenter: Ruth Hufbauer

Key Initiatives

Recruitment:
Reframe the search processes to more successfully attract diverse pools of outstanding applicants

Culture & Climate:
Empower faculty and staff to enact change within their spheres of influence, foster support networks at CSU and beyond

Recognition & Fulfillment:
Promote equity in workload distribution and throughout the processes of evaluation, promotion, and tenure

Leadership:
Support leaders of academic units in their equity efforts and foster accountability for equity-based goals and outcomes

Presenter: Sue James

Fall 2022 activities

- **Source Article** – October 2022
- **COACHE Exit and Retention** – July-September
- **EnCircle mentoring circles** – 9/19-12/2
  Circles centered on women and non-binary faculty members, with groups focusing on pre-tenure faculty and faculty of color
- **Task Force on Faculty Workload Equity**
  Upcoming work on retention policy and evaluating workload distribution
- **Chair/Head Institute for Inclusive Excellence**
  - 11/11 & 11/18
- **Equity in Academic Work**
  Workshop series for leaders in P&T processes
  - Wednesday 9/21 1-3 pm
  - Thursday 9/29 10-noon
  - Tuesday 10/4 9-11 am
  - Friday 10/21 9:30-11:30 am
  - Wednesday 11/9 noon-2 pm
- **Bias and Bystander Intervention Workshop** for Advocates, Promotion and Tenure Committees, other leaders
  - 10/25 from 1-4 pm

Presenter: Jen Dawrs

Task Force on Faculty Workload Equity

Background on the task force:

- Collaboration between CoGen, CoNTFF, and Faculty Success
- Connection to existing literature on workload as an equity issue
  - https://www.acenet.edu/Documents/Equity-Minded-Faculty-Workloads.pdf
- Connection with Faculty Manual
- Equity in all forms of academic work

Presenter: Sue James

Task Force on Faculty Workload Equity

Objectives:

1. Create a sustainable long-term structure **for assessing workload equity** within and among departments
2. Increase **transparency and accountability** in how workload is assigned and evaluated
3. Identify and implement strategies for **resolving inequities and shortcomings** in how academic work is assigned, evaluated, and valued
4. Explore current budgetary dynamics and identify opportunities to inform **budget models** to facilitate equity in workload distribution

Presenter: Sue James

Task Force on Faculty Workload Equity

Key goals:

- Assignment of workload distribution in each department
- Best practices and resources on workload equity
- Percentage correlation to time/effort/pay
- Dashboard tool to document workload distribution
- Inform updates to retention, supplemental pay, and buyout policies

Presenter: Jen Dawrs

Task Force on Faculty Workload Equity

Possible strategies:

1. Compile available data on effort distribution from Provost office and IR
2. Survey department heads to learn about current workload distribution strategies
3. Survey faculty on their experiences with workload distribution
4. Conduct interviews and focus groups with faculty members

Presenter: Jen Dawrs

Task Force on Faculty Workload Equity

Survey of Faculty Council members

- Link to survey will be sent via email after presentation
- Survey will be anonymous, option to provide contact information
- Task force members will review all responses
- Survey results will be reviewed by the task force. Task force will present an executive summary of results to Faculty Council.

Presenter: Jen Dawrs

Questions?

Faculty Success

Colorado State University

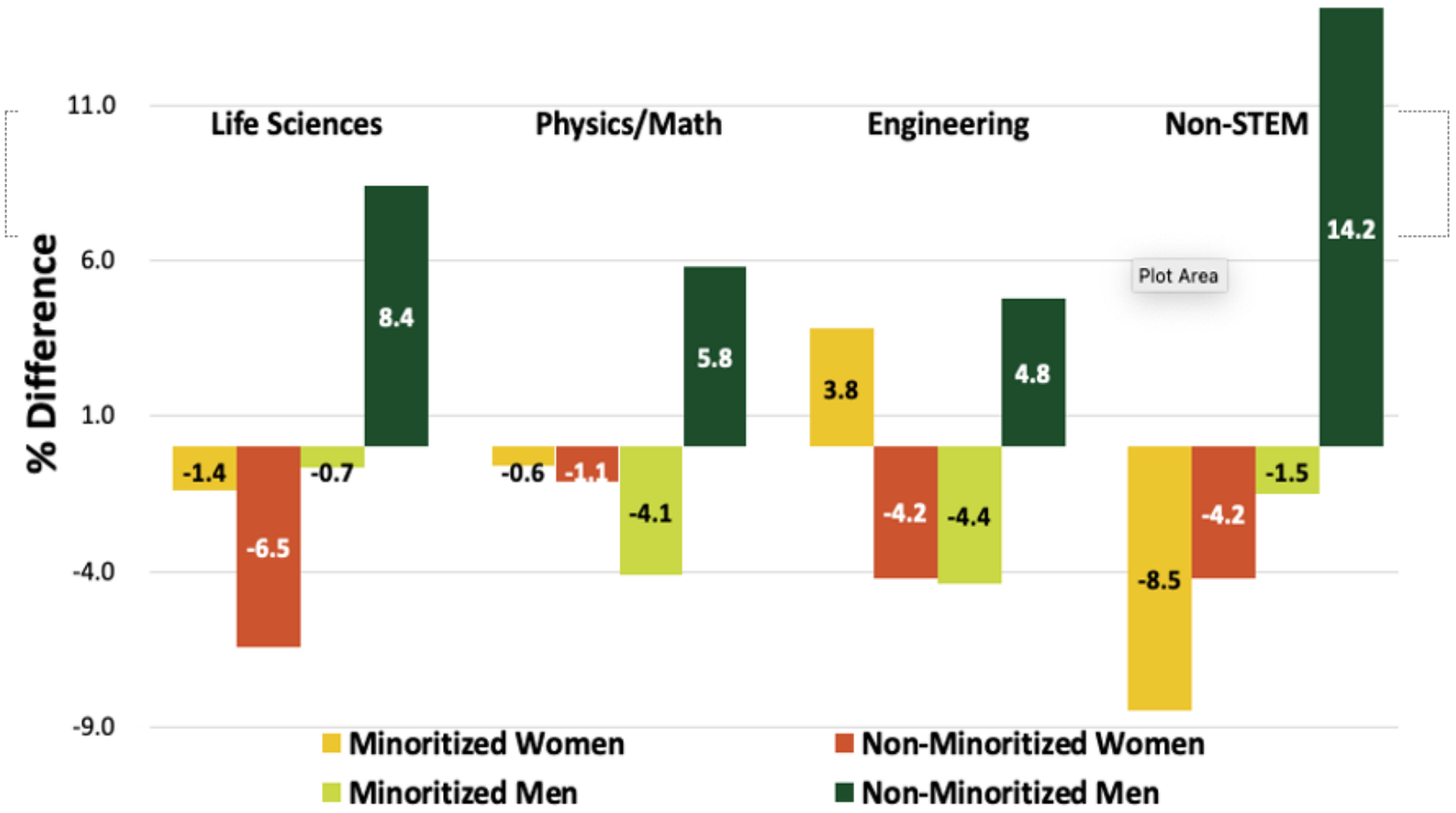


Figure 1. % Difference between CSU hires (2016-2020) and earned doctorates (2015)* *wmpd19-sr-tab07-007 at https://ncses.nsf.gov/pubs/nsf19304/data/

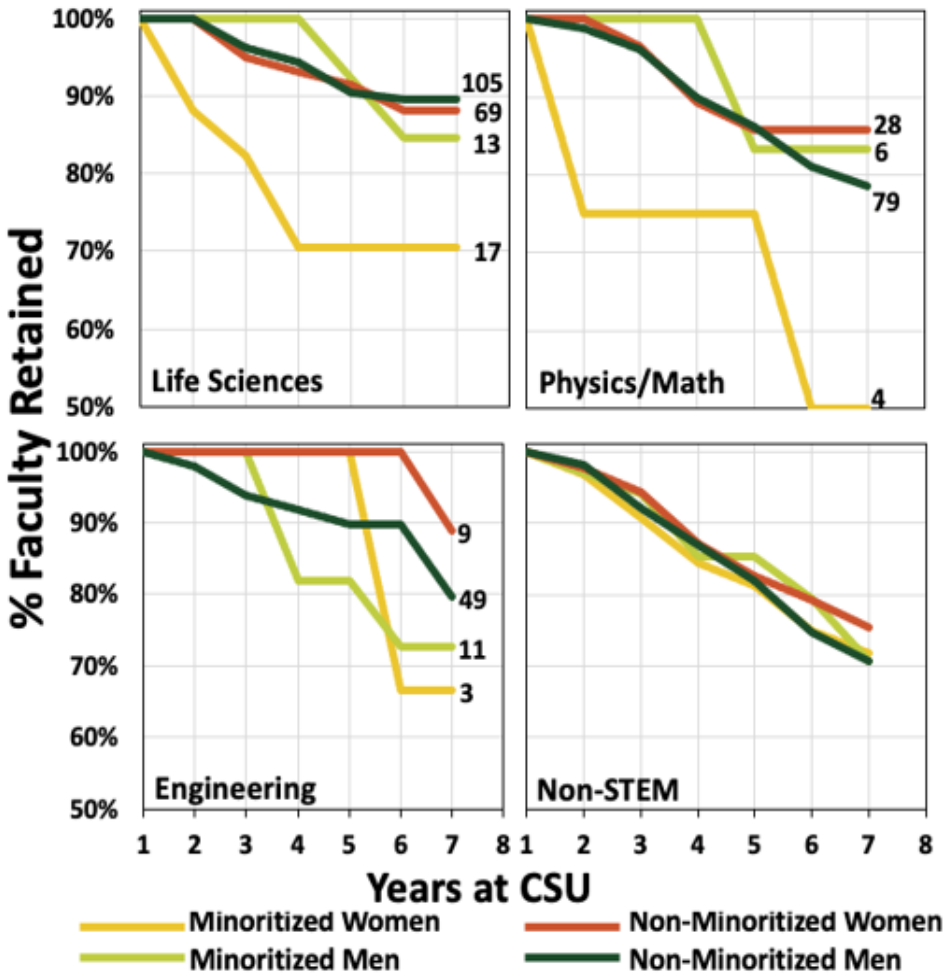


Figure 2. Retention of tenure-track faculty members from their starting year to 7 years out. Cohorts include all individuals who started at CSU on the tenure-track in any rank between 2004 and 2014.

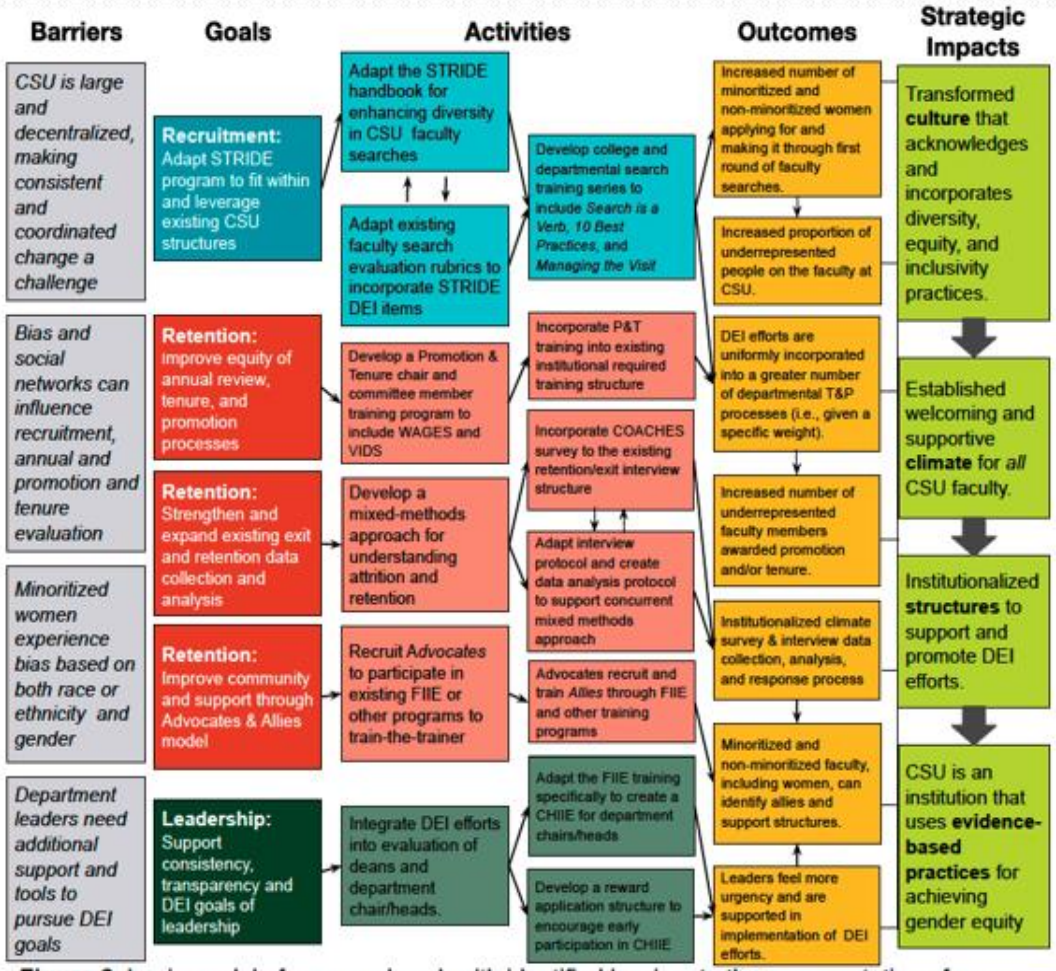
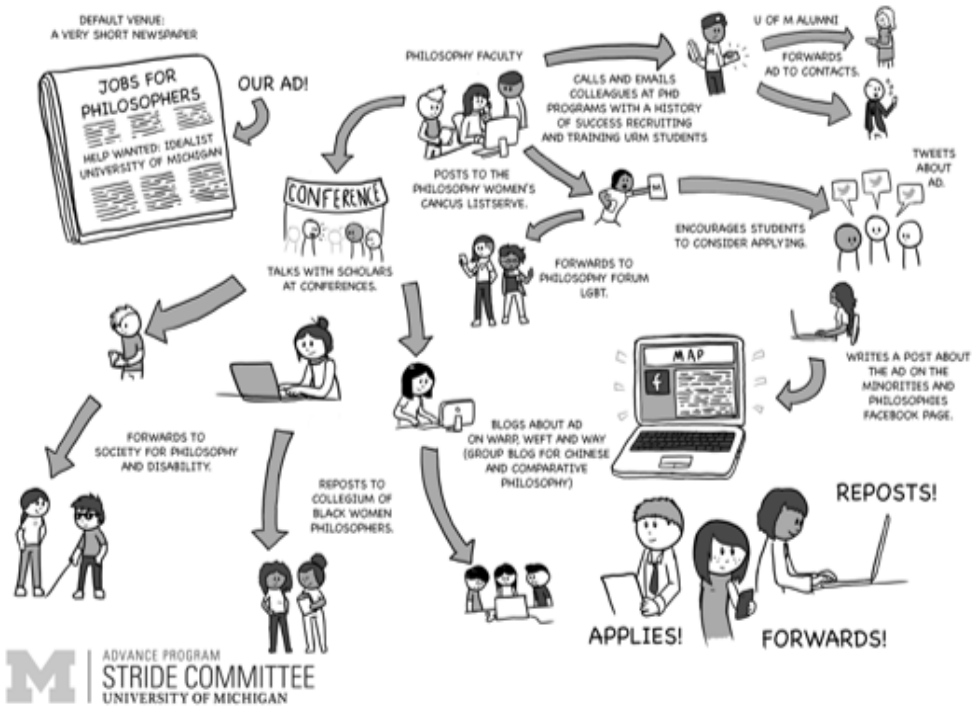


Figure 6. Logic model of proposed work with identified barriers to the representation of women and minoritized faculty members at CSU along with project goals, measurable outcomes, and strategic impacts.

Recruitment:

- Catalog of successful ADVANCE recruitment strategies and resources
- New OEO search trainings that focus on equitable faculty recruitment
- New OEO/Faculty Success position



"Search is a Verb" cartoon, University of Michigan ADVANCE program

Recognition & Fulfillment:

- Trainings and resources on Promotion & Tenure best practices
- WAGES gender equity simulation and workshop
- Task Force on Faculty Workload Equity
- Quantitative analyses of faculty retention and attrition in partnership with Harvard's COACHE program
- Qualitative research to understand and address losses and retentions in partnership with OIE and OEO

Culture & Climate:

- Advocates & Allies
- Bystander intervention training for bias in academic workplaces from national experts
- EnCircle Mentoring Circles for women and non-binary faculty members
- Hub of networks for faculty equity and support at CSU and beyond

Leadership:

- Chairs & Heads Institute for Inclusive Excellence
- IDEA Mini-Grant

Feedback from Advocates:

"A successful year, first and foremost, would result in a breadth and depth of connections with several others in the group that would propel us forward to deepening this work AND hopefully keep this work top of mind when we find ourselves, likely together on other boards and committees working on other topics important to CSU and Colorado, more broadly."

"I feel like there are many opportunities to learn about factors that contribute to inequity, but I find that it is difficult to translate that knowledge into actions that support change. One of the reasons I applied to the program is that I hope it will help me identify some high-impact activities that I can engage in to help support my colleagues develop their careers. A successful year would include bringing what I learn back to my colleagues with ideas for supporting faculty in a real-world setting."

Institutional Accreditation

Higher Learning Commission

Years 1-3	Prepare Assurance Filing
Year 4	Submit Assurance Review
Years 5-7	Quality Initiative Proposal
Years 7-9	Quality Initiative Completion & Report
Year 10	Comprehensive Evaluation for Reaffirmation

Planning Team & Steering Committee

- Oversight
  - Rick Miranda
  - Jan Nerger
- Planning Team
  - Laura Jensen
  - Susan Matthews
  - Mary Pedersen
- Steering Committee

Work Groups

- Inclusive Excellence (Kauline Cipriani)
- Student Success (Ryan Barone)
- Research and Creative Artistry (Christa Johnson)
- Teaching and Curriculum (Katy Little & Allison Penfield)
- Assessment of Student Learning (Stephanie Foster)
- Operations and Planning (Scott Shrake)

Reaccreditation Timeline and Activities

Spring 22 (Planning)	Fall 22 (Gather Evidence)	Spring 23 (Write)	Summer 23 (Submit)	Fall 23 (Campus Visit)
☐ Orient Leadership	☐ Work Teams (6)	☐ Work Teams (6+)	☐ Finalize Argument	☐ September 18-19
☐ Create Web Site	☐ Employee Councils	☐ Campus Engagement	☐ Submit (July)	
☐ Plan Campus Engagement	☐ ASCSU	☐ Draft Argument		
	☐ Open Fora			