

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
March 7, 2023 – 4:00pm – Microsoft Teams**

FACULTY COUNCIL AGENDA ITEMS:

I. FACULTY COUNCIL AGENDA – March 7, 2023

A. ANNOUNCEMENTS

- a. Next Faculty Council Meeting – April 4, 2023 – Microsoft Teams – 4:00pm
- b. Harry Rosenberg Award – Nominations due on March 27, 2023 – [Harry Rosenberg Award | Faculty Council | Colorado State University \(colostate.edu\)](#)
- c. Higher Education News – [Higher Education News | Faculty Council | Colorado State University \(colostate.edu\)](#)
- d. Save the Date -- Administrative Professional Celebration – Thursday, April 27, 2023 at 11:30am to 1:00pm in Ballrooms A-B in the Lory Student Center

B. MINUTES TO BE APPROVED

- a. Faculty Council Meeting – February 7, 2023 (pp. 3-23)

C. UNFINISHED BUSINESS

D. CONSENT AGENDA

- 1. UCC Minutes – January 27, February 3, 10, & 17, 2023 (pp. 24-40)

E. ACTION ITEMS

- 1. Election – Faculty Council Chair – Committee on Faculty Governance – Steve Reising, Chair

- a. Candidate Statement – Joseph DiVerdi (pp. 41-42)
 - b. Candidate Statement – Melinda Smith (p. 43)
- 2. Election – Faculty Council Vice Chair – Committee on Faculty Governance – Steve Reising, Chair
- 3. Election – Faculty Council Board of Governors Representative – Committee on Faculty Governance – Steve Reising, Chair
 - a. Candidate Statement – Andrew Norton (pp. 44-45)
- 4. Election – Faculty Representative to the Committee on Teaching and Learning – Committee on Faculty Governance – Steve Reising, Chair (p. 46)
- 5. Proposed Revisions to the Preface of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Jennifer Martin, Chair (pp. 47-49)
- 6. Proposed Revisions to Section E.10.5 of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Jennifer Martin, Chair (pp. 50-51)

F. PROVOST/EXECUTIVE VICE PRESIDENT REPORT – Interim Provost Janice Nерger

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

G. REPORTS TO BE RECEIVED

- 1. Administrative Leave Task Force Report Fall 2022 – Michael Antolin (pp. 52-70)
- 2. Faculty Council Chair Report – Sue Doe
- 3. Board of Governors Report – Andrew Norton

H. DISCUSSION

- 1. 5-year Progress Report – Committee on Non-Tenure Track Faculty – Jenny Morse, Co-Chair (pp. 71-85)
- 2. Transportation Master Plan Update – Jamie Gaskill, Aaron Fodge, & Stephanie Zakis – Parking and Transportation Services (pp. 86-103)

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

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

MINUTES
Faculty Council Meeting
February 7, 2023 – 4:00pm – Microsoft Teams

CALL TO ORDER

Chair Sue Doe called the meeting to order at 4:01 p.m.

Chair Doe reminded Faculty Council members of etiquette in the Microsoft Teams environment. Requested members use the “raise hand” feature to indicate desire to speak, and to keep cameras and microphones off unless speaking. Reminded members that this is a fully public meeting.

FACULTY COUNCIL AGENDA ITEMS:

I. FACULTY COUNCIL AGENDA – February 7, 2023

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – March 7, 2023 – Microsoft Teams – 4:00pm
2. Harry Rosenberg Award – Nominations due on March 27, 2023 – [Harry Rosenberg Award | Faculty Council | Colorado State University \(colostate.edu\)](#)
3. Faculty Council Archives -- [CSU - Faculty Council Records - Mountain Scholar](#)
4. Save the Date -- Administrative Professional Celebration – Thursday, April 27, 2023 at 11:30am to 1:00pm in Ballrooms A-B in the Lory Student Center
5. Faculty Council Officers Election to be held on March 7, 2022
 1. Elections will be conducted by the Committee on Faculty Governance. Eligibility for candidacy is specific in Section C.2.1.3.3 of the Manual.
 Call for Nominations:
 - Faculty Council Chair
 - Faculty Council Vice Chair
 - Board of Governors Faculty Representative
 Please email nominations, including a 1-2 page statement of intent, to Steven.Reising@colostate.edu
Nominations are due by Tuesday, February 21, 2023.

Chair Doe: We will be holding our annual elections for the Faculty Council officers at our next Faculty Council meeting. Those interested should refer to Section C.2.1.3.3 of the Manual for

eligibility requirements and job descriptions. Nominations should be sent by e-mail to Steve Reising, which should include a statement of intent. If able to include a platform statement, that is helpful for people to know why you are running.

Chair Doe: Reminded members that this is her third and final year as Faculty Council chair and will therefore not be running again. It has been an honor to serve as your Faculty Council chair.

Chair Doe: Will go over to Andrew Norton for our final announcement item.

Andrew Norton: Following some conversations with faculty beginning last fall, as well as Executive Committee and elected officers of Faculty Council, it occurred to us that it might be helpful if we had Board of Governors members get to know the faculty a little better by coming to sit in on Faculty Council meetings every so often, and this might also be helpful for faculty to get to know our Board of Governors members. Think we are all working to the same purpose and the same System, and the more we know about each other, the better. Intention is to have one (1) or two (2) Board of Governors members present at each of our meetings this spring.

Norton: The Board of Governors for the CSU System consists of nine (9) members that are appointed by the governor, and then confirmed by the Senate. These people volunteer their time and have four-year terms that can be renewed. They provide guidance and oversight of our System and the three (3) campus' activities. In addition to these nine (9) appointed members, there are also six (6) faculty and student representatives from the three (3) campuses.

Norton: Introduced Board Chair Kim Jordan. Asked that she introduce herself and what excites her about being on the Board of Governors.

Governor Kim Jordan: Thanked Norton. Expressed appreciation for Faculty Council for the opportunity to be here today.

Governor Jordan: Grew up with a liberal family, with a Quaker background, and went to CSU. Am an alum of the Department of Social Work. After CSU, started working for a program called Project Self-Sufficiency. Have a varied background. Have also been a firefighter, horse ranch caretaker, a small mammal trapper for the Fish and Wildlife Service, as well as a bird surveyor. At work with Project Self-Sufficiency, met husband while working as a social worker. We married after a couple years and built a brewery adjacent to our house in Fort Collins, which is New Belgium Brewing Company. Did that for thirty (30) years. The degree in social work has been a terrific foundation for work as a CEO.

Governor Jordan: Accepted an invitation from then-governor Hickenlooper to be considered for the CSU Board of Governors. Did this because of fondness for CSU and Fort Collins. Was concerned about support nationally, and now we see that what happens nationally affects locally how we talk about higher education and whether we value or do not value it. It was important to be a voice and advocate for higher education, and it seemed that a really good way to do that was to be on the CSU Board of Governors. Have met a lot of wonderful people. Your commitment to student success and changing the world through research and service is nothing short of spectacular. Have been lucky to be a part of the whole process.

Norton: Thanked Governor Jordan. Introduced Board Vice Chair Armando Valdez.

Governor Armando Valdez: Thanked Norton for inviting Governor Jordan and himself to the meeting today. It has been wonderful to engage with the faculty at CSU Fort Collins.

Governor Valdez: When Governor Polis called and asked, was excited to be reengaged and participate more with CSU. At the time, mind was framed around CSU Fort Collins, not even realizing some of the other components within the System.

Governor Valdez: Am an alum of CSU Fort Collins from the College of Business, with an undergraduate degree in finance and management. Went on to get an MBA and then completed a PhD in the School of Education. Coming back to the Board of Governors has been a dream. Originally from San Luis Valley and south-central Colorado. Was raised on a farm and family ranch that goes back generations. Wanted to go to CSU from a young age.

Governor Valdez: Taught at Front Range Community College as a business faculty member. Worked way to program director chair and then Dean, and really enjoyed the academic teaching and learning side. Went back to the ranch when his father got sick and worked at Adams State University as a business professor while there. Still active in the ranch, where we have 400 head of cattle, 400 sheep, and 1500 acres of cropland. Am working with his children to instill a passion for the agricultural lifestyle, while still encouraging them to pursue their educational and professional pursuits.

Governor Valdez: Have been in higher education for over twenty (20) years. Working as a faculty member and administrator has provided a lot of great experience and can bring this perspective to the Board of Governors. A lot of that perspective is from a faculty perspective. Have empathy and understanding of what you are going through and dealing with. Highly respect the full spectrum of work that is performed by faculty, whether it is in the classroom or in service aspects or research. Thanked everyone for their service. Am always learning more when we are on campus, and we want to engage with faculty, staff, and students who make our System valuable.

Norton: Thanked Governors Valdez and Jordan for being here. Invited them to stay for the remainder of the meeting.

Chair Doe: Expressed appreciation for both Governors Valdez and Jordan for being here. Think there is value in us getting to know you and you getting to know us.

B. MINUTES TO BE APPROVED

1. Faculty Council Meeting – December 6, 2022 [approved on behalf of Faculty Council by Executive Committee via electronic vote on December 14, 2022]

Chair Doe: Executive Committee tentatively approved these minutes on behalf of Faculty Council, as there was quite a bit of interest in seeing these minutes ahead of the next Faculty Council meeting. Asked if there were any additional corrections to be made to these minutes.

Hearing none, minutes approved by unanimous consent.

C. UNFINISHED BUSINESS

D. CONSENT AGENDA

1. UCC Minutes – December 2 & 9, 2022, January 20, 2023

Brad Goetz: Move for approval of the consent agenda, which includes University Curriculum Committee minutes from December 2nd and 9th, and January 20th.

Chair Doe: Thanked Goetz. Asked if there were any items to be pulled for further discussion.

Hearing none, consent agenda approved by unanimous consent.

E. ACTION ITEMS

1. Proposed Revisions to Section C.2.1.3.1 of the Academic Faculty and Administrative Professional Manual – Committee on Faculty Governance – Steve Reising, Chair

Steve Reising: On behalf of the Committee on Faculty Governance, move to approve the proposed revisions to Section C.2.1.3.1 of the Academic Faculty and Administrative Professional Manual, as shown in the agenda packet.

Reising: With motions in recent years, we have put continuing and contract faculty on par with their tenure-track and tenured peers in terms of representation. As shown in the rationale, contract and continuing faculty who do not belong to an academic department or to the Libraries currently have no representation in Faculty Council. Examples of this are the Honors program, PLACE, and the Graduate School. We are proposing to add a new non-academic representative proportional to the representation they would get if they were in a college or the Libraries. This will amount to one (1) or two (2) members adding to the eighty (80) that we already have in terms of elected representatives to Faculty Council.

Jenny Morse: Expressed excitement about this. We had a couple of questions about this come up during our meeting of the Committee on Non-Tenure Track Faculty today. Wondering if the count has already been done and if we know how many non-tenure track faculty are in these units. Second question is how we plan to rotate between who the representative will be, since different academic units may not know each other.

Reising: Think the challenge will be communication. The number of faculty represented in these units is around twenty (20). If you look at our eighty (80) representatives, each representative is,

on average, representing about twenty (20) faculty. We will give them proportional representation. This will be more of a communication and coordination challenge across these various faculty groups. Expressed appreciation for support.

Fabiola Ehlers-Zavala: Requested clarification. PLACE is listed on here, and understanding is that the faculty appointed in PLACE are appointed by the English department. Trying to understand why they are on this list because they would have representation with the continuing, contract, and adjunct faculty in the English department.

Reising: We spoke to a couple members in the English department, and their current code states that PLACE faculty are not represented by the English department.

Vice Provost Kathleen Fairfax: For PLACE faculty, they are paid by PLACE and have their appointment through the department of English. It has been problematic in terms of not having their governance through the department of English. We are working on writing our own code to be a unit that would be able to appoint continuing, contract and adjunct faculty and report up to the Provost. That way, we could participate along with Honors and the Graduate School that have continuing, contract and adjunct faculty that are not in academic departments. This is an ongoing discussion with the department of English and the College of Liberal Arts.

Antonio Pedros-Gascon: The point that has been made in previous occasions is that it makes much more sense to give these faculty representation in the English department because they would be protected by tenured faculty who may come to their assistance rather than have them in a unit that does not have any tenure lines, and therefore may be subject to more unilateral decisions.

Chair Doe: Thanked Pedros-Gascon for this observation. We can certainly pass that along. For the point of the motion in front of us, not sure we can resolve that question right now. Asked if there were any further questions or observations.

Joseph DiVerdi: Asked: What can we expect the timing to be for the installation of the new representatives and the process of getting them voted in?

Reising: If the motion is passed, it must be reviewed by the Office of General Counsel before it goes to the Board of Governors. Expressed hope that the Board of Governors would review this at their May meeting. If it passes then, we will hold the elections in the fall. The Committee on Faculty Governance would be responsible for running those elections and getting communication out to all the eligible faculty.

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

Motion approved. Will be sent to the Office of General Counsel for review.

2. New Undergraduate Degree Program: Major in Livestock Business Management – University Curriculum Committee – Brad Goetz, Chair

Goetz: On behalf of the University Curriculum Committee, move to approve the new undergraduate degree program, the Bachelor of Science in Livestock Business Management to be established effective Fall 2023 in the College of Agricultural Sciences.

Chair Doe: Asked if there were any questions regarding this motion. Hearing none, requested a vote in the chat using Microsoft Forms.

Motion approved.

F. REPORTS TO BE RECEIVED

1. Fall 2022 Task Force Reports

a. Budget 101 to Capstone Task Force – Anders Fremstad & Fabiola Ehlers-Zavala

Ehlers-Zavala: Would like to recognize colleagues on the task force, including Anders Fremstad, Blake Naughton, Robert Schwebach, Anthony Maciejewski, and Kendall Stephenson. This really was a collaborative work.

Ehlers-Zavala: We were able to put forward a set of three (3) recommendations that have detailed information. The first is around access to public budget data. We have provided specific guidance to what we felt would be helpful for the University community. We also recommended that leadership at all levels provide or engage in budget presentations to enhance transparency and accountability. Finally, the third recommendation is around the Committee on Strategic and Financial Planning. We felt there was room there for a lot more to be done, and we look forward to supporting that piece as part of shared governance. Expressed hope that President Amy Parsons will appreciate having these ideas and that this will enhance her leadership.

Chair Doe: Thanked Ehlers-Zavala. Expressed appreciation for the work of the task force.

b. Contracts Task Force – Christine Pawliuk

Christine Pawliuk: Recognized the other members of the task force; Tracy Brady, Thomas Conway, and Jared Orsi.

Pawliuk: We did a survey of continuing and contract faculty and found there was a widespread lack of clarity and transparency about the contract process. Faculty did not understand what contracts were versus continuing.

Pawliuk: We have several recommendations around achieving this transparency and clarity and trying to improve the current system. One of our recommendations includes tweaks to the current system, but we think there is room to look at other models that could improve job security. Some of the proposed models are included in the report.

Chair Doe: Thanked Pawliuk. Encouraged members to read the task force report, as there are some substantial recommendations here. Eager to see contracts more fully used since they were

made possible beginning in April 2012. There is new legislation in front of our legislature right now to extend the potential period of time from three (3) years to five (5) years for teaching contracts.

c. Innovations and Visioning Task Force – Rob Mitchell

Rob Mitchell: Recognized colleagues on the task force; Joseph DiVerdi, Jennifer Martin, James Graham, and Timothy Amidon.

Mitchell: One of the driving forces for this task force was to look at the best way to ensure the future of Colorado State University and a bright future is engaging with existing stakeholders and potential future stakeholders as part of creating value. Our task force worked to understand what we can do better and how we can innovate more as a university to create such value in the long-term in the face of changing landscapes in higher education.

Mitchell: We did some surveys to get information from a number of people. There is also additional work to be done with the Committee on Strategic and Financial Planning and having them be more involved in this and conversations around this. We often talk about faculty compensation and making sure it is matched to the market, but we also need to make sure that what we are offering the market provides sufficient value to enable us the flexibility to do that. Expressed hope that the conversations on this continue.

Chair Doe: Thanked Mitchell. Expressed appreciation for the work of the task force.

d. Shared Governance Task Force – Mary Van Buren

Mary Van Buren: Recognized the other members of the task force; Carole Makela, Jennifer Martin, and Andrew Norton. We had a much narrower range of tasks to perform compared to the other task forces.

Van Buren: Shared governance refers to meaningful faculty participation and decision-making and other aspects of governance in institutions of higher education. It has been a keystone of university life for over a century. In Spring 2021, Faculty Council passed a motion to integrate shared governance more fully into the Faculty Manual. This language was rejected by the Office of General Counsel. This task force revised that language to consider the concerns of General Counsel and we will be making a motion to the Committee on Faculty Governance. Expressed hope that this language will come before Faculty Council this semester.

Chair Doe: Thanked Van Buren. Expressed appreciation for the work of the task force.

Chair Doe: Asked if there were any questions or comments about the task force reports. Noted that we will have an additional task force report, from the Administrative Leave task force, at the March Faculty Council meeting.

Pedros-Gascon: Stated that the structure of the Committee on Strategic and Financial Planning needs major refurbishment. Would like President Parsons to address the requests of more integration of that committee, as well as engage in helping change the culture of that committee.

Chair Doe: Thanked Pedros-Gascon. We will do our best to follow up and offer clarification to President Parsons around this.

Hearing no further discussion, Fall 2022 Task Force reports received.

2. University Grievance Officer Annual Report 2022 – Richard Eykholt, University Grievance Officer

Chair Doe: Thanked Richard Eykholt for being here. Expressed appreciation for service as the University Grievance Officer.

Richard Eykholt: Thanked Chair Doe. Report can be seen in the agenda packet. Directed members' attention to the fact that he was contacted by more faculty than in the past. Administrative professional numbers have not gone up much but am getting more people coming to not necessarily file grievances, but to ask questions and for guidance. Can forward people to certain offices. There is an annual survey regarding performance every year, which has been providing more information about what is available from the Grievance Officer, which may be why more business is happening. Happy to answer any questions about report.

Chair Doe: Thanked Eykholt. Asked if there were any questions.

Van Buren: Asked how many formal grievances went through the process during this last year.

Eykholt: If by formal grievance, we are referring to someone who has submitted a formal complaint, that only occurred once, for the hearing that occurred. Everything else was handled by mediation, or what the Manual calls conciliation. We try to resolve things as informally as possible, because when someone files a formal grievance, they are saying that their supervisor was unfair, unreasonable, arbitrary, or capricious. That is an aggressive accusation and that often does not help in resolving the process. Have indicated in the report those things that were resolved by discussions between the parties, which occurred for most of the actions.

Chair Doe: Thanked Eyholt. Asked if there were any further questions.

Chair Doe: Hearing none, we will place report into the record. Thanked Eykholt for being here.

3. Faculty Council Chair Report – Sue Doe

Chair Doe: Wanted to acknowledge, with thanks, to the service of our Board of Governors representative, Andrew Norton, specifically for serving as our representative throughout the year and for conducting and overseeing the survey we did in December. There was robust participation in that survey, with over 600 responses, and over 700 pages of comments, all of which we have been assured was read by the Board. Expressed thanks to Norton for not only

doing the survey, but for work during the entire search process to keep faculty involved, which included the analysis of the listening sessions. Think that was a substantial idea for this particular search, and could be used for many other searches, as we often lose the content of what goes on in those conversations.

Chair Doe: Expressed appreciation again for the task forces. Feel confident their work will turn into substantial policies that will matter to the faculty and entire campus.

Chair Doe: The employee council leadership, the chairs and vice chairs, meet once a month. We have developed a set of priorities that we will be bringing to our new President. They involve compensation, issues around Human Resources, concerns around procurement and facilities. Want to impress to our new President that CSU can be a well-oiled machine, and we want to make sure this work is compensated and supported internally.

Chair Doe: We have added a new feature to the Faculty Council website that is a news feed, and we will be posting relevant news releases related to higher education, at the local, state, and national level. The new feature can be found here: [Higher Education News | Faculty Council | Colorado State University \(colostate.edu\)](#).

[Full Chair's report.](#)

4. Board of Governors Report – Andrew Norton

Norton: Will let report stand as submitted. Wanted to highlight a few things.

Norton: The strategic planning that the Board of Governors has undertaken starting last August continues. At the last meeting, we talked about access and affordability. The other topics we are talking about are student success, agriculture, innovation, and campus collaborations.

Norton: We had a budget update at our December meeting, where we were working with our four (4) scenarios, which was the matrix presented by interim President Rick Miranda at our December Faculty Council meeting. The numbers have since changed, and they look better than they did in December, which is good news for us.

Norton: The Board has been having discussions around compensation and remaining competitive. These conversations continue, and believe the Board is paying attention. Encouraged members to look at the summary of the presentation by Henry Sobanet. It boils down to us needing to increase compensation, and we have three (3) levers to work with. The first is to argue for increased state spending, argue for and implement tuition increases, which would require us to remain competitive, and the last is to perform internal reallocations. These are the three (3) levels under discussion. Asked members to send along additional ideas if they have them.

Norton: Thanked Chair Doe for the compliments and appreciation for work on the survey.

Chair Doe: Asked if there were any questions regarding our reports. Hearing none, will move on to our discussion item.

G. DISCUSSION

1. YOU@CSU Presentation – John McGuire, CSU Leadership Fellow
 1. [Faculty and staff version of YOU@CSU brings confidential well-being resources to employees \(colostate.edu\)](http://colostate.edu)

John McGuire: Thanked Chair Doe for having him today. Wanted to bring this information to Faculty Council so that members can take it back to their home departments and help spread the word on some of these well-being programs we have.

McGuire: Many of you have probably heard of YOU@CSU. It is a program that was originally started several years ago as a student resource, where they could find all kinds of resources to help them with regard to their health and wellness. It was such a success that the University decided it would be a good idea to start a version of this for employees. It was launched in September of this last year. YOU is a confidential and interactive tool for faculty and staff that combines and brings all sorts of University and community resources into a one-stop portal through the Human Resources website. It offers resources and tips on a variety of topics, including managing stress, balancing work and life, addressing health concerns and crises, and more. Well-being is something that is critically important to everybody at the University, and for faculty and staff. As a music teacher who does a lot of one-on-one with students, if not at personal best, it is difficult to help students be at their best. This whole program is hoping to help us take care of ourselves in such a way that we can thrive not just at work, but personally as well.

McGuire: Provided highlights of activity since the launch of this program in September. We have had about 877 faculty and staff register, and over 3,000 logins. The categories involved include succeed, thrive, and matter. Succeed has to do with any issue related to work and career, thrive is a category that encompasses physical and mental wellness, and matter has to do primarily with relationships.

McGuire: The site also allows you to do self-checks. Provided information on numbers around self-checks done on the website. As employees, you can select any number of resources, which we call cards, on the website. Examples of these cards are the Employee Assistance Program, as well as well-being courses, financial courses, and seeking out various clubs and organizations depending on their interests. We also see people seeking out resources for childcare support, managing time, how to bust burnout, managing a budget, curbing anxiety and stress. These are not the only ones available on our site. We have over 100 cards and resources that people can check out.

McGuire: We have a couple new Employee Assistance Program services, both of which are offered through ComPsych. We contract with them, and they offer well-being coaching and holistic one-on-one support over the phone that is completely confidential. Nothing discussed with a therapist will make its way back to CSU or to anyone you work with. These coachings are individualized. You get assigned to a specific coach, and you work with them for as long as you

need. The idea is to help motivate you to find the answers that you need to modify behaviors or create better behaviors that will prevent some of the more long-term issues.

McGuire: We also have an interactive site called Wealthsource that can hopefully help create a sustainable lifestyle with healthy financial habits. It will guide the user through an assessment to build a very personalized curriculum. We just rolled this out in the last month, so not sure of utilization numbers at this point.

McGuire: Happy to answer any questions and encouraged members to e-mail any questions.

Van Buren: Thanked McGuire for the presentation. Was not aware of the portal, and it seems really helpful. Asked: What kind of training do the wellness coaches have?

McGuire: Because it is an outside organization, cannot say definitively, but understanding is that they are all trained and certified in their respective fields. ComPsych does not contract with people who are not certified or trained in the specific topics they offer guidance for.

Norton: Have been reading about AI programs recently. Wondering if CSU is thinking about using any of the psychotherapy AI programs, such as Wobot. There is a host of them out there.

McGuire: At this point, understanding is that we are not. Do not think we are necessarily opposed to it. There are just so many resources that we have on our plate right now that we are trying to bring together. Do not want to speak the rest of Human Resources in that regard, but at this point, the answer is no.

Anders Fremstad: Curious how our contract works with a company like this. Asked: Do we pay based on how many people are talking to someone, or is it a fixed cost?

Teri Suhr: Happy to answer this. With our contract with ComPsych, we pay a per-employee fee per month. We fund the benefits for our employees for the Employee Assistance Program and well-being benefits through our fringe benefits pool.

Suhr: Thanked Norton for the recommendation on the AI programs. We are always happy to look at anything that our employees can bring forward to us and add them to our list. Will dive in to see what the latest and greatest and most helpful thing is our employees would like to see.

Silvia Canetto: Asked how they chose ComPsych and why.

Suhr: We have to go through a formal RFP process, as we do for any solicitation of benefit providers on our campus. We recently renegotiated our contract with the Employee Assistance Program and found ComPsych to be the most advantageous for us and the programs that we wish to offer at the University.

Canetto: Would like to know what “advantageous” means.

Suhr: It is really what is the best value for our employees. Human Resources wants to make sure there is high value. If it is not high value and something we would utilize, it is not something we engage with. Encouraged members to send their ideas through the councils of what they would wish for. We are always happy to look and make sure we are doing the right thing at the highest value for all our employees.

Chair Doe: Thanked everyone for the discussion. Expressed hope that this program will see increased traffic due to this presentation. Encouraged members to check this program out. Hearing no further discussion, thanked McGuire and Suhr for being here.

H. PRESIDENT'S REPORT – President Amy Parsons

President Amy Parsons: Expressed appreciation for being able to join Faculty Council today. Have learned a lot just from the first portion of the meeting. Thanked the leadership team and others on the call who have spent time in the past months leading up to start date to help get her up to speed on issues. It has been helpful and welcoming.

President Parsons: Would like to get the sense of the Faculty Council on what you would like to have reported and what she should get up to speed on before reporting again in April. Would like to get advice and recommendations on what members would like to hear going forward.

President Parsons: Believe members would like to go over the budget in detail at the April meeting. As Norton mentioned, we just went through the latest draft of the budget with the Board of Governors last week. Understand there were four (4) different scenarios presented, which was narrowed down to one (1) that we saw last week, It does emphasize and prioritize compensation. The current budget is planning for a 5% average salary increase, which will be balanced by a 4% tuition increase as well. We are looking at that balance of addressing compensation as well as addressing accessibility and affordability for our students. By the time we come back in April, some of the big pieces of the budget will be in place, including the state numbers, which is the biggest unknown right now. How much investment we get from the state will really determine the other numbers in the budget.

President Parsons: Emphasized that compensation for faculty and staff is a high priority. Have been studying our salaries and salary history, where we are college by college and position by position. Goal will always be 100% compensation to our peers. We want to be known as a great place to work and a place that values its faculty and staff through compensation. This will take a team effort, and there are a lot of knowledgeable people on this call, including working with the Committee on Strategic and Financial Planning, as well as the task forces. We will be partnering with Faculty Council and the other employee councils and plotting that course. Think we can get there, but we have to align a goal and what we are going to do to get there.

President Parsons: Another high priority is student success. We are looking at the journey of students from initial admission all the way through matriculation to success through their sophomore year. Am meeting with the deans and Vice Presidents individually and learning a lot about the innovation happening around student success. This is an area of focus, especially with an eye toward recruitment and retention of diverse faculty and a diverse student body.

President Parsons: Major part of what she will be doing in this role is fundraising and working with our Advancement team. Would like to hone in on where we can go for fundraising, specifically for student advancement, financial aid and scholarships to help students get through CSU and to graduation.

President Parsons: Will also be looking at our communication strategy as we continue to listen to the public dialogue that is questioning the value of higher education and the value of a four-year degree. Our job is really to tell our stories about our value everywhere we possibly can. We are looking at new and creative ways to tell these stories. Suggesting a possible “day in the life” of a faculty member, showing that everyday impact on our students.

President Parsons: We have a lot of open positions in leadership and other areas around the University. Am working in several searches simultaneously, which is a time-consuming process. Expressed appreciation for those serving on those search committees. We are just about to launch the national search for the Provost and Executive Vice President to fill that position permanently. We will soon be launching the search for the Vice President for Research, and we are looking for faculty representation on that search as well. The search for the Vice President for Human Resources just launched this week. The search for the Vice President for Advancement is well underway, and we are anticipating having finalists for that position on campus as early as the end of February. This is a time where we can really help to build the leadership team of the University and include a lot of people in these search committees and making decisions together. Coming into this role, was looking closely at all these open positions to determine if we needed to fill them at the same level they were before, or if we need to combine positions to be efficient. Stated that she has decided not to fill the position of the Vice President for Strategy. Will be eliminating that position and moving some of the duties to other positions that we are hiring through these searches.

President Parsons: Have not been here the past few years but acknowledge the voices of people saying it has not been the easiest few years, both with the administrative and leadership changes as well as the pandemic. Expressed hope that she can step in at this point and bring stability, collaboration, and trust, and really strengthen the role of shared governance.

Chair Doe: Thanked President Parsons. Encouraged members to provide priorities and thoughts for moving forward. We have about ten (10) minutes to engage in conversation.

Pedros-Gascon: Expressed congratulations on becoming President. Reminded President Parsons how big a task it is to lead an institution of this size. Expressed hope that you will understand the culture of this institution, and this part of the institution believes in a robust exchange of opinions and civic engagement. We are not the most welcoming of having rules tossed down to us from above like Moses. The Faculty Council also expects the President to attend at least one (1) meeting a semester. There is also an expectation of transparency and consistency. Whenever a new leader comes in, ask them if they want to rule by *auctoritas* or by *potestas*, meaning by moral authority or your own prerogative. Expressed hope that she lives up to comments made about shared governance and stated that Faculty Council will continue to remind you about the importance of shared governance.

President Parsons: Thanked Pedros-Gascon for the advice. Sees herself as working for you, and that will be the approach to everything. Have an appreciation for what a big job this is. Goal is to be transparent and an open-door leader. If you see things happening that you feel are not transparent, expect people to reach out and say so. Believe in shared governance and that it is the bedrock foundation of the American higher education system. We honestly cannot govern this University without strong shared governance.

Fremstad: Happy to hear that employee compensation is a top priority. With the recent bought of inflation, the 5% average pay raise is still a real pay cut. Curious how our lowest-paid colleagues can be expected to take that. Thinking of non-tenure track faculty and student workers. Wondering what strategies she sees for protecting our workforce.

President Parsons: That is the work ahead of us. We are studying up on what our salaries are compared to peers. Know we need to pay attention to our lowest paid employees. Affordable housing in Fort Collins is part of this as well. We can only do so much there but did just meet with the mayor and city manager and impressing on them what we can do to help our employees live closer to where they work. We are feeling those strains across the board. It is a high priority, while balancing at the same time state investment, which is low in Colorado. Part of job as well is to be a strong lobbyist at the state and federal level where that makes sense. Want to try to turn the tide on state funding because that will make a difference going forward for us to be able to invest in compensation, which is our single largest portion of the budget. Would like people to sit down together and create a goal and where we are trying to get to. There is a lot more to come on this. Look forward to working with the committees and Faculty Council, as well as the other employee councils, to help get us there.

Michael Antolin: Would like to see the strategies you have for balancing out more than just staying in place and trying to catch up from behind. Want to see how we would actually reprioritize things in the budget to create new programs, initiatives, resources, etc.

President Parsons: Think nothing is off-limits when we are looking at the budget. When we are looking at this, we have such a big task ahead to address compensation and we need to look at it everywhere. Have mentioned fundraising and to the extent that fundraising for some things like programs can relive some central funding that we can put toward compensation. These are the tools we will need to deploy and look how we will be able to redirect resources to that.

Mitchell: Led the innovations task force and am interested in how we are approaching the future of CSU. Think there is a lot of change in higher education. We see that in terms of how people value degrees and higher education. Curious what might prevent future disruptions and how we might try new things and making some investments in the future. Antolin alluded to new programs, but it may also be just new ways to think about higher education, new ways to engage and think about degrees, how we think about lifelong learning. Enabling the whole University to think about the processes and approaches we may take in the future to enable the flexibility we need. Would be willing to engage in these conversations.

President Parsons: Thanked Mitchell for the question. Think this is something we need to have a bigger conversation around, possibly at a future Faculty Council meeting. Would like to discuss

this with the task force. Personally think it is time for a renaissance of the land-grant mission. Think it is time to tell this story about our value so that parents, students, collaborators, and the general public and our politicians understand what it means, because it is different and unique. Part of what we are doing is telling our story and the other part is how we connect that up to industry and jobs.

Sybil Sharvelle: Appreciate hearing ideas related to engagement and embracing the public and the importance of higher education, which will be important to us in these coming years. Would like to see how we can integrate the Spur campus. Think Spur represents public-private partnership opportunities.

Sharvelle: Have also heard concerns about what has happened with our leadership and questions around the reputation of CSU. Think we need to put a lot of focus on that, because there are some reputation issues, and we need to work on how we will repair that.

President Parsons: Thanked Sharvelle for that comment. Look forward to future discussions on reputation and what we need to do there, because it is important. Expressed appreciation for comments around Spur as well. It is gratifying to see how the buildings turned out and how we can use those assets to benefit CSU. Hopefully Spur can be part of the conversations around reputation as well and getting a larger, more visible presence in Denver.

Chair Doe: Thanked everyone for the discussion and to President Parsons for being here. We look forward to future conversations in this environment and other ones.

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

Interim Provost Janice Nerger: Gave a presentation to the Board of Governors last Friday, and the three (3) Provosts of the three (3) campuses were asked to give a few comments about enrollment and access. On enrollment and access, pointed out that our fall class was our largest incoming class in our history. We were up 7%, 354 more students than the previous fall. We brought in 5,517 students, though nationally, the trend for freshman classes was down 2.4%. This was fantastic news, but it did require us to rent the Best Western, as well as add additional sections on several different courses and seats in existing sections. Thanked those that came through and took care of this last minute, as we did not know if a lot of those students were coming until the week before. Have some concerns regarding retention when you have large classes, as some students come in under the wire and possibly make that decision right before. We might see retention down a little bit, although 95% of the class did retain into the spring semester.

Provost Nerger: Also brought up the program development and Academic Master Plan. Am going over the Academic Master Plan with President Parsons and in some detail the strategic plan, as a lot of hard work was done by a lot of people on campus. We will be looking at those and seeing what directions the President wants to take.

Provost Nerger: We have also joined LinkedIn Learning, and we had a soft start on that. We will be advertising it more broadly in the coming weeks. This will open up faculty, staff, and student on-campus access to about 18,000 LinkedIn courses for free.

Provost Nerger: The state is talking about a program called “credentials as you go” and that is allowing us to offer undergraduate certificates. We will be seeing more of those coming through the University Curriculum Committee into the Faculty Council. Those undergraduate certificates are standalone, and they do not have to be contained within a major like in the past.

Provost Nerger: Brought up employee compensation and making sure the Board keeps that on the top of their mind. Retention, graduation rates, and ChatGPT are also topics to be discussed.

Provost Nerger: We just signed the contract for the new director of the Honors program, and we will be writing up a SOURCE story around that later this week. The Dean of the Walter Scott Jr. College of Engineering is an ongoing search and has a soft application date of March 1st and are hoping to interview in mid-April to get someone onboard by July 1st. The Vice Provost for Undergraduate Affairs was a failed search, and we have been holding off on that because we were not sure when the Provost search would begin. Will appoint an interim until the Provost search is complete. We have completed the interviews for the Dean of the Graduate School/Vice Provost for Graduate Affairs. Will be deciding on that this week and will announce that hopefully later this week or next week. We are finishing negotiations with the Executive Director of TILT and a contract will be signed soon.

Provost Nerger: We have been working with Faculty Council on the implementation of AUCC 1C. We formed two (2) committees. Am ready to meet with both of them and then try to meet with Executive Committee to determine next steps. Think there will be budget implications, so we need to make sure we can access those funds and get the courses and seats we need to have these filled out by Fall 2026.

Provost Nerger: We have discussed the B.A. and B.S. distinction, and we need to put that into a final policy to be helpful to people putting forward new B.A. and B.S. majors. We do not have the framework for those interested in certificates. We have a framework for the graduate certificates, but we need to put the criteria for the undergraduate certificates that lie outside of a major.

Provost Nerger: We have a Gordon and Joan Bishop Professorship, and an anonymous alum donated \$75,000 to the Provost’s Office to create this professorship. This professorship can be given to anyone in any discipline in the University. The deans got together and nominated one (1) person from each of their colleges. We chose Yvette Nout-Lomas from the Department of Clinical Sciences and Kelly Wrighton from the Department of Soil Sciences. There will be a SOURCE story early next week.

Provost Nerger: The Faculty Success Team will be having a virtual forum on tenure and promotion best practices, which will be on Thursday, February 9th from 9:00am to 10:30am. Encouraged members to go to the [Faculty Success website](#) for more information. Stated that Vice Provost Susan James will be giving updates on Faculty Success at the March Faculty

Council meeting, including the Interfolio project and the Task Force on Faculty Workload Equity.

Provost Nerger: We will be holding an ethics colloquium around ChatGPT and other AI bots on Thursday, February 16th from 4:00pm to 6:00pm in the Lory Student Center Theater. Encouraged members to go to the [Ethics website](#) for more information.

Chair Doe: Thanked Provost Nerger. Asked if there were any questions or discussion.

Pedros-Gascon: In Rick Miranda's last year as Provost, he addressed the Department of Languages, Literatures, and Cultures and the compression and inequities that were affecting associate professors. We also discussed this last year with former Provost Mary Pedersen about the important issue of equating our department, as well as Music, Theatre, and Dance, as well as the rest of the institution, in a 2-2 teaching load, not a 3-2 teaching load. This is happening right now and is a flagrant inequity. Do not understand why we still need to elaborate on this when it is so evident. We are a Hispanic-serving department, primarily female, and an extremely diverse department. Think our department is being taxed out for teaching in a language that is not English. Asked how this will be addressed, or whether it will be passed onto the next Provost. Noted that the professional standards of the Modern Language Association of America dictate that in order for language learning to happen, a cap needs to be placed on the classroom, so we cannot have really large classes.

Provost Nerger: Have discussed this with Dean Benjamin Withers. We are working on ways to do it. Noted that Music, Theatre and Dance is the harder one to work on with that, but this has been brought to our attention. Understand the limits on class size.

Chair Doe: Thanked Provost Nerger. Hearing no further discussion, thanked everyone for being here and called the meeting adjourned.

Meeting was adjourned at 6:04 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 Executive Assistant: Amy Barkley Professional Registered Parliamentarian: Lola Fehr	Vice-Chair: Melinda Smith BOG Representative: Andrew Norton
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ELECTED MEMBERS	REPRESENTING	TERM
Agricultural Sciences		
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
David Sampson	Food Science and Human Nutrition	2025
Lisa Daunhauer	Human Development and Family Studies	2023
<u>Erin Arneson</u>	Construction Management	2024
Aaron Eakman	Occupational Therapy	2023
Sharon Anderson	School of Education	2024
Elizabeth Kiehne	School of Social Work	2025
<u>Brian Butki</u>	College-at-Large	2024
Business		
Lisa Kutcher	Accounting	2023
(substituting for Bill Rankin, on sabbatical Spring 2023)		
John Hoxmeier	Computer Information Systems	2024
Bharadwaj Kannan	Finance and Real Estate	2025
Rob Mitchell	Management	2024
<u>Elizabeth Webb</u>	Marketing	2023
Engineering		
Peter Jan van Leeuwen	Atmospheric Science	2024
Ashok Prasad	Chemical and Biological Engineering	2025
<u>Hussam Mahmoud</u>	Civil and Environmental Engineering	2024
Steven Reising	Electrical and Computer Engineering	2025
<u>Kirk McGilvray</u>	Mechanical Engineering	2023
Thomas Bradley	Systems Engineering	2023
Sybil Sharvelle	College-at-Large	2023
Liberal Arts		
Mary Van Buren	Anthropology & Geography	2023
Mary-Ann Kokoska	Art & Art History	2025
Mark Saunders	Communication Studies	2025
Anders Fremstad	Economics	2024
Tony Becker	English	2023
Ernesto Sagas	Ethnic Studies	2025
(substituting for Maricela DeMirjyn, on sabbatical Spring 2023)		

John Slater	Languages, Literatures, and Cultures	2025
Jared Orsi	History	2023
Marilee Long	Journalism and Media Communications	2025
Madeline Harvey	Music, Theatre, and Dance	2025
<u>Andre Archie</u>	Philosophy	2025
Marni Berg	Political Science	2024
KuoRay Mao	Sociology	2025
(substituting for Laura Raynolds, sabbatical 2022-2023)		

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

Natural Resources

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

Natural Sciences

Olve Peersen	Biochemistry & Molecular Biology	2025
Mike Antolin	Biology	2024
<u>Rob Paton</u>	Chemistry	2023
TBD	Computer Science	2022
Emily Hardegree-Ullman	Physics	2024
Silvia Canetto	Psychology	2025
Ander Wilson	Statistics	2025
<u>Yongcheng Zhou</u>	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
Zaid Abdo	College-at-Large	2025
Brian Geiss	College-at-Large	2025

University Libraries

Christine Pawliuk	Libraries	2025
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Ex Officio Voting Members

Sue Doe	Chair, Faculty Council/Executive Committee	2023
<u>Melinda Smith</u> (excused)	Vice Chair, Faculty Council	2023
Andrew Norton	BOG Faculty Representative	2023
Steve Reising , Chair	Committee on Faculty Governance	2023
Gregg Griffenhagen , Chair	Committee on Information Technology	2023
<u>Shane Kanatous</u> , Chair	Committee on Intercollegiate Athletics	2023
<u>Jerry Magloughlin</u> , Chair	Committee on Libraries	2023
Jenny Morse , Co-Chair	Committee on Non-Tenure Track Faculty	2023
<u>Olivia Arnold</u> , Co-Chair	Committee on Non-Tenure Track Faculty	2023
Jennifer Martin , Chair	Committee on Responsibilities and Standing of Academic Faculty	2023
<u>William Sanford</u> , Chair (excused)	Committee on Scholarship, Research, and Graduate Education	2023
<u>Alan Kennan</u> , Chair	Committee on Scholastic Standards	2023
James Graham , Chair	Committee on Strategic and Financial Planning	2023
Shawn Archibeque , Co-Chair	Committee on Teaching and Learning	2023
<u>Cayla Bellamy</u> , Co-Chair	Committee on Teaching and Learning	2023
Jose Luis Suarez-Garcia , Chair	Committee on University Programs	2023
Brad Goetz , Chair	University Curriculum Committee	2023
Ryan Brooks	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
<u>Jennifer Reinke</u>	Committee on Non-Tenure Track Faculty	2025
Scott Weibensohn	Committee on Non-Tenure Track Faculty	2025

Ex Officio Non-Voting Members

Amy Parsons	President
Rick Miranda	Executive Vice President
Albert Bimper	Interim Chief of Staff
Jan Nerger	Interim Provost
Karen Dunbar	Co-Interim Vice President for Advancement
Rudy Garcia	Co-Interim Vice President for Advancement
Kathay Rennels	Interim Vice President for Engagement & Extension
TBD	Vice President for Enrollment and Access
TBD	Vice President for Equity, Equal Opportunity & Title IX

Susan James

Brett Anderson

Kauline Cipriani

Brandon Bernier

Kathleen Fairfax

Laura Jensen

Alan Rudolph

TBD

Blanche M. Hughes

TBD

Greg Luft

Brendan Hanlon

James Pritchett

Beth Walker

David McLean

Lise Youngblade

Sonia Kreidenweis

Ben Withers

Karen Estlund

Simon Tavener

Susan VandeWoude

A. Alonso Aguirre

Matt Klein

Vice Provost for Faculty Affairs

Interim Vice President for Human Resources

Vice President for Inclusive Excellence

Vice President for Information Technology

Vice Provost for International Affairs

Vice Provost for Planning and Effectiveness

Vice President for Research

Vice President for Strategy

Vice President for Student Affairs

Vice Provost for Undergraduate Affairs

Interim Vice President for University Marketing &

Communications

Vice President for University Operations

Dean, College of Agricultural Sciences

Dean, College of Business

Dean, College of Engineering

Dean, College of Health and Human Sciences

Interim Dean, Graduate School

Dean, College of Liberal Arts

Dean, Libraries

Interim Dean, College of Natural Sciences

Dean, College of Vet. Medicine & Biomedical Sciences

Dean, Warner College of Natural Resources

Chair, Administrative Professional Council

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A ‘virtual’ meeting of the University Curriculum Committee was held on **January 27, 2023** at 10:00 a.m. via Microsoft Teams.

The meeting adjourned at 11:37 a.m.

Minutes

The minutes of January 20, 2023 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).

Major Changes to Existing Courses			
Course #	Course Title	Notes	Effective Term
BIOM 476 BIOM 476A	Biomedical Engineering Clinical Practicum	<ul style="list-style-type: none"> Course number change. Credit change (from 2 to 1-3 variable) Change of Dept./Unit: 1376 BIOM-SAU 1301 Edits to course title and description. Edit to prerequisites: BMS 300 and (BIOM 470 or MECH 470) Addition of Universal Restrictions: NO Freshman, NO Sophomore, Undergraduate ONLY Addition of restrictions: Written consent of instructor. Written consent of department chair. Edit to grade mode: Instructor Option S/U Sat/Unsat Only <i>All affected programs have been updated (below).</i>	Fall 2023

New Courses			
Course #	Course Title	Notes	Effective Term
AB 111	Feeding the World in a Changing Climate	Approved for AUCC 3A and GT-SC2.	Fall 2023
ATS 550	Atmospheric Radiation and Remote Sensing		Fall 2023
ATS 660	Social Responsibility in Atmospheric Science	2 cr.; previously offered as experimental course ATS 680A3 ; Graduate or Professional only	Summer 2023

CS 250	Computer Systems Foundations	4 cr.; previously offered as experimental course CS 280A1	Summer 2023
CS 214	Software Development		Fall 2023
CT 301	C++ Fundamentals	2 cr.	Fall 2023
JTC 575	Media Design and Production	Graduate only	Fall 2023
MIP 410	Foundations of Modern Biotechnology	2 cr.; previously offered as experimental course MIP 480A2 .	Fall 2023

New Minors		
Program Title	Notes	Effective Term
Minor in Human Development & Family Studies	Offered Main Campus Face-to-Face and Online/DCE.	Fall 2023
Minor in Music Business	Offered Main Campus Face-to-Face.	Fall 2023

New Undergraduate Certificate		
Program Title	Notes	Effective Term
Certificate in Sports Statistics and Analytics	Offered Main Campus Face-to-Face.	Fall 2023

Major Changes to Existing Programs		
Program Title	Notes	Effective Term
HIST-CMHZ-MA: Master of Arts in History, Public History Specialization, Cultural Resource Management & Historic Preservation Option, Plan B	<ul style="list-style-type: none"> • See CIM for all changes. • Increase total credits from 36 to 37. 	Fall 2023
HIST-LBAZ-MA: Master of Arts in History, Liberal Arts Specialization, Plan A	<ul style="list-style-type: none"> • See CIM for all changes (<i>includes revised Program Description</i>). • Increase total credits from 33 to 34. 	Fall 2023
HIST-LBAZ-MA: Master of Arts in History, Liberal Arts Specialization, Plan B	<ul style="list-style-type: none"> • See CIM for all changes (<i>includes revised Program Description</i>). • Increase total credits from 33 to 34. 	Fall 2023
ECSS-BS: Major in Ecosystem Science and Sustainability	<ul style="list-style-type: none"> • See CIM for all program changes. 	Fall 2023
ELEG-ASPZ-BS: Major in Electrical Engineering, Aerospace Concentration	<ul style="list-style-type: none"> • See CIM for all program changes. • Decrease in Program Total Credits from 129 to 126. 	Fall 2023

<u>ELEG-ELEZ-BS: Major in Electrical Engineering, Electrical Engineering Concentration</u>	<ul style="list-style-type: none"> • See CIM for all program changes. • Decrease in Program Total Credits from 129 to 126. • New course MECH 104A 	Fall 2023
<u>ELEG-LOEZ-BS: Major in Electrical Engineering, Lasers and Optical Engineering Concentration</u>	<ul style="list-style-type: none"> • See CIM for all program changes. 	Fall 2023
<u>HORT-HBMZ-BS: Major in Horticulture, Horticultural Business Management Concentration</u>	<ul style="list-style-type: none"> • Freshman year: replacing ECON 204 with BUS 220. • Sophomore year: replacing CHEM 245 with HORT elective. • Junior year: replacing 'AREC 375 or BUS 205' with 'AREC 408 or FIN 305'. • Adjustments to number of elective credits. 	Fall 2023
<u>MECH-ACEZ-BS: Major in Mechanical Engineering, Aerospace Engineering Concentration</u>	<ul style="list-style-type: none"> • See CIM for all program changes. • New course MECH 104A 	Fall 2023
<u>PHYS-APPZ-BS: Major in Physics, Applied Physics Concentration</u>	<ul style="list-style-type: none"> • See CIM for all program changes (<i>includes revised Program Description</i>). 	Fall 2023
<u>PHYS-PHYZ-BS: Major in Physics, Physics Concentration</u>	<ul style="list-style-type: none"> • See CIM for all program changes. 	Fall 2023
<u>CBEG-BMEC-BS: Dual Degree Program: Biomedical Engineering, B.S. Combined with Chemical and Biological Engineering, B.S.</u>	<ul style="list-style-type: none"> • Updates to elective lists. • BIOM 476A and BIOM 476B merged into BIOM 476 in the BME Technical Elective list and Footnote 1. 	Fall 2023
<u>CPEG-BMEP-BS: Dual Degree Program: Biomedical Engineering, B.S. Combined with Computer Engineering, B.S.</u>	<ul style="list-style-type: none"> • See CIM for all program changes. 	Fall 2023
<u>ELEG-BMEE-BS: Dual Degree Program: Biomedical Engineering, B.S., Combined with Electrical Engineering, B.S., Electrical Engineering Concentration</u>	<ul style="list-style-type: none"> • See CIM for all program changes. 	Fall 2023
<u>MECH-BMEM-BS: Dual Degree Program: Biomedical Engineering, B.S. Combined with Mechanical Engineering, B.S.</u>	<ul style="list-style-type: none"> • Updates to elective lists. 	Fall 2023
<u>IBMQ: Interdisciplinary Minor in Biomedical Engineering</u>	<ul style="list-style-type: none"> • Addition of BIOM 422 to a 'Choose one course' list. • BIOM 476A and BIOM 476B merged into BIOM 476. 	Fall 2023
<u>MUSQ: Minor in Music</u>	<ul style="list-style-type: none"> • See CIM for all changes (<i>includes revised Program Description</i>). 	Fall 2023

CONSENT AGENDA

Experimental Courses – 1st Offering

Course #	Course Title	Notes/Changes	Effective Term
ATS 580A5	Climate Change Scenarios in Practice	Graduate only	Fall 2023
FSHN 380A2	Lactation Benefits and Promotion	2 cr.; online only	Summer 2023
MU 580A5	Oratorio Literature		Fall 2023

Minor Changes to Existing Courses

Course #	Course Title	Notes	Effective Term
AM 143	Introduction to Apparel Design	<ul style="list-style-type: none"> Edit to offering term: <u>Fall</u>, Spring Addition of CLO's 	Fall 2023
AM 270	Merchandising Processes	<ul style="list-style-type: none"> Edit to prerequisites: AM 101 with a minimum grade of C; AM 130 with a minimum grade of C; (MATH 117; MATH 118) or <u>MATH 120</u> or MATH 127 or MATH 141. 	Fall 2023
AM 275	Product Development I	<ul style="list-style-type: none"> Edit to prerequisites: <u>AM 101 with a minimum grade of C; AM 110 with a minimum grade of C; AM 130 with a minimum grade of C; (MATH 117; MATH 118) or MATH 120 or MATH 127 or MATH 141.</u> 	Fall 2023
ANEQ 476	Feedlot Systems	<ul style="list-style-type: none"> Edit to prerequisites: ANEQ 320 <u>with a minimum grade of C.</u> Edits to learning objectives and other course content. <i>Submitted in CIM as Major Change.</i> 	Fall 2023
CIS 611	Object-Oriented Systems	<ul style="list-style-type: none"> Removal of prerequisite: CIS 610 Edit to Add'l Reg. Info: Admission to the <u>MCIS or ME program. M.B.A., M.C.I.S., M.S.B.A., or M.E. program.</u> Sections may be offered: Online. Addition of CLO's 	Spring 2024
CIS 665	E-Business Application Technologies	<ul style="list-style-type: none"> Edit to prerequisites: CIS 605 and CIS 606 and CIS 610; <u>CIS 655 or concurrent registration.</u> Edit to Add'l Reg. Info: Admission to the <u>MAS, MBA, or MCIS program. M.B.A., M.C.I.S., M.S.B.A., or M.E. program.</u> Sections may be offered: Online. Addition of CLO 	Spring 2024
CS 370	Operating Systems	<ul style="list-style-type: none"> Edit to prerequisites: (CS 165 with a <u>minimum grade of C</u>) <u>and C or better</u>) AND (CS 250 270 with a <u>minimum grade of C or CS 270. C or better OR ECE 251</u> with a <u>minimum grade of C or ECE 251 with a minimum grade of C</u>). C or better). 	Summer 2023
CS 445	Introduction to Machine Learning	<ul style="list-style-type: none"> Edit to prerequisites: CS 165 with a minimum grade of C; (CS CS-345 with a minimum grade of <u>C or C</u>; (DSCI <u>235</u> with a <u>minimum grade of C</u> and DSCI 445 with a <u>minimum grade of C</u>); (DSCI <u>369</u> with a <u>minimum grade of C or MATH</u> with a <u>minimum grade of C or MATH</u> 229 with a 	Fall 2023

		minimum grade of C or MATH with a minimum grade of C or MATH 369 with a minimum grade of C)	
PHIL 301	17 th and 18 th Century European Philosophy	<ul style="list-style-type: none"> Edit to prerequisites: (PHIL 110 or PHIL 210) and PHIL 200-499 – at least 3 credits PHIL 206 or PHIL 210 or PHIL 300 Addition of CLO's 	Fall 2023
PHIL 438	Philosophy of Mind	<ul style="list-style-type: none"> Edit to prerequisites: PHIL 300-499 – at least 3 credits 300 or PHIL 301 or PHIL 302 or PHIL 315 or PHIL 325 or PHIL 327 or PHIL 359 Addition of CLO's 	Fall 2023
TH 253	Singing for Actors II	<ul style="list-style-type: none"> Edit to prerequisite: MU 111 and TH 153 	Fall 2023

Course Deactivations			
Course #	Course Title	Notes/Changes	Effective Term
BIOM 476B	Biomedical Clinical Practicum II	Not listed in any programs or courses.	Fall 2023
HES 545	Evolutionary Basis for Health and Fitness	Not listed in any programs or courses.	Spring 2023
HES 556	Wellness and Health Promotion Concepts		Summer 2023
HES 645	Epidemiology of Health and Physical Activity		Spring 2023
HES 656	Comprehensive Stress Management		Summer 2023
HES 686A	Practicum: Adult Fitness- Human Performance Clinical/Research Laboratory		Summer 2023
HES 686B	Practicum: Wellness Management		Summer 2023
HES 686C	Practicum: Youth Fitness and Skill Development		Summer 2023
HES 686D	Practicum: Health and Exercise Science Research		Summer 2023
HES 686E	Practicum: Applied Health and Exercise Science		Summer 2023
HES 687	Internship		Summer 2023
HES 695A	Independent Study: Health		Summer 2023
HES 695B	Independent Study: Exercise Science		Summer 2023
HES 695C	Independent Study: Biomechanics		Summer 2023
HES 695D	Independent Study: Neuromuscular Physiology		Summer 2023
HES 696A	Group Study: Health		Summer 2023
HES 696B	Group Study: Exercise and Nutrition		Summer 2023
HES 696C	Group Study: Exercise Science		Summer 2023
HES 696D	Group Study: Biomechanics		Summer 2023
HES 696E	Group Study: Neuromuscular Physiology		Summer 2023
HES 735	Human Cardiovascular Control		Summer 2023
HES 786	Practicum		Summer 2023

Minor Changes to Existing Programs		
Program Title	Notes	Effective Term
AGBU-FSSZ-BS: Major in Agricultural Business, Food Systems Concentration	<ul style="list-style-type: none"> Junior year: updates to 'Select from' lists. 	Fall 2023

<u>ANTH-BA: Major in Anthropology</u>	<ul style="list-style-type: none"> • Junior year: update to ‘Complete a minimum of 3 credits’ list. 	Fall 2023
<u>ANTH-ARCZ-BA: Major in Anthropology, Archaeology Concentration</u>	<ul style="list-style-type: none"> • Senior year: update to ‘Select two’ list. 	Fall 2023
<u>ANTH-BIOZ-BA: Major in Anthropology, Biological Anthropology Concentration</u>	<ul style="list-style-type: none"> • Junior year: update to ‘Complete a minimum of 3 credits’ list. 	Fall 2023
<u>ANTH-CLTZ-BA: Major in Anthropology, Cultural Anthropology Concentration</u>	<ul style="list-style-type: none"> • Junior year: update to ‘Complete a minimum of 3 credits’ lists. 	Fall 2023
<u>MECH-BS: Major in Mechanical Engineering</u>	<ul style="list-style-type: none"> • Update to Alternate Technical Electives list. 	Fall 2023

Minutes approved by the University Curriculum Committee on 2/3/23.

Brad Goetz, Chair
Shelly Ellerby and Erin Niswender,
Curriculum & Catalog

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A ‘virtual’ meeting of the University Curriculum Committee was held on **February 3, 2023** at 10:00 a.m. via Microsoft Teams.

The meeting adjourned at 11:18 a.m.

Minutes

The minutes of January 27, 2023 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
IU 173A	Thinking Toward a Thriving Planet: Approaches to Diversity, Equity, Inclusion	AUCC 1C: Diversity, Equity, and Inclusion GT-AH3: Ways of Thinking Previously offered as experimental course IU 180A2 .	Fall 2023
IU 173B	Thinking Toward a Thriving Planet: Approaches to Arts and Humanities	AUCC 3B: Arts and Humanities GT-AH3: Ways of Thinking Previously offered as experimental course IU 180A2 .	Fall 2023
IU 173C	Thinking Toward a Thriving Planet: Approaches to the Social/Behav. Sciences	AUCC 3C: Social and Behavioral Sciences GT-SS3: Human Behavior, Culture, or Social Frameworks Previously offered as experimental course IU 180A2 .	Fall 2023
IU 173D	Thinking Toward a Thriving Planet: Approaches to History	AUCC 3D: Historical Perspectives GT-HI1: History Previously offered as experimental course IU 180A2 .	Fall 2023
IU 174A	Questions for Human Flourishing: Approaches to Diversity, Equity, Inclusion	AUCC 1C: Diversity, Equity, and Inclusion GT-AH2: Literature & Humanities Previously offered as experimental course IU 180A7 .	Fall 2023
IU 174B	Questions for Human Flourishing: Approaches to Arts and Humanities	AUCC 3B: Arts and Humanities GT-AH2: Literature & Humanities Previously offered as experimental course IU 180A7 .	Fall 2023
IU 174C	Questions for Human Flourishing: Approaches to Social and Behavioral Science	AUCC 3C: Social and Behavioral Sciences GT-SS3: Human Behavior, Culture, or Social Frameworks. Previously offered as experimental course IU 180A7 .	Fall 2023
IU 174D	Questions for Human Flourishing: Approaches to Historical Perspectives	AUCC 3D: Historical Perspectives GT-HI1: History Previously offered as experimental course IU 180A7 .	Fall 2023

Major Changes to Existing Programs

Program Title	Notes	Effective Term
CPEG-BS: Major in Computer Engineering	<ul style="list-style-type: none"> See CIM for all program changes. <i>New courses CS 214 and CT 301</i>	Fall 2023
CPEG-AESZ-BS: Major in Computer Engineering, Aerospace Systems Concentration	<ul style="list-style-type: none"> See CIM for all program changes. <i>New courses CS 214 and CT 301</i>	Fall 2023
CPEG-EISZ-BS: Major in Computer Engineering, Embedded and IoT Systems Concentration	<ul style="list-style-type: none"> See CIM for all program changes. <i>New courses CS 214 and CT 301</i>	Fall 2023
CPEG-NDTZ-BS: Major in Computer Engineering, Networks and Data Concentration	<ul style="list-style-type: none"> See CIM for all program changes. <i>New courses CS 214 and CT 301</i>	Fall 2023
CPEG-VICZ-BS: Major in Computer Engineering, VLSI and Integrated Circuits Concentration	<ul style="list-style-type: none"> See CIM for all program changes. <i>New course CS 214</i>	Fall 2023
CPSC-CPSZ-BS: Major in Computer Science, Computer Science Concentration	<ul style="list-style-type: none"> See CIM for all program changes. <i>New courses CS 214, CS 250, and CT 301</i>	Fall 2023
CPSC-CSEZ-BS: Major in Computer Science, Computer Science Education Concentration	<ul style="list-style-type: none"> See CIM for all program changes. <i>New courses CS 214, CS 250, and CT 301</i>	Fall 2023
CPSC-CSYZ-BS: Major in Computer Science, Computing Systems Concentration	<ul style="list-style-type: none"> See CIM for all program changes. <i>New courses CS 214, CS 250, and CT 301</i>	Fall 2023
CPSC-HCCZ-BS: Major in Computer Science, Human-Centered Computing Concentration	<ul style="list-style-type: none"> See CIM for all program changes. <i>New courses CS 214, CS 250, and CT 301</i>	Fall 2023
CPSC-NSCZ-BS: Major in Computer Science, Networks and Security Concentration	<ul style="list-style-type: none"> See CIM for all program changes. <i>New courses CS 214, CS 250, and CT 301</i>	Fall 2023
CPSC-SEGZ-BS: Major in Computer Science, Software Engineering Concentration	<ul style="list-style-type: none"> See CIM for all program changes. <i>New courses CS 214, CS 250, and CT 301</i>	Fall 2023
ELEG-BMEL-BS: Dual Degree Program: Biomedical Engineering, B.S., Combined with Electrical Engineering, B.S., Lasers and Optical Engineering Concentration	<ul style="list-style-type: none"> See CIM for all program changes. Change of Program Total Credits from 158-159 to 159. 	Fall 2023
CPEQ: Minor in Computer Engineering	<ul style="list-style-type: none"> Addition of new course CS 250 to 'Select one course' list. 	Fall 2023
NUTQ: Minor in Nutrition	<ul style="list-style-type: none"> Addition of required course FSHN 150. Updates to elective list. Revised Program Description. 	Fall 2023
ATHF: Certificate in Art History	<ul style="list-style-type: none"> Revision to Program Description. Updates to elective list. Addition of language regarding certificate requirements not double counting for majors. 	Fall 2023

CONSENT AGENDA

Minor Changes to Existing Courses			
Course #	Course Title	Notes	Effective Term
BIOM 570/MECH 570	Bioengineering	<ul style="list-style-type: none"> Edit to offering term: Fall Spring Edit to prerequisites: <u>CBE 332 or ECE 311 or MECH 331A</u> MECH 307 and MECH 324 Addition of restrictions: <u>NO Freshman, NO Sophomore, NO Junior</u> Addition of CLO's 	Fall 2023
BZ 430	Animal Behavior and Conservation	<ul style="list-style-type: none"> Edits to learning objectives and other course content. <i>(no changes to course registration info)</i> <i>Submitted in CIM as Major Change.</i> 	Spring 2024
FSHN 530	Principles of Nutrition Science and Metabolism	<ul style="list-style-type: none"> Edit to prerequisites: BMS 300 or CHEM 245 <u>or FSHN 150</u> or LIFE 102 	Summer 2023
TH 450	Professional Actor Preparation	<ul style="list-style-type: none"> Edit to prerequisites: TH 351 <u>or TH 373</u> 	Fall 2023

Course Deactivations			
Course #	Course Title	Notes/Changes	Effective Term
TH 175	Storytelling		Summer 2023

Minor Changes to Existing Programs		
Program Title	Notes	Effective Term
JAMC-BA: Major in Journalism and Media Communication	<ul style="list-style-type: none"> Updates to Directed Electives lists. 	Fall 2023
IGSQ: Interdisciplinary Minor in Global Environmental Sustainability	<ul style="list-style-type: none"> Updates to elective lists. 	Fall 2023
LGSQ: Interdisciplinary Minor in Legal Studies	<ul style="list-style-type: none"> Updates to elective lists. 	Fall 2023

Minutes approved by the University Curriculum Committee on 2/10/23.

Brad Goetz, Chair
Shelly Ellerby and Erin Niswender,
Curriculum & Catalog

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A ‘virtual’ meeting of the University Curriculum Committee was held on **February 10, 2023** at 10:00 a.m. via Microsoft Teams.

The meeting adjourned at 11:37 a.m.

Minutes

The minutes of February 3, 2023 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).

Major Changes to Existing Courses			
Course #	Course Title	Notes	Effective Term
ERHS 740	Advanced Epidemiology Methods II	<ul style="list-style-type: none"> • Credit increase (from 2 to 3 credits of lecture) • Edits to Weekly Schedule/Lecture Content 	Fall 2023
NSCI 693A 693	<u>Graduate Seminar</u> —MPNS: Zoo, Aquarium, and Animal Shelter Management	<ul style="list-style-type: none"> • Course number change. • Edits to course title and course description. • Addition of Add'l Reg Info: <u>Admission to the Professional Science Master's in Natural Sciences – Zoo, Aquarium, and Animal Shelter Management Specialization.</u> • Edits to CLO's 	Fall 2023
NR 544D	Conservation Methods <u>in Conservation: Spatial Applications</u> Information	<ul style="list-style-type: none"> • Edits to course title and abbreviated title • Edit to Department/Unit: <u>1480</u> 1401– <u>Human Dimensions</u> Warner College of Natural Resources • Edits to course description • Edit to offering term: <u>Fall</u> Spring • Universal Restriction added: Graduate Only • Reg Info added: Required field trips • Updates to CLO's, assessment components, and weekly schedule. 	Fall 2023
NR 544E	Conservation Methods <u>in Conservation: Social Science Integrative Field Work</u>	<ul style="list-style-type: none"> • Edits to course title and abbreviated title • Edit to Department/Unit: <u>1480</u> 1401– <u>Human Dimensions</u> Warner College of Natural Resources • Credit change (from 2-4 to 3) • Edits to course description • Universal Restriction added: Graduate Only • Reg Info added: Required field trips 	Fall 2023

		<ul style="list-style-type: none"> • Updates to CLO's, assessment components, and weekly schedule. 	
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New Courses			
Course #	Course Title	Notes	Effective Term
BUS 618	Crisis Leadership	1 cr.; partial semester	Fall 2023
MGT 677	Logistics and Distribution	1 cr.; partial semester; Graduate or Professional only	Fall 2023
NR 576	Theory and Practice of NEPA Compliance	Graduate only; online only	Fall 2023
NSCI 641	Fiscal Management for Animal Welfare Leaders	2 cr.; partial semester; previously offered as experimental course NSCI 681A2 ; Graduate or Professional only.	Fall 2023
NSCI 651	Non-Profit Fund Development and Grant Writing	Partial semester; previously offered as experimental course NSCI 681A1 ; Graduate or Professional only.	Fall 2023

New Graduate Certificate		
Program Title	Notes	Effective Term
Graduate Certificate in Global Supply Chain Management	Offered Main Campus and Online/DCE.	Fall 2023

Major Changes to Existing Programs		
Program Title	Notes	Effective Term
EVHL-EPZ-PHD: Ph.D. in Environmental Health, Epidemiology Specialization	<ul style="list-style-type: none"> • Credit increase to ERHS 740; increase in required credits of ERHS 693A. 	Fall 2023
SOWK-PHD: Ph.D. in Social Work	<ul style="list-style-type: none"> • Replacing EDRM 600 with new course SOWK 706 	Fall 2023
ABIM-DD-MAI: Master of Agribusiness and Food Innovation Management, Plan C	<ul style="list-style-type: none"> • First Year Fall: Replacing required course AREC 512 with BUS 646. 	Fall 2023
HORT-HHHZ-MS: Master of Science in Horticulture, Plan B, Horticulture and Human Health Specialization	<ul style="list-style-type: none"> • Replacing required course HORT 792 with elective credits. • Reformatting of the Program Requirements list. 	Fall 2023
SMMF-DD-CT: Graduate Certificate in Sustainable Military Lands Management	<ul style="list-style-type: none"> • Increase in number of required elective credits. • Increase in Program Total Credits from 9 to 12. • Addition of NR 567 and NR 576 to 'Select from' list. 	Fall 2023

CONSENT AGENDA

Minor Changes to Existing Courses

Course #	Course Title	Notes	Effective Term
AM 340	Patternmaking II - Draping	• Edit to prerequisites: AM 241 with a C or better; AM 244 with a C or better.	Spring 2024
AM 342	Computer-Aided Textile Design	• Edit to offering term: Fall, Spring	Fall 2023
AM 460	Historic Textiles	• Edits to course description. • Addition of course info and updates in CIM. <i>Submitted in CIM as a major change.</i>	Fall 2023
DM 192A	First Year Seminar: Apparel and Merchandising	• Edit to offering term: Fall, Spring	Fall 2023
DM 192B	First Year Seminar: Pre-Interior Architecture and Design	• Edit to offering term: Fall, Spring	Fall 2023
FW 555	Conservation Biology	• Edit to offering term: Fall , Spring • Edit to Add'l Reg. Info: Offered face-to-face in the spring and online in the fall.	Fall 2023

Course Deactivations

Course #	Course Title	Notes/Changes	Effective Term
NR 544A	Conservation Methods: Watershed Sciences	Not referenced in any courses or programs.	Summer 2023
NR 544B	Conservation Methods: Ecological Sciences	Not referenced in any courses or programs.	Summer 2023
NR 544C	Conservation Methods: Social Sciences	Not referenced in any courses or programs.	Summer 2023
TH 301	Theatre Design and Production Special Topics	Not referenced in any courses or programs.	Fall 2023

Minor Changes to Existing Programs

Program Title	Notes	Effective Term
ANTH-PHD: Ph.D. in Anthropology	• Updates to Biological and Cultural Anthropology elective lists.	Fall 2023
ECSU-PHD: Ph.D. in Ecosystem Sustainability	• Updates to Program Learning Objectives.	Fall 2023
ANTH-AHWZ-MA: Master of Arts in Anthropology, Plan A, The Anthropology of Health and Well-Being Specialization	• Updates to elective lists.	Fall 2023
ANTH-AHWZ-MA: Master of Arts in Anthropology, Plan B, The Anthropology of Health and Well-Being Specialization	• Updates to elective lists.	Fall 2023

<u>ANTH-HEVZ-MA: Master of Arts in Anthropology, Plan A, Humans and the Environment Specialization</u>	<ul style="list-style-type: none"> • Updates to elective lists. 	Fall 2023
<u>ANTH-HEVZ-MA: Master of Arts in Anthropology, Plan B, Humans and the Environment Specialization</u>	<ul style="list-style-type: none"> • Updates to elective lists. 	Fall 2023
<u>ANTH-IDVZ-MA: Master of Arts in Anthropology, Plan A, International Development Specialization</u>	<ul style="list-style-type: none"> • Update to elective lists. 	Fall 2023
<u>ANTH-IDVZ-MA: Master of Arts in Anthropology, Plan B, International Development Specialization</u>	<ul style="list-style-type: none"> • Update to elective lists. 	Fall 2023
<u>ANTH-PMTZ-MA: Master of Arts in Anthropology, Plan A, Professional Methods and Techniques Specialization</u>	<ul style="list-style-type: none"> • Update to elective lists. 	Fall 2023
<u>ANTH-PMTZ-MA: Master of Arts in Anthropology, Plan B, Professional Methods and Techniques Specialization</u>	<ul style="list-style-type: none"> • Update to elective lists. 	Fall 2023
<u>BUSN-MBA BUSA-MBA: Master of Business Administration</u>	<ul style="list-style-type: none"> • Program code and CIP code changed. • Updates to General Electives List. 	Fall 2023
<u>BUSN-IMZ-MBA BUSA-IMZ-MBA: Master of Business Administration, Impact Specialization</u>	<ul style="list-style-type: none"> • Program code and CIP code changed. • Updates to 'Select from' lists. 	Fall 2023
<u>ECSU-MS: Master of Science in Ecosystem Sustainability, Plan A</u>	<ul style="list-style-type: none"> • Updates to Program Learning Objectives. 	Fall 2023
<u>PBPA-MPPA: Master of Public Policy and Administration, Plan C</u>	<ul style="list-style-type: none"> • 'Placeholder' code – update to Proposal Contact info. 	Fall 2023
<u>PHIL-MA: Master of Arts in Philosophy, Plan A</u>	<ul style="list-style-type: none"> • Updates to 'Select from' lists. 	Fall 2023
<u>PHIL-MA: Master of Arts in Philosophy, Plan B</u>	<ul style="list-style-type: none"> • Updates to 'Select from' lists. 	Fall 2023
<u>ASRF-CT: Graduate Certificate in Aerospace: Satellites, Radars and Remote Sensing</u>	<ul style="list-style-type: none"> • Edits to course options. 	Fall 2023
<u>OGLF-CT: Graduate Certificate in Organizational Leadership</u>	<ul style="list-style-type: none"> • Addition of BUS 618 to course option list. 	Fall 2023

Minutes approved by the University Curriculum Committee on 2/17/23.

Brad Goetz, Chair
Shelly Ellerby and Erin Niswender,
Curriculum & Catalog

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A ‘virtual’ meeting of the University Curriculum Committee was held on **February 17, 2023** at 10:00 a.m. via Microsoft Teams.

The meeting adjourned at 12:04 p.m.

Minutes

The minutes of February 10, 2023 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 Courses – 1 st Provisional Offering			
Course #	Course Title	Notes	Effective Term
BUS 682B	Study Abroad -- Europe: International Business Experience	1 cr. Travel dates: 5/14/23-5/21/23	Summer 2023
INST 182A	Study Abroad -- Ireland First Year Seminar: Culture, Society, and Environment	3 cr. Travel to Ireland will be 2 weeks in August, prior to the start of the Fall 2023 semester.	Fall 2023

Major Changes to Existing Courses			
Course #	Course Title	Notes	Effective Term
IDEA 110	Design Designing Your University Life with with Social Impact	<ul style="list-style-type: none"> Edits to course title and abbreviated title. Credit increase (2 to 3) Edits to course description. Edit to offering term: Every Spring Edits to prerequisite details Add AUCC 3C designation Edits to CLO's, assessment components, and weekly schedule 	Fall 2023
LFRE 301	Oral Communication-French	<ul style="list-style-type: none"> Edits to course description. Edit to offering term: As Needed Fall, Spring Edit to prerequisites: LFRE 201 with a minimum grade of C or LFRE 208 with a minimum grade of C. LFRE 201 Edits to add'l reg. info: Placement exam can substitute for LFRE 201. Sections may be offered: Online. Credit not allowed for both LFRE 301 and LFRE 300. Edit to grade mode: Student Option Traditional 	Fall 2023

		<ul style="list-style-type: none"> • Edits to CLO's, assessment components, and weekly schedule 	
NSCI 601/PHIL 601	PSM Ethics for Animal Professionals Master of Profess. Natural Sciences Ethics	<ul style="list-style-type: none"> • Discontinuation of joint-listing with PHIL • Edits to course title and course description. • Change to partial semester • Edits to Add'l Reg. Info: Admission to Enrollment in the Master of Professional Science Master's in Natural Sciences: program: Zoo, Aquarium, and Animal Shelter Management Specialization. Credit not allowed for both NSCI 601 and PHIL 601. • Edits to CLO's and assessment components. 	Fall 2023
NSCI 579/VS 579	Applied Animal Behavior in Captive Populations in	<ul style="list-style-type: none"> • Credit increase (3 to 4 – addition of 1 cr. lab) • Change of schedule type/credit distribution/contact hours (<i>from lecture only to lecture/lab</i>) • Edits to course title and course description. • Edit to offering term: Fall Fall, Spring • Edit to prerequisites: BZ 300 or BZ 478 or BZ 479 • Addition of Reg Info: Must register for lecture and laboratory. • Edits to Add'l Reg Info: Junior standing. Sections may be offered: Online. Enrollment in the M.P.N.S., Zoo, Aquarium, and Shelter Management specialization can be used in place of BZ 300. 	Fall 2023

New Courses

Course #	Course Title	Notes	Effective Term
AREC 492	Senior Seminar in Ag and Resource Economics	1 cr.; partial semester	Fall 2023
ECON 111	Introduction to the Economics Major	1 cr.; Undergraduate only; previously offered as experimental course ECON 180A1 .	Fall 2023
IDEA 310Q	Design Thinking Toolbox: Digital Interaction and Game Design	<i>Listed in both the Certificate and Minor in Design Thinking</i>	Fall 2023
IDEA 310Q	Design Thinking Toolbox: 3D Animation and Storytelling	<i>Listed in both the Certificate and Minor in Design Thinking</i>	Fall 2023
LSPA 700	Spanish for Veterinary Wellness Appointments	2 cr.; Graduate or Professional only	Fall 2023
MIP 542	Pillars of Immunology	2 cr.; previously offered as experimental course MIP 580B4 .	Fall 2023
NSCI 688A	PSM Capstone: Preparation	2 cr.; Graduate or Professional only.	Summer 2023

NSCI 688B	PSM Capstone: Proposal Writing	2 cr.; Graduate or Professional only.	Summer 2023
NSCI 688D	PSM Capstone: Support for Deliverable and Job Search	2 cr.; Graduate or Professional only.	Fall 2023
NSCI 688E	PSM Capstone: Completion	3 cr.; Graduate or Professional only.	Spring 2024
VMBS 192	Scientist Start-Up -- Align Learning Community	1 cr.; written consent of instructor/member of the Align Learning Community	Fall 2023

Major Changes to Existing Programs

Program Title	Notes	Effective Term
AGBU-BS: Major in Agricultural Business	<ul style="list-style-type: none"> Senior year: addition of new required course AREC 492. <i>New course AREC 492 (see above)</i> 	Fall 2023
AGBU-AECZ-BS: Major in Agricultural Business, Agricultural Economics Concentration		Fall 2023
AGBU-FRCZ-BS: Major in Agricultural Business, Farm and Ranch Management Concentration		Fall 2023
AGED-AGLZ-BS: Major in Agricultural Education, Agricultural Literacy Concentration		Fall 2023
AGED-TDLZ-BS: Major in Agricultural Education, Teacher Development Concentration		Fall 2023
ENRE-BS: Major in Environmental and Natural Resource Economics		Fall 2023
APAM-PDVZ-BS: Major in Apparel and Merchandising, Product Development Concentration	<ul style="list-style-type: none"> See CIM for all program changes (<i>includes revised Program Description</i>). 	Fall 2023

CONSENT AGENDA

Experimental Courses – 1st Offering

Course #	Course Title	Notes/Changes	Effective Term
FW 680A3/ ECOL 680A3	Ecological Science Writing	2 cr.; Graduate or Professional only	Spring 2023
HIST 380A5	Alcohol and Drugs in US History		Fall 2023

Minor Changes to Existing Courses			
Course #	Course Title	Notes	Effective Term
BUS 635	Business Economics for the World Market	<ul style="list-style-type: none"> Edit to prerequisites: BUS 601 <u>or concurrent registration</u>; and BUS 614. 	Fall 2023
FW 310	Mapping Diverse Perspectives in Conservation	<ul style="list-style-type: none"> Edit to prerequisite: NR-140 	Fall 2023
PH 121	General Physics I	<ul style="list-style-type: none"> Edit to prerequisites: (<u>MATH 120 and</u> MATH 125, may be taken concurrently) <u>or</u> (<u>MATH 124 and</u> MATH 125, may be taken concurrently) <u>or</u> <u>MATH 127</u> or (MATH 155, may be taken concurrently) or (MATH 157, may be taken concurrently) or (MATH 160, may be taken concurrently). 	Fall 2023

Course Deactivations			
Course #	Course Title	Notes/Changes	Effective Term
BZ 332	Introductory Phycology	<i>C&C Unit will administratively remove from FWCB-CNVZ-BS, FWCB-WDBZ-BS, FWCB-FASZ-BS, and ISEQ.</i>	Summer 2023
BZ 466	Biological Basis of Animal Behavior		Summer 2023

Minor Changes to Existing Program		
Program Title	Notes	Effective Term
DNRO: Minor in Diversity and Inclusion in Natural Resources	<ul style="list-style-type: none"> Addition of SOC 105 as an alternative to SOC 100. Updates to elective lists. 	Fall 2023

Minutes approved by the University Curriculum Committee on 2/24/23.

Brad Goetz, Chair
Shelly Ellerby and Erin Niswender,
Curriculum & Catalog

The Faculty Council of Colorado State University

A Position Statement

Joseph A. DiVerdi, PhD, MBA

*Department of Chemistry
Colorado State University
Fort Collins, Colorado USA*

February 2023

CANDIDACY & RESIDENCY

I am honored to enthusiastically put forward my nomination for the election to the Chair of the Faculty Council of Colorado State University (CSU). I am an Associate Professor in the Department of Chemistry in the College of Natural Sciences, have been a member of the faculty since 2010 and a member of the university since 2003 when I served as a Visiting Research Scientist. I have been a resident of Fort Collins since 1986 and closely yet informally associated with the university since then. My (late) wife and I raised two (now nominally adult) children here in the shadows of and on the campus of CSU.

QUALIFICATIONS & EXPERIENCE

I began my formal involvement with the Faculty Council by serving on the Committee for Non-Tenure-Track Faculty (CoNTTF) in 2013. As a fledgling member I worked with a team of resolute, knowledgeable and keen faculty ultimately to assemble a manifesto requested by and sent to the University President in 2016. In retrospect, we could be accused of being too timid in our assertions and positions yet we faced heavy headwinds and we did make significant progress in our enterprise which both advance and require ongoing work today.

I joined the Committee on Strategic and Financial Planning (CoSFP) in 2015 and was elected Chair in 2018. I held on for a three-year term and remain a committee member. Our committee work there was important and significant in the review of new academic programs and special units. As Chair I was drawn into some of the emergency response and planning groups and activities which brought us through a grievous interregnum (and I claim little credit for saving the institution). I instituted some changes and additions to committee policy which have helped the new program process and are continuing to evolve to this day. I remain as a loyal member of this Committee currently.

In a similar fashion, I joined the Retirement Plan Review Committee (RPRC) hosted by our Human Resources (HR) offices in 2020 and was elected Chair. I am proud of the work that our committee accomplished on behalf of all the university members who participate in the Retirement Plan for their own post-career retirement funding.

I've also served on a number of departmental and a few college committees over the same time in the sincere desire to contribute to the betterment of all of us here at CSU. Further, while the predominant fraction of my effort distribution lies in instruction there is a non-trivial component in scholarship and I have maintained a modest research group focusing on undergraduate (UG) and our department's growing BS/MS cohort

which results in a slow yet steady flow of students headed to greater work. So, I purport to be deeply involved in the many aspects of faculty life and work.

IDEOLOGY & TENETS

I am dedicated to having the faculty be *fully engaged* with shared governance.

I am dedicated to fostering, encouraging & maintaining a solid working relationship between the faculty and the University administration through whom will extend the same solid working relationship to the System administration.

I am dedicated to a plurality of voices from the faculty. It has been said that a healthy society should not have just one voice. Words and ideas from many if not all quarters must be contemplated and cultivated lest they face oblivion.

I cleave to the notion that shared governance is not just a set of rules and institutions, but a way of university life. We meet in full view of our colleagues (broadly defined) as political and social equals. We are imbued with personal dignity. We are entitled to the same basic rights and basic privileges. (with apologies to Jamelle Bouie)

I know the faculty is responsible for the integrity and the excellence of the University's academic and professional programs and the Faculty Council, as a deliberative body for mutual exchange, plays a key role in meeting those responsibilities.

I see the picture of shared governance as a old-style analog meter with a thin needle hovering between two ends of an arc, administration strength on one end and faculty strength on the other. It feels that the needle now hovers substantially towards the administration end yet also feels that it would be advantageous to all parties if it were to move towards the center in greater balance. There are great difficulties in accomplishing this movement and perhaps also perils yet I am convinced this will be a better place.

OBJECTIVES & AMBITIONS

- Facilitate the work of the Council and its committees to put budget reform and academic policy issues as the top priorities and make sure that the faculty position is heard on both.
- Work closely with all groups to keep in sight the long-term goals and values of the University and find new ways to advance faculty aspirations (without disenfranchising others).
- Continue to educate the members of the Board of Governors about our academic priorities, for example, the centrality of graduate and professional education, the improvement of the student learning environment through managing student/faculty ratios, the unification of the faculty in all types and the retention and support of our most valuable resource, the same faculty.
- Expand the lines of communication between the Council and other University units through constant and earnest communication.

Nihil de nobis, sine nobis - Nothing about us without us.

Candidate Statement

Melinda (Mendy) D. Smith, Ph.D.

Professor of Biology, Current Vice Chair of Faculty Council

Nominee for Chair of Faculty Council, 2023-2024

I am pleased to accept the nomination for Chair of Faculty Council. The Chair works in collaboration with university leadership, the Faculty Council leadership team, and Faculty Council members to represent the diversity of faculty perspectives and priorities, communicate their collective voice to the appropriate audiences, and effectively advocate for faculty's role in shared governance. With President Parsons recently starting and other key leadership positions being filled in the near future (i.e., Provost and Vice President for Research), strong and effective advocacy for faculty and the role that they play in shared governance and the research and education missions of CSU is especially critical. If elected as Chair, my intentions are to work rapidly to establish strong collaborations with these new university leaders, advocate fiercely for the integral role that faculty play in shared governance, and ensure that faculty concerns, priorities and perspectives are heard and effectively communicated.

I believe that I am well-qualified to serve Chair because of my experiences in serving on the Faculty Council leadership team – both as Vice Chair (2022-2023) and as Faculty Council Representative to the Board of Governors (2021-2022) – as well as a College of Natural Sciences representative to Faculty Council (2018-2022), member of the Faculty Council Executive Committee (2019-2022), and chair (2019-2022) and member (2015-present) of the Faculty Council Standing Committee on Scholarship, Research and Graduate Education. Because of these different experiences, I have a thorough understanding of how Faculty Council operates and what enables Faculty Council to be a strong and successful voice in shared governance to university leadership and to the Board of Governors. I now want to build on these past experiences in Faculty Council, and other leadership roles that I have served in at CSU and in the broader scientific community (see Biography below), which I have found highly rewarding and challenging. I believe the leadership skills and deep knowledge of Faculty Council that I have gained, as well as the relationships I have cultivated among university leadership members, will allow me to be an effective Chair of Faculty Council.

I appreciate your consideration of my candidacy. If elected, I will continue to work on behalf of Faculty Council and the broader CSU community to represent their voices and interests to university leadership and to promote the strong commitment of faculty to shared governance at CSU.

Biography

I am a plant community/ecosystem ecologist who works primarily in grasslands in North America, South Africa and China, including the shortgrass prairie of eastern Colorado. I have published extensively on the effects of global change impacts on grassland ecosystems, with over 200 peer-reviewed publications and \$8+ million in past and current extramural funding to support my research. In addition, I am the founder and leader of the Drought-Net International Drought Experiment with 143 participating sites in 24 countries across the globe. I am also the editor-in-chief of *Oecologia*, an international journal that publishes innovative ecological research of general interest. Although I started my academic career at Yale University, I have been on the Biology Faculty at CSU for more than a decade. My teaching includes an upper-division course in Plant Ecology and a graduate level course in Community Ecology.

Andrew Norton

Candidate Statement

Nominee for Faculty Council Representative to the CSU Board of Governors

I am pleased to accept this nomination for the position of Board of Governors Faculty Council Representative (BOG representative). This is an important position for us. The Board representative serves as conduit for information from the Colorado State University System Chancellor and the Board of Governors to the faculty and staff at CSU-Fort Collins. The BOG representative also serves to communicate on behalf of and to advocate for faculty and staff at the system level. Further, the BOG representative is a full (non-voting) member of the board and participates fully in all discussions, strategic planning activities, and board initiatives.

Many of the important decisions we face are made at the system level – decisions such as which strategic initiatives we are to pursue, the tuition and fee levels our students experience, or the appropriate use and deployment of CSU System and Board reserves. If elected, I will ensure that faculty voices are present in these important discussions and with help from Faculty Council (FC) and FC Executive Committee, I will ensure that I represent the entire faculty of this institution.

In the past year I have focused my work on increasing communication between faculty and staff and the Board, to emphasize the importance of competitive and equitable compensation for all CSU employees, GRAs, and GTAs and to help the Board to understand shared governance and why this is essential for a functioning university.

Accomplishments and Activities

- This year the Board is renewing its strategic plan for the CSU system. I am participating in this process, which is continuing with an anticipated completion date of August 2023.
- I served as one of the faculty representatives to the President Search Advisory Committee. As a faculty representative to this process, I participated in all listening sessions and used the data these generated to help craft the final position description, job announcement, screening rubric and interview questions.
- The listening sessions for the presidential search produced eight hours of transcripts. I worked with colleagues Jimena Sagas from the libraries and Rachael Layoff from the Institute for Research in the Social Sciences to generate a thematic summary of these sessions. This summary was presented to FC at our November meeting and was posted on the FC website. This report was delivered to all search committee and Board members for their use in crafting the position description and interview questions.
- Faculty feedback for the Board on the sole finalist for CSU President. As permitted by statute, the Board elected to name a sole finalist for the position of president instead of a short list of three to four candidates. During the 14-day period during which the Board received public comment on the finalist, FC directed me to conduct an anonymous survey of all faculty and staff and to deliver this qualitative feedback to the board in time for it to be used during their final deliberations. More than 700 responses were screened for personally identifying information and then delivered to the board in time for their consideration and discussion prior to their vote to hire our president. All survey responses were made available on the FC website seven days after the FC charge and three days prior to the Board discussions and vote.
- This year I am seeking to further communication and understanding between faculty and the Board by having two Board members visit us at each FC meeting this spring to learn about what FC does and to also give Board members the opportunity to describe their backgrounds and tell us about their motivations for being on the Board.

In addition to my duties as Board member, as an elected leader of FC I also participate in all executive committee meetings and work with the FC Chair and Vice Chair to ensure that FC business is completed efficiently and thoughtfully. To this end I support the FC Chair and Vice Chair in their efforts to elevate the principles of shared governance, increase transparency in decision making, and foster an inclusive, equitable and diverse community. For this University to meet its land grant mission and for us to serve all that we must, diversity, equity and inclusion and the CSU Principles of Community must infuse everything we do. As faculty we play a central role in communicating and upholding these shared values. Faculty Council must work to ensure that the policies and practices we implement at CSU are in support of a more equitable and inclusive university, and we must speak and we must act to make sure that we hold ourselves, and the University, accountable for our actions.

CV Highlights

Education and Positions held

B.A. Biology, University of California Santa Cruz 1985
 PhD. Entomology, University of California, Berkeley 1995
 Post-Doctoral Researcher, Cornell NYSAES 1995 – 2000
 Research Assistant Professor (Non-Tenure Track), BSPM, CSU-Fort Collins 2000 – 2002
 Assistant Professor, BSPM, CSU-Fort Collins 2002 – 2008
 Associate Professor, BSPM CSU-Fort Collins 2008 – 2015
 Professor, BSPM (now Agricultural Biology), CSU-Fort Collins 2015 – present

Faculty Council Service

Member, Committee on Teaching and Learning 2005 – 2010; Chair 2008 - 2009
 Faculty Council Representative 2010 – 2013, 2020 – 2023
 Member, Executive Committee 2020 – present
 Vice Chair, Faculty Council 2021 – 2022
 Faculty Representative to the Board of Governors 2022 – present
 Colorado State University, President Search Advisory Committee, 2022
 Faculty Council task force on shared governance, Fall 2022
 Provost's AUCC 1C guidance committee, Fall 2022

Other relevant activities

Association for Graduate Student Employees District 65 / UAW, Executive Committee and Negotiation Committee, 1992 – 1994
 Department of BSPM Graduate Program Committee, 2005 – 2013 (Chair), 2014 – 2015 (Chair), 2016 – 2019
 Department of Agricultural Biology Executive Committee, 2011 – 2013, 2015 – 2018, 2019 – 2022
 Master Teacher Initiative Coordinator, College of Agricultural Sciences, 2015 – present
 College of Agricultural Sciences Diversity Catalyst Team, 2016 – 2022
 Faculty Institute for Inclusive Excellence, 2017, Fellow, 2018
 Social Justice Leadership Institute, 2018
 Faculty Institute for Inclusive Excellence co-instructor, 2020 – 2021
 Vice President for Diversity Assessment Group for Diversity Issues, 2019 – present

Andrew Norton
 Vice Chair, Faculty Council
 Professor, Department of Agricultural Biology
 Master Teacher Initiative Coordinator
 Colorado State University

BALLOT
Academic Faculty Nominations to Faculty Council Standing Committees
March 7, 2023

COMMITTEE ON TEACHING AND LEARNING

Term Expires

JOHN MICHAEL

(Nominated by Committee on Faculty Governance)

CVMBS

2026

Date: January 31, 2023

To: Sue Doe
Chair, Faculty Council

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

Subject: **Faculty Manual Preface**

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

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

Faculty Manual – Preface

PREFACE (*last revised December 6, 2018*)

The *Academic Faculty and Administrative Professional Manual* (hereinafter referred to as “*Manual*”) contains policies and procedures that apply to faculty members and administrative professionals employed at Colorado State University. It is the document that formally captures the shared understanding of the cooperative compact among the Board of Governors of the Colorado State University System (hereinafter referred to as “the Board”)*, the University administration, the faculty, and the administrative professionals that is used to effectively manage our institution.

As an academic community, Colorado State University embraces certain foundational principles that guide our behaviors. Foremost among these is academic freedom for the faculty, a longstanding cornerstone of public higher education in our country. Academic freedom is the freedom of the faculty to discuss all relevant matters in the classroom, to explore all avenues of scholarship, research, and creative expression, to speak or write on matters of public concern as well as on matters related to professional duties and the

functioning of the University. These freedoms come with responsibilities; faculty are expected to follow professional standards for discourse and publication, to indicate when speaking on matters of public interest that they are not speaking on behalf of the institution, and to conduct themselves in a civil and professional manner consistent with the normal functioning of the University.

For these reasons, this Manual is an important component of our institutional structure. Please become familiar with the policies of the University, and keep this *Manual* conveniently available for reference. The policies and procedures contained in this *Manual* may be amended at any time, consistent with the procedures within this *Manual*. Faculty members and administrative professionals are advised to consult the Faculty Council website (<http://www.facultycouncil.colostate.edu>) for the most current version of the *Manual* approved by the Board. If you believe that the policies and procedures outlined in this *Manual* are not being followed, you should notify the Faculty Council Office. If you are an administrative professional, you should also notify the Chair of the Administrative Professional Council.

As part of the governance structure of the University, the Board has delegated certain personnel powers to the President, and the President has further delegated certain of these personnel powers to other officers of the University (see Section B.1.4). All references in this *Manual* to the authority of the Board and/or the President shall be deemed to include such delegations. However, the Board may, from time to time, elect to exercise any personnel power delegated to the President (and which may have been further delegated to other officers of the University.)

~~Unless a proposed~~ Any change or addition to this *Manual* ~~is necessitated by action of the Board or the Colorado General Assembly,~~ it must be approved by the Faculty Council prior to submission to the Board in accordance with the procedure in Section C.2.2.e and Section H of this *Manual*. ~~Because~~ Since the *Manual* governs both Faculty and Administrative Professionals, any change or

addition shall follow the process in Section H and reflect the equitable partnership between these two groups.

If a portion of this *Manual* conflicts with federal or state regulations or Board policy, then that portion shall be invalid and unenforceable. However, such a portion shall be fully severable, and the rest of this *Manual* shall remain in full force and effect.

All financial commitments and financial obligations of Colorado State University and the Board contained in this *Manual* are contingent upon the availability of State funds and are subject to Article XI, Sections 1 and 3 of the Constitution of the State of Colorado. Thus, commitment of employment beyond the current fiscal year is contingent upon sufficient appropriations of funds from the State Legislature. Such commitment without that contingency would be an unconstitutional pledge against the credit of the State made without spending authorization of the Colorado General Assembly. See Section E.16 of this *Manual* for the policy regarding Financial Exigency.

Offices of the Provost and Faculty Council
Colorado State University – December 2018

*Effective August 8, 2002, the State Board of Agriculture name was changed to the Board of Governors of the Colorado State University System. All references to the State Board of Agriculture found in this *Manual* shall be deemed to refer to the Board of Governors of the Colorado State University System (referred to as “the Board”).

Rationale:

It has always been the case that state or federal regulations and Board policy override the Manual. The new language states this policy and makes it clear that a conflict with one part of the Manual does not invalidate the entire Manual.

Date: January 31, 2023

To: Sue Doe
Chair, Faculty Council

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

Subject: **Faculty Manual Section E.10.5 Procedures for the Granting of Tenure**

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

MOVED, THAT SECTION E.10.5 OF THE ACADEMIC FACULTY AND
ADMINISTRATIVE PROFESSIONAL MANUAL BE REVISED AS FOLLOWS:

When the President has ruled on a recommendation relating to tenure for a faculty member, the faculty member shall be notified promptly in writing of the action taken. If the decision of the President is to deny the application for tenure, that decision is final, and the tenure-track appointment of the faculty member shall be allowed to expire without any future renewals. However, this does not prevent the candidate from being hired by the University in another capacity.

At any time before the final decision by the President, the faculty member may withdraw their application for tenure. In particular, once the Provost has made their recommendation to the President and the faculty member has been notified of this recommendation, the faculty member shall have ten (10) working days to withdraw their application for tenure by submitting a withdrawal request to the Provost. If the application for tenure is withdrawn before the final decision by the President, then the faculty member may apply for tenure again in a later application cycle if sufficient time remains in their probationary period. If the tenure application is not withdrawn before the final decision by the President, then the decision of the President is final.

Rationale:

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

It has always been university policy that a decision on the tenure of a faculty member is final. However, this is not stated explicitly in the Manual, and there has been a misunderstanding of this policy in at least one recent case. Faculty need to understand this policy, so that they know to withdraw an early application for tenure if it is not going to be approved in order to have a chance to apply for tenure again in a later year.

Administrative Leave Task Force Report

Members: Michael Antolin, Sharon Anderson, LeRoy Poff

Date: February 15, 2023

Executive Summary:

University policies and procedures that implement involuntary administrative leave (AL) of faculty are reviewed. This task force examined definitions of AL in the Academic Faculty and Administrative Professional Manual of Colorado State University (the Manual), in Colorado State University policies and in policies at other universities in Colorado, and in State of Colorado statute 4 CCR 801-1. The Manual and State statutes clearly define the principles and procedures for due process in corrective and disciplinary action for faculty. However, in cases where administrators/supervisors place a faculty member on involuntary AL, we could find no language in the Manual or university policy that ensures due process, including the prospect for reinstatement after AL is completed. This lack of clear process and procedure may result in AL being used inappropriately as a disciplinary action, with unintended but serious harm to the faculty's professional life. Modifying the Manual and Colorado State University policy to implement due process for faculty placed on involuntary AL is necessary to create a fair and transparent process that can be understood by faculty and administrators alike.

Three conclusions:

1. Colorado statute 4-CCR-801-1 clearly states that involuntary AL is not to be used as part of, or a substitute for, corrective or disciplinary action. Involuntary AL and exclusionary orders may be implemented to protect the safety and operations of the university, and to prevent harm to other individuals while an investigation of alleged impropriety is ongoing.
2. Involuntary AL may be seen as punitive to faculty scholars and researchers even if the AL is paid. Faculty on involuntary AL are often blocked from access to scholarly materials, correspondences, and other activities while the faculty is barred from campus. Even if the faculty is exonerated, the punitive effects of involuntary AL will likely be long-lasting.
3. Procedures for discipline and grievance are outlined in The Manual in sections E and K. However, procedures and due process for faculty under involuntary AL are not defined in the Manual, other than to state that involuntary AL is not grievable in section K.

Three recommendations:

1. We recommend that the university develop specific policies for involuntary AL for faculty when investigations of alleged impropriety are initiated. Definitions and descriptions of corrective and disciplinary actions that appear in the Manual, policies at Colorado State University and other Colorado universities, and Colorado statute 4-CCR-801-1, include procedures to ensure due process. Similar provisions for due process for involuntary AL should be implemented.
2. Who at the university has authority to place a faculty member on involuntary AL remains largely unanswered in university policies and in Colorado statute 4-CCR-801-1. It is our understanding that involuntary AL and Exclusionary Orders may be put into effect by any administrative authority or supervisor authority at the university. We recommend that any amendments to university policy and/or the Manual should specify who carries this authority.
3. This task force recommends that these issues be further reviewed by the Faculty Council, Committee on the Responsibilities & Standing of Academic Faculty (CoRSAF). The hope is that a balanced and transparent university policy that implements due process for involuntary AL can be framed and adopted in the Manual.

Introduction

Administrative Leave (AL) for faculty at Colorado State University comprises a non-uniform set of actions that represent either privileges, incentives, and benefits to faculty, or disciplinary and potentially punitive actions against faculty. AL may be voluntary or involuntary, and may be unpaid or paid, depending on the circumstances. Voluntary leave is allowed and approved under university guidelines and policies with clear procedures for incentives that benefit the faculty and to meet the diverse goals of the university. Involuntary AL, possibly as part of disciplinary action, is not similarly codified. But generally, it is understood that involuntary AL is enacted when allegations of impropriety arise, while investigations of the allegations are conducted.

This Task Force was formed in September 2022 by Professor Susan Doe, Chair of the Faculty Council, to “consider how the notion of administrative leave is being used with faculty, how it is explained in the Manual and in the policy library, and how existing Manual/policy language interacts with both state statute and faculty experience.” (APPENDIX page 9).

When the task force was announced, a general call was made to faculty, and especially to members of the Faculty Council, to join. Eventually, three members joined the Task Force: Michael Antolin (Biology and Faculty Council), LeRoy Poff (Biology), and Sharon Anderson (School of Education and Faculty Council).

In this report we address each aspect of involuntary AL identified in the task force charge and include in the APPENDIX copies of relevant documents and policies. Finally, we make recommendations for codifying procedures for placing faculty on involuntary AL in a way that ensures due process for faculty when allegations impropriety arise and are investigated.

The Manual

The “**ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL OF COLORADO STATE UNIVERSITY – 2022-2023** (*last revised December 2, 2022*)” (hereafter referred to as “the Manual”) gives few definitions and actions regarding AL, and the term “administrative leave” appears only in Sections F (Leave Policies), G (Faculty and Administrative Professional Privileges and Benefits), and K (Resolution of Disputes).

In the Manual, AL is mostly described in positive terms as a benefit or incentive to faculty and the leave is seen as advancing the goals and purposes of the university’s mission. This includes AL as unpaid leave for administrative officers under section F.3.7 (p. 182), and in section G.1 under study privileges as AL with pay (p. 181-182). Definitions and procedures for many other categories of leave (e.g., sabbatical leave, family medical leave, to name but two) are described in detail in section F (Leave Policies), including procedures for approvals, timing, and reporting requirements.

AL as remedial or disciplinary action against individual faculty is not described (or mentioned) within the Manual. The term “administrative leave” is conspicuously missing from sections E.14 (Performance Reviews), E.15 (Disciplinary Action for Tenured Faculty), and E.16 (Appeal of Early Termination of Tenure-Track Faculty Appointments).

As part of a disciplinary action, the only occurrence of the term “Administrative Leave” is in section K (**Resolution of Disputes**) where the process for grievance by faculty of administrative actions is described. In this instance, AL is excluded from the university grievance process available to faculty. As specified under **K.3.1.A: Grievable Action does not include:** (p. 230231) “Placement on paid administrative leave” and “Acts in response to violations of law or endangerment of public safety.”

University Policy Bank

A search through the university Policy Bank (<https://policylibrary.colostate.edu/>) also did not yield a clearly stated policy regarding involuntary AL, with or without pay, as a disciplinary or remedial action. Nevertheless, to our knowledge, when involuntary AL is used as an action against faculty, the faculty member on AL is barred from campus and university resources.

The policy that may apply to those cases is “Exclusionary Orders” (Policy ID#: 6-6023-005, Effective 9/26/2012, revised 2/11/2022; see APPENDIX page 10). The policy was implemented by the Vice President for University Operations in 2012; its purpose is given as:

This policy provides direction to responsible university personnel for the issuance of orders excluding a person from entry upon university property. This policy is adopted pursuant to the inherent authority of the University to protect the safety of persons and property within its supervision and control and the specific authority vested in the University by law to adopt orders, rules, and regulations necessary for the administration, protection, and maintenance of its public buildings and property, including the prohibition of activities or conduct within public buildings or on public property.

Under the Exclusionary Orders policy, justification for removal from campus is given as:

In accordance with such section and other applicable laws and policies, the University reserves the right to exclude any person from all or any part of its campuses or facilities to the extent that such person's conduct (i) materially disrupts, or presents a significant threat of materially disrupting the academic environment, mission, or orderly operation of the university campus or facility; (ii) engages in conduct that constitutes harassment or loitering; or (iii) constitutes a threat to the safety and well-being of persons lawfully present on any such campuses or in any such facilities. Such right shall be exercised by the Chief of Police, who may delegate such authority to the officers under his or her command.

The Procedures for the Exclusionary Order includes:

The Subject shall, upon written request to the Associate Vice President of Safety Services (AVPSRS), be entitled to a hearing on the propriety of such Order before a committee comprised of three persons appointed by the AVPSRS or designee (the “Committee”). Such request shall be filed with the AVPSRS within seven university business days after the Order is hand-delivered, sent by email, or received by certified mail to the Subject. The request for a hearing shall be submitted in accordance with the instructions on the Exclusionary Order. The hearing shall be held by such Committee within ten university business days after the filing of the request, upon reasonable notice to the Subject of the opportunity to be heard, as further set forth herein. The Order remains in full force and effect during the hearing and any subsequent appeal process.

In sum, the Exclusionary Orders policy includes specific procedures for implementing this disciplinary action: a) issuance of the order, b) formation of a review committee, c) communication timelines with The Subject, d) appeals of the decision by The Subject, e) timing of effective dates and time period (duration) of the order, and f) petition for removal of the order. Again, these are not reflected in the Manual.

Policies at other Colorado Universities: University of Colorado Boulder, University of Northern Colorado, Colorado School of Mines

A search for similar policies at other universities in Colorado (but not a comprehensive examination of disciplinary actions in their “faculty manuals”) yielded no explicit policies at UNC or Mines, and one at the University of Colorado, Boulder (Policy 11-H, “Leave Policies for University Staff, and Faculty on Twelve-Month Appointments,” see APPENDIX page 14). This policy is stated to be extending policy to include 12-month employees “regarding paid administrative leave consistent with and no more restrictive than State law.” Again, much of the policy addresses the incentives where AL is “determined to be for the good of the University and the State.” For disciplinary action, the CU policy describes extended paid AL as:

If a university staff or faculty member on a twelve-month appointment is the subject of disciplinary action or an investigation, extended paid administrative leave may be authorized for such employee for a reasonable period of time. In such circumstances, a reasonable period of time will be determined based upon the length of time it takes to complete an investigation. Only the Chancellor, or his/her designees, may authorize extended paid administrative leave for university staff and twelve-month faculty for investigative purposes.

Statutes of the State of Colorado

A search of the term AL in Colorado statutes yielded the “**STATE PERSONNEL BOARD RULES AND PERSONNEL DIRECTOR’S ADMINISTRATIVE PROCEDURES 4 CCR 801-1.**” This extensive document was first in effect in 2005 and the current statute can be accessed online: <https://www.sos.state.co.us/CCR/GenerateRulePdf.do?ruleVersionId=8906&fileName=4%20CCR%20801-1>

The relevant parts of the statute are in Chapter 5 (Time Off) and Chapter 6 (Performance), which specify steps to be taken during disciplinary action. The term AL appears in many other places where AL is used in the context of incentive and benefit to the employee for the good of the state.

The general principles governing evaluations of performance are (p. 51):

Board Rule 6-1. Employees represent the State so they are required at all times to use their best efforts to perform assigned tasks promptly and efficiently and to be courteous and impartial in dealing with those served. Employees may be rewarded based on their level of performance.

Board Rule 6-2. A certified employee shall be subject to corrective action before discipline unless the act is so flagrant or serious that immediate discipline is proper. The nature and severity of discipline

depends upon the act committed. When appropriate, the appointing authority may proceed immediately to disciplinary action, up to and including immediate termination.

Disciplinary action is to follow specific procedures that include due process elements: timelines, representation and communication, and criteria for corrective action.

The use of involuntary AL as part of disciplinary action is specifically prohibited from corrective or disciplinary action, and is not to be implemented as a substitute for corrective or disciplinary action:

5-15.A. (p. 43). Administrative leave is not intended to be a substitute for corrective or disciplinary action or other benefits and leave. (02/2017).

Board Rule 6-12. (pp. 53-54). Disciplinary actions may include, but are not limited to: an adjustment of base pay to a lower rate in the pay grade; base pay below the grade minimum for a specified period not to exceed 12 months; prohibitions of promotions or transfers for a specified period of time; demotion; dismissal; and suspension without pay, subject to FLSA provisions. Administrative leave during a period of investigation is not a disciplinary action. At the conclusion of discipline involving temporary reductions in base pay, it shall be restored as if the discipline had not occurred. Reasons for discipline include:

1. failure to perform competently;
2. willful misconduct or violation of these or department rules or law that affect the ability to perform the job;
3. false statements of fact during the application process for a state position;
4. willful failure to perform, including failure to plan or evaluate performance in a timely manner, or inability to perform;
5. final conviction of a felony or other offense of moral turpitude that adversely affects the employee's ability to perform the job or may have an adverse effect on the department if employment is continued. Final conviction includes a no contest plea or acceptance of a deferred sentence. If the conviction is appealed, it is not final until affirmed by an appellate court; and,
6. final conviction of an offense of a Department of Human Services' employee subject to the provisions of §27-1-110, C.R.S. Final conviction includes a no contest plea or acceptance of a deferred sentence. If the conviction is appealed, it is not final until affirmed by an appellate court.

A. An employee who is charged with a felony or other offense of moral turpitude that adversely affects the employee's ability to perform the job or may have an adverse effect on the department may be placed on indefinite disciplinary suspension without pay pending a final conviction. If the employee is not convicted or the charges are dismissed, the employee is restored to the position and granted full back pay and benefits. Department of Human Services' employees charged with an offense as defined in §27-1-110, C.R.S., may be indefinitely suspended without pay pending final disposition of the offense.

B. If the Board or administrative law judge finds valid justification for the imposition of disciplinary action but finds that the discipline administered was arbitrary, capricious, or contrary to rule or law, the discipline may be modified.

The statute does not specify how and when involuntary AL is to be implemented but implies that supervisors have discretion to grant (order) AL in individual cases for the good of the State. The statute

is clear that AL is not to be used as a substitute for corrective or disciplinary action, nor is AL to be part of the disciplinary action when an investigation of alleged impropriety is ongoing.

Inquiry to Colorado State University Office of General Counsel (OGC)

We sought to clarify AL policy at CSU by sending a letter of inquiry to the OGC in early November 2022 (see APPENDIX page 18). We have not received a reply.

We asked for a response to the following questions, with a requested response date of December 15.

- a. Does the university have a specific policy that describes the placement of faculty on AL that aligns with definitions of AL in the Faculty Manual, the University Policy Library, and in Colorado statute 4 CCR 801-1? If so, could you please provide a copy to the Task Force?
- b. Does this policy include procedures for the timing and duration of AL (as laid out in 4CCR 801-1), and what conditions must be met for faculty on AL to be either fully reinstated or to be moved toward defined disciplinary processes such as described in E.15 of the Faculty Manual?
- c. How often has AL been used by the university since an AL policy has been in place?
- d. Who in the administration at what administrative level has authority to initiate AL?
- e. Does implementation of administrative leave require approval of OGC?

Conclusions

1. According to Colorado statute 4-CCR-801-1, involuntary AL is not to be used as part of, or a substitute for, corrective or disciplinary action. Involuntary AL and exclusionary orders may be implemented to protect the safety and operations of the university, and to prevent harm to other individuals while an investigation of alleged impropriety is ongoing.
2. While involuntary AL is specifically excluded from disciplinary or corrective action by Colorado statute 4-CCR-801-1, involuntary AL may be seen as punitive to faculty scholars and researchers even if the AL is with pay. Faculty on involuntary paid AL are often blocked from access to scholarly materials, correspondences, and other activities that could continue even while the individual is barred from campus. A balance must be struck between actions for the good of the university and due process afforded to faculty placed on involuntary AL. Even if the faculty member is exonerated, the punitive effects of involuntary AL will likely be long-lasting.
3. Colorado statute 4-CCR-801-1 outlines specific procedures for disciplinary and corrective actions that include due process (key elements of due process are identified below). At CSU, procedures for discipline and grievance are outlined in The Manual in sections E and K. However, procedures and due process for faculty under involuntary AL are not defined in the Manual, other than to state that involuntary AL is not grievable.

Recommendations

1. We recommend that the university develop specific policies for involuntary AL for faculty when investigations of alleged impropriety are initiated. Definitions and descriptions of corrective and disciplinary actions that appear in the Manual, policies at Colorado State University and other Colorado universities, and Colorado statute 4-CCR801-1, include procedures to ensure due process. At a minimum, due process for involuntary AL and for the investigation during AL should include:
 - i. specifying timing of action,
 - ii. expected period (duration) of the action,
 - iii. provisions for representation of the faculty member and communication with the faculty member,
 - iv. procedures for review and appeal of the action,
 - v. stipulations for how the action can be eventually resolved (i.e. when the action will end).

To our knowledge all faculty who have been placed on involuntary AL eventually resigned or retired from the university, thus ending the AL without a resolution that could lead to reinstatement.

2. The question of who at the university has authority to place a faculty member on involuntary AL remains largely unanswered in university policies and in Colorado statute 4-CCR-801-1. It is our understanding from various discussions conducted during our investigation that involuntary AL and Exclusionary Orders may be put into effect by any administrative authority or supervising authority at the university, and that the action does not require specific sign-off by the University's Office of General Council. We recommend that any amendments to university policy and/or the Manual should specify who carries this authority.
3. This task force recommends that these issues be further reviewed by the Faculty Council, Committee on the Responsibilities & Standing of Academic Faculty (CoRSAF). The hope is that a balanced and transparent university policy regarding involuntary AL could be framed and adopted in the Manual. Sections of the Manual that could speak to due process in regard to involuntary AL should be examined (e.g. Sections D (Faculty and Administrative Professionals), E (Faculty), F (Leave Policies), G (Faculty and Administrative Professional Privileges and Benefits), and K (Resolution of Disputes)).

APPENDIX:

- Page 9: Charge to the Administrative Leave Task Force, Fall 2022, Sue Doe, Chair of Faculty Council
- Page 10: Colorado State University Policy: Exclusionary Orders
- Page 14: University of Colorado Policy: Paid Administrative Leave for University Staff & Faculty on Twelve-Month Appointments
- Page 18: Administrative Leave Task Force Inquiry to Office of General Counsel 11-11-2022

MEMORANDUM

DATE: September 22, 2022

TO: Administrative Leave Task Force

FROM: Sue Doe, Faculty Council Chair

SUBJECT: Charge to the Administrative Leave Task Force, Fall 2022

Thank you for your interest in serving on this Faculty Council task force. The application of administrative leave is a topic of some interest to the faculty. This task force will consider how the notion of administrative leave is being used with faculty, how it is explained in the Manual and in the policy library, and how existing Manual/policy language interacts with both state statute and faculty experience.

Faculty Council task forces of Fall 2022 are convened for a period of one semester with anticipation that a short report will be provided to the Executive Committee of Faculty Council by December 15, 2022, with potential briefing of the Faculty Council in Spring 2023 if the task force and Executive Committee believe this to be important or necessary. If the task force would like to continue to work on the topic in the spring of 2023, it is welcome to do so but should notify the Faculty Council office (Amy Barkley and Sue Doe) of that intention. In terms of content and outcomes, Fall 2022 Faculty Council task forces can engage at any level that is deemed appropriate and possible by the task force, from simply generating ideas on the topic to generating Faculty Manual language as draft copy for one or more standing committees to take up. Task forces are welcome to invite consultants if doing so would be helpful.

Thank you on behalf of Faculty Council and its Executive Committee for being willing to take on this important work. I do hope to meet with your group in person on at least one occasion and more often if you would like me to be present.

A handwritten signature in black ink that reads "Sue R. Doe". The signature is written in a cursive, flowing style. The first name "Sue" is written with a large, looped 'S'. The middle initial "R" is smaller and positioned between the first and last names. The last name "Doe" is written with a large, looped 'D' and a trailing flourish.

Policies of Colorado State University

University Policy



Policy Title: Exclusionary Orders	Category: Public Safety/Risk Management
Owner: Vice President for University Operations	Policy ID#: 6-6023-005
Contact: University Police Web: http://police.colostate.edu/ Phone: (970) 491-6425	Original Effective Date: 9/26/2012 Last Revision: 2/11/2022

PURPOSE OF THIS POLICY

This policy provides direction to responsible university personnel for the issuance of orders excluding a person from entry upon university property. This policy is adopted pursuant to the inherent authority of the University to protect the safety of persons and property within its supervision and control and the specific authority vested in the University by law to adopt orders, rules, and regulations necessary for the administration, protection, and maintenance of its public buildings and property, including the prohibition of activities or conduct within public buildings or on public property.

APPLICATION OF THIS POLICY

This policy applies to all university employees and visitors and to all university owned- or controlled property.

DEFINITIONS USED IN THIS POLICY

University Business Day: Any day on which the University is open for regular business.

POLICY STATEMENT

Basis for Exclusionary Order

Colorado State University is committed to the principles of freedom of expression and peaceful assembly. These principles can only be realized in an environment that is safe and conducive to academic and research activities. Pursuant to C.R.S. §18-9-109, et

seq. , it is unlawful for any person to “willfully refuse or fail to leave the property of or any building or other facility used by any educational institution upon being requested to do so by the chief administrative officer, or his or her designee charged with maintaining order on the school premises and in its facilities, or a dean of such educational institution, if such person is committing, threatens to commit, or incites others to commit any act which would disrupt, impair, interfere with, or obstruct the lawful missions, processes, procedures, or functions of the institution.”

In accordance with such section and other applicable laws and policies, the University reserves the right to exclude any person from all or any part of its campuses or facilities to the extent that such person's conduct (i) materially disrupts, or presents a significant threat of materially disrupting the academic environment, mission, or orderly operation of the university campus or facility; (ii) engages in conduct that constitutes harassment or loitering; or (iii) constitutes a threat to the safety and well- being of persons lawfully present on any such campuses or in any such facilities. Such right shall be exercised by the Chief of Police, who may delegate such authority to the officers under his or her command.

Such reserved right shall be in addition to all other rights of the University to exclude persons in connection with the imposition of internal discipline. If the Subject is identified as a current student of the University, or an authorized resident in University housing, then a copy of the Order shall be promptly provided to the Director of the Student Resolution Center and Director of Support and Safety Assessment. If the Subject is identified as a current employee of the University, then a copy of the Order shall be promptly provided to the Executive Director of Human Resource Services and to the Director of Support and Safety Assessment. If any of those offices take independent action pursuant to applicable policies and procedures governing student or employee conduct, the Order may be rescinded by the Chief of Police.

Issuance of Order

Any such exclusion of a person shall be enforced by the issuance of an Exclusionary Order (the “Order”). The Order will be issued to the affected person (the “Subject”) by hand delivery, email, or certified mail. The Subject’s failure or refusal to accept delivery of the Order constitutes receipt and acceptance of the Order. Once notified of such Order, the Subject shall be barred (and, when necessary, removed) from the campuses and facilities indicated in the Order, and any trespass thereon may be prosecuted by the University to the fullest extent of the law.

Issuance of an Exclusionary Order does not preclude any other law enforcement action or any disciplinary action pursuant to the policies and procedures of the University.

Procedures

The Subject shall, upon written request to the Associate Vice President of Safety and Risk Services (AVPSRS), be entitled to a hearing on the propriety of such Order before a committee comprised of three persons appointed by the AVPSRS or designee (the “Committee”). Such request shall be

filed with the AVPSRS within seven university business days after the Order is hand-delivered, sent by email, or received by certified mail to the Subject. The request for a hearing shall be submitted in accordance with the instructions on the Exclusionary Order. The hearing shall be held by such Committee within ten university business days after the filing of the request, upon reasonable notice to the Subject of the opportunity to be heard, as further set forth herein. The Order remains in full force and effect during the hearing and any subsequent appeal process.

The Committee shall provide the following processes to the Subject:

1. The Subject shall have the right to file a written objection to the Exclusionary Order for consideration by the Committee, no later than three business days prior to the date set for the hearing.
2. The Subject shall have the right to present relevant testimony, including the testimony of witnesses, during the hearing (subject to reasonable limitations on time and manner of presentation, as determined by the Committee).
3. The Subject shall have the right to be accompanied by an advisor of the Subject's choice. The advisor may, but need not be, an attorney. The advisor shall be limited to counseling the Subject during the hearing, shall not act as a representative or advocate, and may not otherwise participate directly in the hearing. Disruptions during the hearing will not be permitted. In addition, the University may have advisors present, including university counsel.
4. Unless otherwise ordered by the Committee, acting in its sole discretion, the hearing shall be conducted by telephone or other similar remote technology.
5. There shall be no discovery process in connection with the hearing. However, any pertinent records, exhibits and written statements that either the Subject or the University's representative would like the Committee to consider, as well as a list of any witnesses who may be called, must be provided to the Committee and to the opposing party at least three business days in advance of the hearing. All such information shall be provided to the University at the following address: Office of the General Counsel, 01 Administration Building, Fort Collins, CO 80523-0006, or electronically to an email address provided by the Office of the General Counsel prior to the hearing.
6. The rules of evidence will not apply in such hearing. Hearsay may be received and considered in light of whatever indicia of reliability are present.

Within three university business days of the conclusion of the hearing, the Subject shall be notified in writing of the decision of the Committee.

Appeal of Decision

Any decision of the Committee that is adverse to the Subject may be appealed within seven university business days after notice of the decision is provided to the Subject via hand delivery, email, or certified mail. The appeal shall be made in writing to the President's Chief of Staff and

must clearly set forth the basis for the appeal. An appeal is limited to a review of the record of the hearing, including supporting information that was evaluated by the Committee. The only matters properly considered on appeal are 1) whether the hearing was conducted fairly, giving the Subject adequate opportunity to be heard and present relevant information; and 2) whether the decision of the Committee was sufficiently supported by the evidence presented at the hearing. Minor deviations from designated procedures will not be a basis for supporting an appeal unless there is an adverse effect on the outcome of the hearing. The Chief of Police, or the Chief's designee may submit a written response to the appeal. The Chief of Staff, or the Chief's designee, shall consider the appeal and render a decision in writing. The decision on appeal shall be final.

Effective Date and Period of Order; Petition for Termination

Once issued, an Exclusionary Order shall remain in effect until terminated by the University, unless otherwise specified in the Order or revoked by the Chief of Police. Not less than one year from the date of issuance of the Order, the Subject may file a written petition for termination of the Order with the Chief of Police of the University. If the decision of the Chief of Police on the petition is adverse to the Subject, the Subject may file a written appeal, within seven university business days after such decision is issued, with the President's Chief of Staff. Such review shall be limited to the written record unless the Chief of Staff, in his or her sole discretion, orders a hearing.

COMPLIANCE WITH THIS POLICY

Any person, including but not limited to one who is a Subject of an Exclusionary Order, who willfully fails to comply with this policy may be subject to disciplinary action by the University in accordance with its applicable policies and procedures, or to prosecution under the law, or both. No individual shall have any right of personal protection by reason of the issuance or enforcement of an Order pursuant to this policy, nor shall any claim or cause of action arise from any failure to enforce such an Order.

REFERENCES

C.R.S. §§18-9-109, 18-9-110, 18-9-111, 18-9-112, 18-9-117, 23-30-102

[Referral for Psychological Assessment and Involuntary University Withdrawal](#)

FORMS AND TOOLS

Form: [Exclusionary Order and Notice of Right to Appeal](#)

APPROVALS

Approved by Amy Parsons, Vice President for University Operations on September 26, 2012

Revision approved by Lynn Johnson, Vice President for University Operations, on August 12, 2016

Revision approved by Lynn Johnson, Vice President for University Operations, on February 11, 2022



Campus Policies

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Paid Administrative Leave for University Staff & Faculty on Twelve-Month Appointments

I. INTRODUCTION

At its meeting on September 5, 2002, the Board of Regents (Board) approved an amendment to Section III.G., of Regent Policy 11-H, "Leave Policies for University Staff, and Faculty on Twelve- Month Appointments." The Board amended its policy to remove its prohibition on paid administrative leave for university staff and faculty on twelve-month appointments. The amendment made the provisions of the Board's policy regarding paid administrative leave consistent with and no more restrictive than State law.

Accordingly, pursuant to the amended policy, short-term paid administrative leave is permitted for university staff and faculty on twelve-month appointments, all of whom are exempt from the State Personnel System (eligible employees). Under the Board's amended policy, extended administrative leave with pay is prohibited for university staff and twelve-month faculty, except for disciplinary or investigative purposes. This Administrative Policy Statement implements the Board's amended policy.

II. STATEMENT OF POLICY

Extended Paid Administrative Leave

If a university staff or faculty member on a twelve-month appointment is the subject of disciplinary action or an investigation, extended paid administrative leave may be authorized for such employee for a reasonable period of time. In such circumstances, a reasonable period of time will be determined based upon the length of time it takes to complete an investigation. Only the Chancellor, or his/her designees, may authorize extended paid administrative leave for university staff and twelve-month faculty for investigative purposes.

However, the Chancellor, or his/her designees, reserve the right to place a university staff or faculty on twelve-month appointment on suspended leave without pay. For the Boulder Campus, the designees are limited to the Vice Chancellors, Senior Vice Chancellor and Provost.

Short-Term Paid Administrative Leave

Supervisors of eligible employees may authorize short-term paid administrative leave for the purposes described in this policy. Ordinarily, short-term paid administrative leave will be granted in increments of not less than three (3) hours. In extraordinary circumstances, supervisors of eligible employees may authorize paid administrative leave in increments of less than three (3) hours. A maximum of ten (10) days of short-term administrative leave may be granted over a twelve-month period.

Short-term paid administrative leave is not an entitlement or benefit. Authorization of short-term paid administrative leave for eligible employees rests within the sole discretion of their supervisors as exercised within the guidelines described in this policy. For the Boulder campus, short-term paid administrative leave in excess of one day must be approved by the Chancellor, Provost, Senior Vice Chancellor or the appropriate Vice Chancellor responsible for the oversight of the employee's organization.

A. Purpose of Short-Term Paid Administrative Leave

Supervisors may authorize short-term paid administrative leave for eligible employees for reasons determined to be for the good of the University and the State. Supervisors shall consider prudent use of taxpayer dollars and the business needs of the University in determining whether such leave is for the good of the State. Such reasons include, but are not limited to, incentive rewards, coursework directly related to employment, participation

in school or community volunteer activities, and participation in official activities by elected officers of University employee organizations.

With regard to short-term paid administrative leave for the purpose of participating in school or community volunteer activities, authorization may be given only in circumstances where such participation is designed to benefit the community as a whole and strengthen the relationship between the University and the community.

Short-term paid administrative leave may also be authorized for eligible employees whose workloads (e.g., specific long or short term projects) require them to work significantly beyond their normal work schedules (as established by their individual supervisors) for prolonged periods of time when such leave is found to be necessary to maintain employee performance or morale or in recognition of extraordinary work performance.

Ordinarily, eligible employees must have their supervisor's authorization prior to taking short-term paid administrative leave. In exceptional circumstances, short-term paid administrative leave may be authorized retroactively.

Use of short-term paid administrative leave is not required for eligible employees for the purpose of attending or participating in professional or academic seminars, conferences, or other similar events, or supervisor required training. These activities are considered to be work assignments for which leave is not required.

B. Reporting Requirements

All use of paid administrative leave for eligible employees must be reported by use of the University's time collection procedures. The President shall review the use of short-term paid administrative leave on an annual basis.

III. INTERPRETATION

The Office of the Vice Chancellor for Administration shall interpret this Policy in conjunction with the Office of the Vice President for Human Relations and Risk Management.

The forgoing policy was endorsed by the Chancellor's Executive Committee on

May 5, 2004. Original _X_Rev

Distribution: Deans, Directors, Department Heads

Effective Date Wednesday, May 5, 2004

Approved By

Richard L. Byyny, M.D., Chancellor

Author(s)

Paul Tabot, Vice Chancellor for Administration

[University of Colorado Boulder](#)

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Faculty Council
 315 Administration Building
 Fort Collins, Colorado 80523-
 1001 phone: (970) 491-5693
<https://facultycouncil.colostate.edu/>

To: Jannine Mohr, Deputy General Counsel Office
 of General Counsel
 Colorado State University

From: Faculty Council Administrative Leave Task Force
 Michael F. Antolin, Professor, Biology
 Sharon Anderson, Professor, School of Education
 LeRoy Poff, Professor, Biology

Re: Inquiry regarding Administrative Leave from the Faculty Council Administrative Leave Task Force

The Faculty Council has charged an Administrative Leave Task Force to "consider how the notion of administrative leave is being used with faculty, how it is explained in the (Faculty) Manual and in the policy library, and how existing Manual/policy language interacts with both state statute and faculty experience."

We, as the Task Force, are investigating how Administrative Leave (AL) is defined by the University, and then how AL is initiated and implemented. It has come to our attention that the Office of University General Counsel (UGC) is regularly engaged by university administrators when AL of specific faculty is implemented.

To better understand how and when AL is enacted, we ask that the UGC provide answers to the questions below to this Task Force (and the thus to the Faculty Council):

- a. Does the university have a specific policy that describes the placement of faculty on AL that aligns with definitions of AL in the Faculty Manual, the University Policy Library, and in Colorado statute 4 CCR 801-1? If so, could you please provide a copy to the Task Force?
- b. Does this policy include procedures for the timing and duration of AL (as laid out in 4CCR 801-1), and what conditions must be met for faculty on AL to be either fully reinstated or to be moved toward defined disciplinary processes such as described in E.15 of the Faculty Manual?

- c. How often has AL been used by the university since an AL policy has been in place?
- d. Who in the administration at what administrative level has authority to initiate AL?
- e. Does implementation of administrative leave require approval of UGC?

The goal of our Task Force is to report to the Faculty Council and to the Committee on Responsibilities and Standing of Academic Faculty (CORSAF) by the beginning of the spring semester, on January 17, 2023.

We respectfully request a response by December 15, 2022 so that we may craft a fully informed report to the Faculty Council by that time.

cc. Sue Doe, Faculty Council Chair

Current Appointments for Faculty off the Tenure Track

Contract

Strengths

- “Gold standard” appointment to create greater NTTF job security
- Eligible for promotion
- Backed by Colorado legislature
- Termination is grievable (Faculty Manual process required)
- “Naturally” renewing (non-renewal of contract requires 1 year advance notice)
- Denial of request for contract requires written justification
- If ended, employee moves to Continuing

Weaknesses

- Still technically “at will” because of current contract language
- Marked by an end date in the HR system

Continuing

Strengths

- Eligible for promotion
- Effectively on-going--Not marked with an end date in the HR system
- Employee can request a contract after 10 semesters

Weaknesses

- Completely at will
- Termination can occur with minimal process and without explaining reasoning
- Termination is not grievable
- Job security dependent on “good will”
- Provides less job security than Contract
- **Attractive to administration to maximize flexibility**

Adjunct

- Not eligible for promotion
- Not eligible to vote for Faculty Council representatives
- Not eligible to serve as Faculty Council or committee representatives
- Restricted to less than 50% time (may hold another job or get benefits through another provider)
- Restriction exception: Service over 50% limited to 2 consecutive semesters
 - Then moved to Contract/Continuing or departs CSU

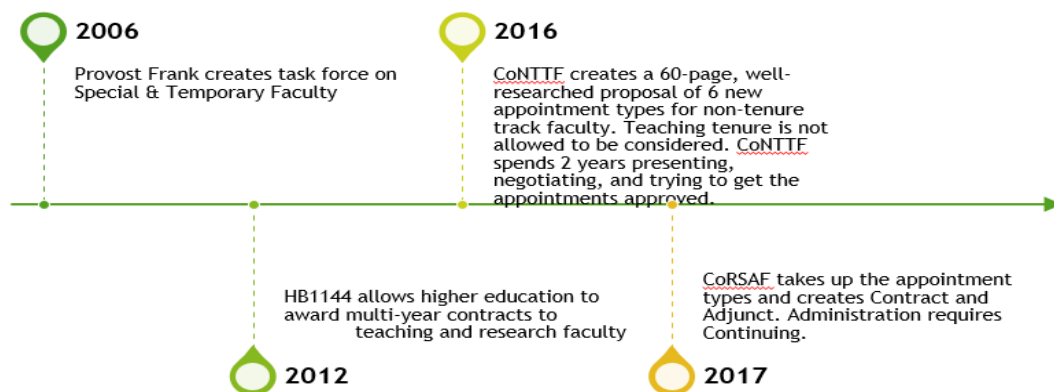
Faculty Council
7 Mar 2023

CoNTTF Update: 5 Years Since Appointment and Promotion Pathway Changes

Jenny Morse, PhD, Co-Chair
Faculty Council Committee on Non-Tenure-Track Faculty

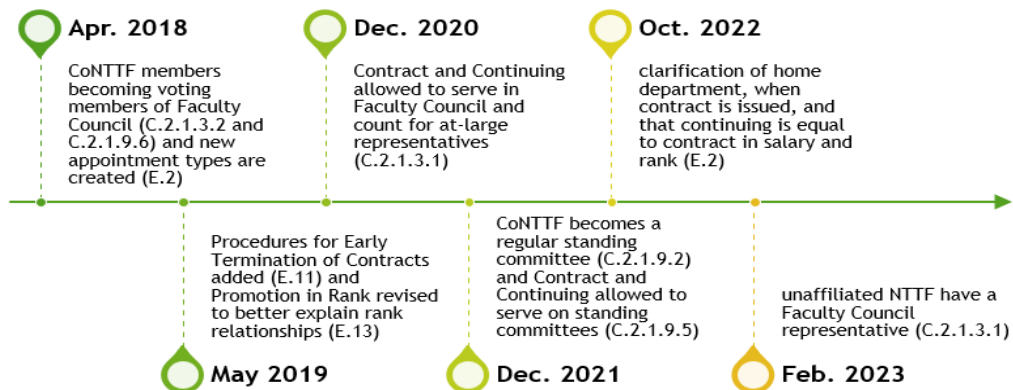
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History



2

History



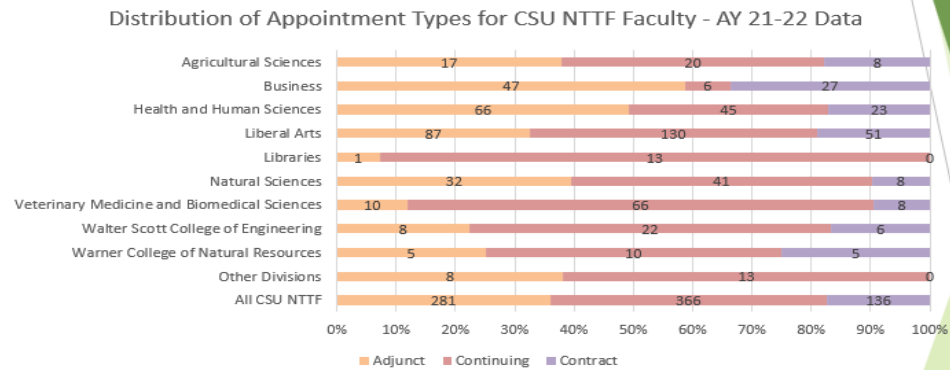
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Appointment Types: Quick Version

	Adjunct	Continuing	Contract
# of Faculty	275	401	128
Eligible for Promotion	No	Yes	Yes
Vote/Serve FC	No	Yes	Yes
At Will Employee	Yes	Yes	No
Grievable Termination	No	No	Yes
End Date in System	No	No	Yes

4

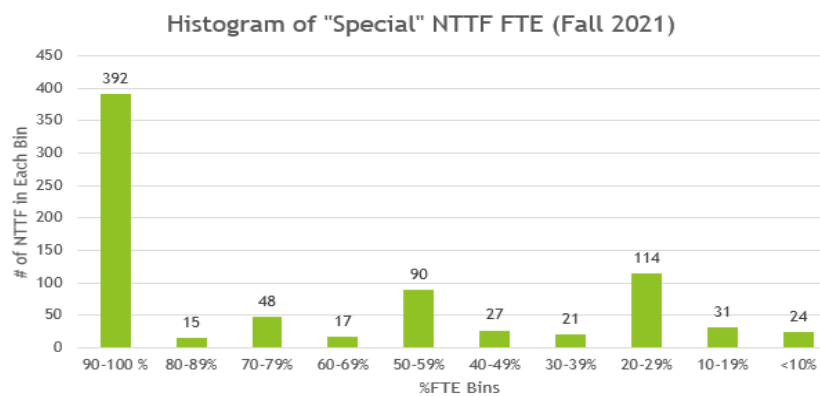
Distribution of Appointment Types



Goal = 90% NTTF on Contracts

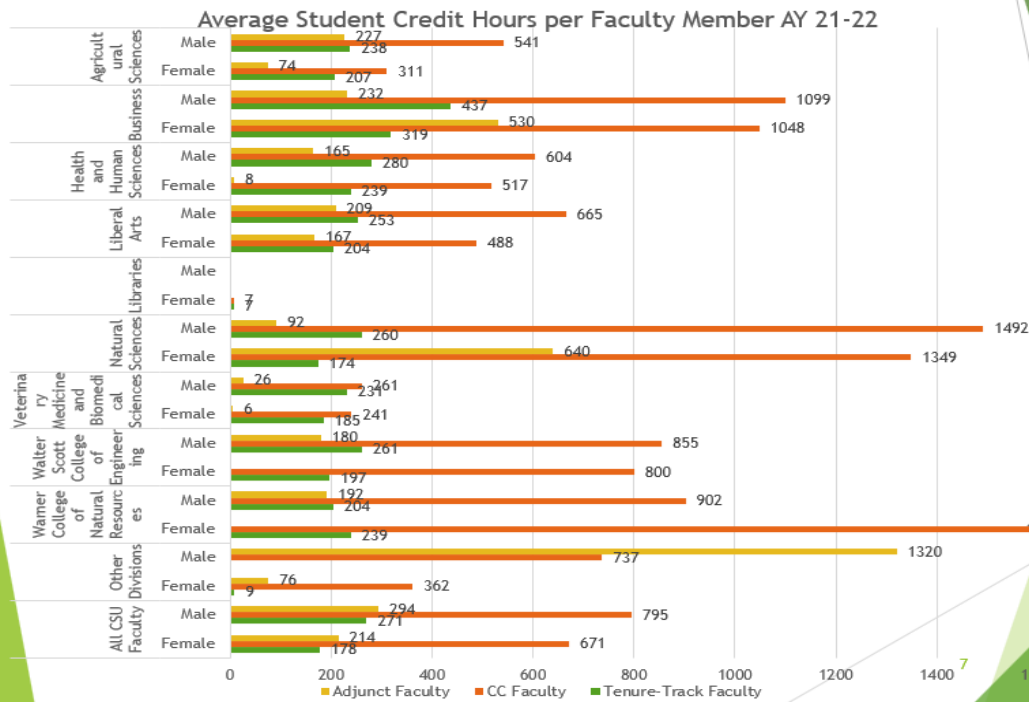
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How much are NTTF working?

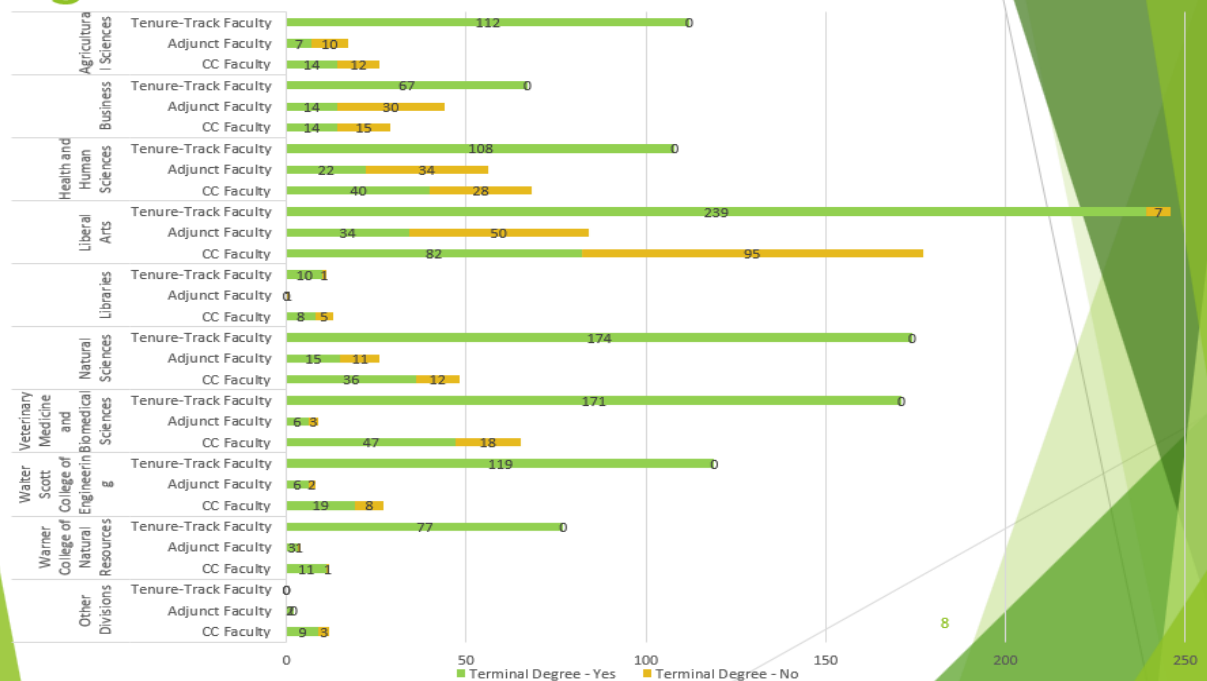


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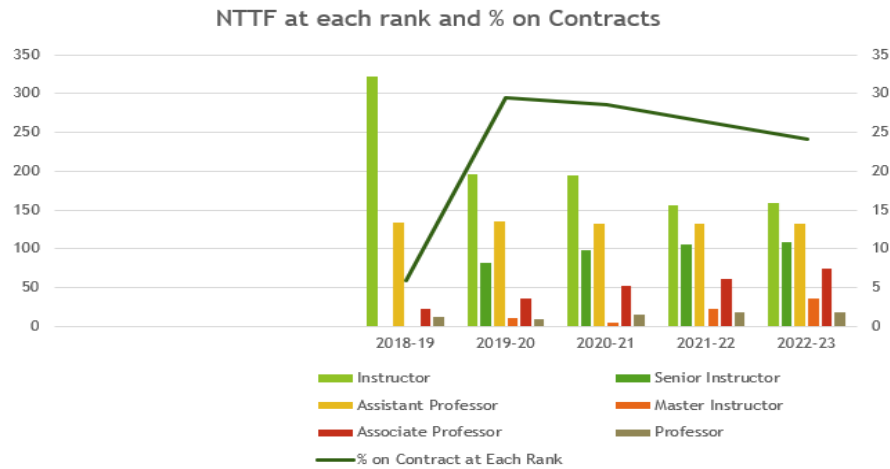
Average Student Credit Hours



Number of Faculty with Terminal Degrees AY 21-22

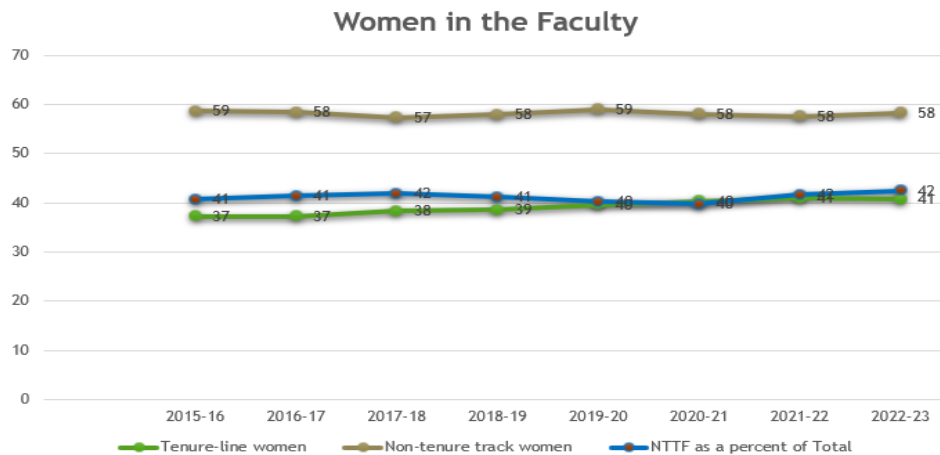


Comparisons - Ranks and Tracks



9

Women and NTT at CSU



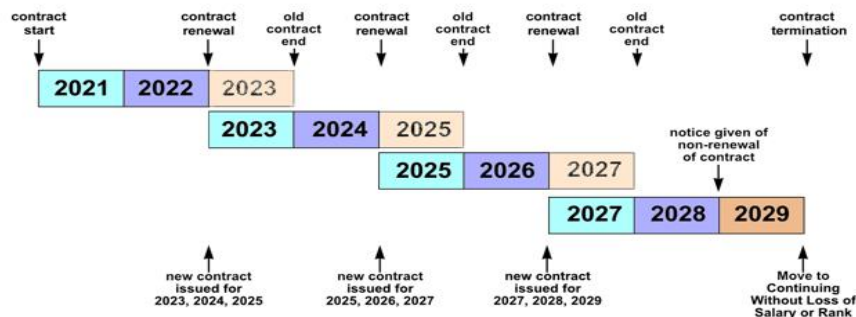
10

If we *can* use Contracts to provide 2-3 years of job security to NTTF (and soon maybe even 5 years), who

- are working full-time
- teaching most of our courses
- have terminal degrees, and
- are often women,

why aren't we?

11



Model for Rolling Contracts

12

Questions for Discussion

- How hard should it be to go up for Senior/Master Instructor given that these positions do not have tenure and only come with a 10% increase in salary?
- Should promotion to Senior/Master be connected to the awarding of a Contract appointment?
- Should the Faculty Manual specify that PhDs/terminal degree are Professor track and MAs are instructor track?
- What would be the objections/how strong are the objections to eliminating Continuing?
- What would be the objections/how strong are the objections to creating teaching tenure?

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Adjunct

275 Faculty Members in 2022-2023

- Less than 50% time indefinitely
 - For people who have another job or get benefits through another provider
- Over 50% for 2 consecutive semesters
 - Then have to be moved to Contract/Continuing to ensure benefits
- Not eligible for promotion
- Not eligible to vote for Faculty Council representatives
- Not eligible to serve as Faculty Council or committee representatives

14

Continuing

401 Faculty Members in 2022-2023

Strengths

- Not marked with an end date in the HR system
- Eligible for promotion
- Employee can request a contract after 10 semesters, denial must be answered in writing

Weaknesses

- Completely **at will**
- Not grievable if terminated
- Not renewing and can be ended **at any time for any reason**
- Not part of CoNTTF or CoRSAF's original plans
- Allows administration to **retain maximum flexibility**
- Without term limits, so can be used ongoing by administration without written reasoning

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Contract

128 Faculty Members in 2022-2023

- Backed by Colorado legislature
- Grievable if terminated (through processes in the Faculty Manual)
- Renewing (new contract or notification that it will be allowed to expire 1 year in advance)
- Required to be responded to in writing if a faculty member asks for one and is denied
- The goal appointment for CoNTTF to create more job security for faculty off the tenure track
- Eligible for promotion
- When ended, employee reverts to Continuing rather than losing their job immediately

Weaknesses

- Still technically “at will” because of language in the contract document
- Marked by an end date in the HR system

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Contract Appointment Origins

HB-1144: Authorizing Higher Education Multi-Year Contracts For Non-Tenure Track Faculty Rep. Randy Fischer/Senator Bob Bacon 2012 Colorado Legislature

What the Bill Does:

- Amended Section 24-19-104 of state statute to enable, but not mandate, institutions of higher education to offer multi-year contracts to non-tenure track faculty
- 2-3 years for teaching; up to 5 years for research
- Allows contracts to be terminated without penalty due to financial exigencies or if the institution lacks the cash reserves to satisfy the terms of the contract

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Adjunct

E.2.1.5 Adjunct Faculty Appointments *(last revised December 2, 2022)*

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.
- b. There may or may not be a specified ending date.
- 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.
- d. The faculty member shall participate in annual reviews and the annual salary exercise in the same manner as tenured faculty.
- 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.
- 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).

18

Continuing

E.2.1.4 Continuing Faculty Appointments *(last revised December 2, 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.
- b. There is no specified ending date.
- 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.
- d. The faculty member shall participate in annual reviews and the annual salary exercise in the same manner as tenured faculty.
- 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 contract faculty within that unit and their eligibility to participate on committees within that unit.
- 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).
- 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.
- 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.
- i. A continuing faculty member may be converted to a contract faculty appointment prior to ten (10) semesters at the discretion of the department.

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Continuing

K.3.1 A Grievable Action does not include: *(last revised December 6, 2019)*

- a. An issue that does not individually affect a faculty member or administrative professional, such as dissatisfaction with a university policy of general application.
- b. Actions specified in the *Academic Faculty and Administrative Professional Manual* as "final" and thus not subject to redress through the grievance process. Any action deemed "final" constitutes exhaustion of internal grievance procedures.
- c. An act by any person who is not the Grievant's Supervisor.
- d. Terms agreed to by the Grievant under a Section K mediation agreement.
- e. Acts in response to violations of law or endangerment of public safety.
- f. Placement on paid administrative leave.
- g. A subsequent complaint for the same action by the same supervisor once a Grievance regarding the original complaint has concluded.
- h. Termination of "at-will" employees. For information about the university's policy regarding at-will employees and the recommended steps and considerations for termination of at-will employees, employees should refer to the university policy for Administrative Professionals and Non-Tenured Academic Faculty ("At Will" Employment) found in the CSU Policy Library (see also Section D.5.6 and E.2.1 of the *Academic Faculty and Administrative Professional Manual*). Employees may contact the University Grievance Officer with questions about disciplinary action or termination of at-will employees.

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Contract

E.2.1.3 Contract Faculty Appointments *(last revised December 2, 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 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.
- 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.
- c. The faculty member shall participate in annual reviews and the annual salary exercise in the same manner as tenured faculty.
- 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.
- 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).
- 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.

Contract

E.11 Appeal of Early Termination of Contract Faculty Appointments *(New section February 8, 2019)*

A contract faculty member may appeal a recommendation to the President to terminate their appointment prior to the ending date of the contract. This section of the Manual sets forth the procedures for such an appeal. The University Grievance Officer (UGO) shall be charged with overseeing this appeal process. At the discretion of the UGO, any of the time limits in this section may be extended for reasonable periods. Such extensions shall be reported immediately to all parties concerned.

What is Grievable

K.3.2 Types of Grievable Actions and Burden of Proof (last revised December 6, 2019)

K.3.2.1 ("Class A") (last revised December 6, 2019)

In a Grievance that involves a complaint about the following specific actions, the burden of proof falls upon the Supervisor:

- reduction of salary and/or demotion;
- violation of academic and/or intellectual freedom; or
- assignment of unreasonable workload.

K.3.2.2 ("Class B")

In a Grievance that involves complaints about a term or condition of employment other than those specific cases that are identified above in Section K.3.2.1, the burden of proof falls upon the Grievant. Examples of such Grievances include:

- decision on the amount of salary;
- denial of tenure and/or promotion;
- receipt of a lower evaluation than deserved on a performance review;
- denial of sabbatical leave.

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Appointment Types

≡ Fill an Appointment Type ≡



Non-tenure Track Faculty

expected to do teaching or research (generally teaching)



Adjunct

Captures various forms of **temporary and partial** employment.
For example
- Under 50% FTE
- Only teaching for one year
- Employed on an occasional basis

Cannot still be on this type for a over a year at full-time or 50% FTE



Continuing

Employment is "**at will**" meaning the NTTF is offered new course loads through offer letters instead of multiyear contracts. This system is beneficial for college hiring flexibility.

After 10 semesters, they can request a contract and, if granted, move to the Contract appointment type.



Contract

Faculty must be on a multiyear contract
Have **job stability** for the duration of the contract.
- Up to five years for research
- Up to three years for teaching (length regulations set by state)

If they aren't offered a new multiyear contract once one ends, they become a Continuing type.



Tenure Track Faculty

expected to do both teaching and research



Tenure Track

Applies to faculty who are on track to apply for tenure.

Six-year time limit for acquisition of tenure. The faculty generally applies for tenure after their fifth year, the same time as their first promotion submission.

If they do not receive tenure, they are asked to leave.



Tenured

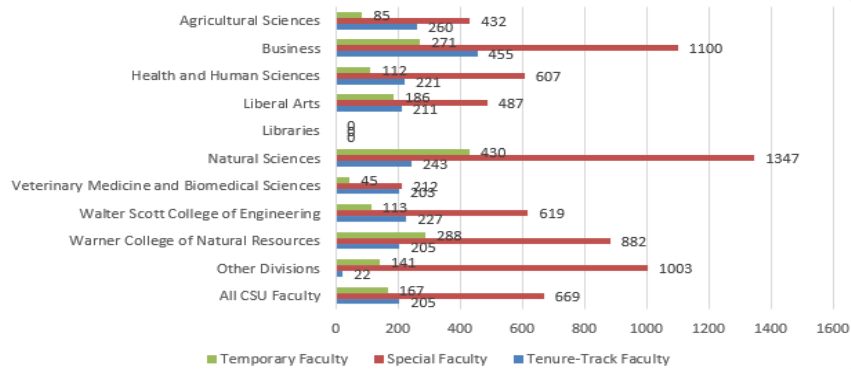
Faculty must have gotten tenure

Have **job stability** until they choose to retire.

Definitions from CSU Faculty Manual
The Rocky Mountain Collegian
Samantha Ye

Average Student Credit Hour

Average Student Credit Hour per Faculty Member AY 21-22

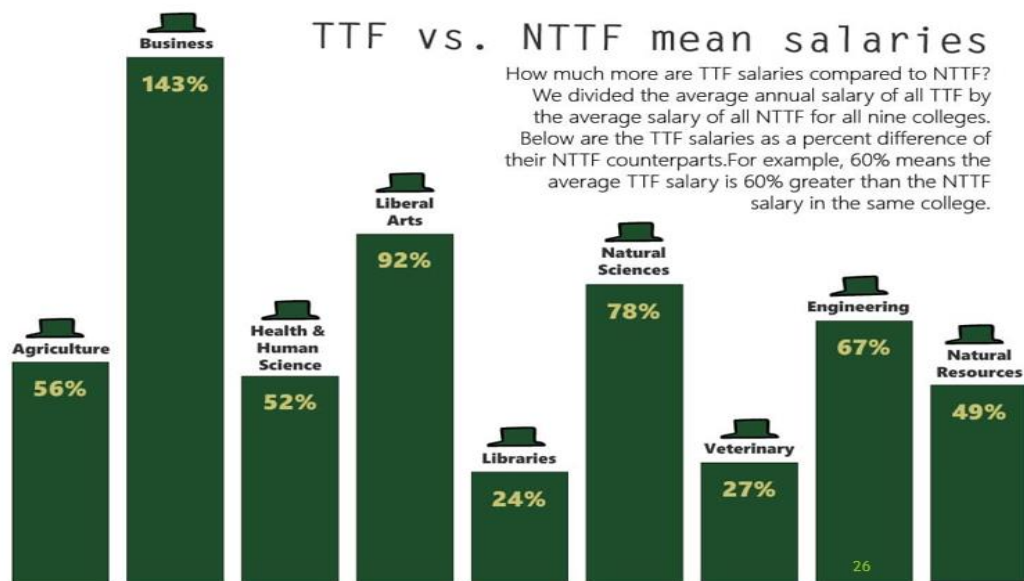


25

Compensation Comparisons

TTF vs. NTTF mean salaries

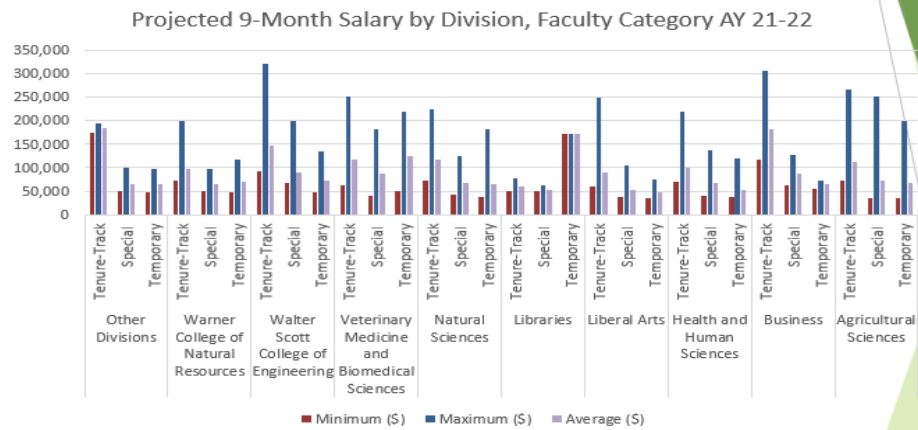
How much more are TTF salaries compared to NTTF?
We divided the average annual salary of all TTF by the average salary of all NTTF for all nine colleges. Below are the TTF salaries as a percent difference of their NTTF counterparts. For example, 60% means the average TTF salary is 60% greater than the NTTF salary in the same college.



Data calculated from CSU's Institutional Research, Planning and Effectiveness service report October 2018

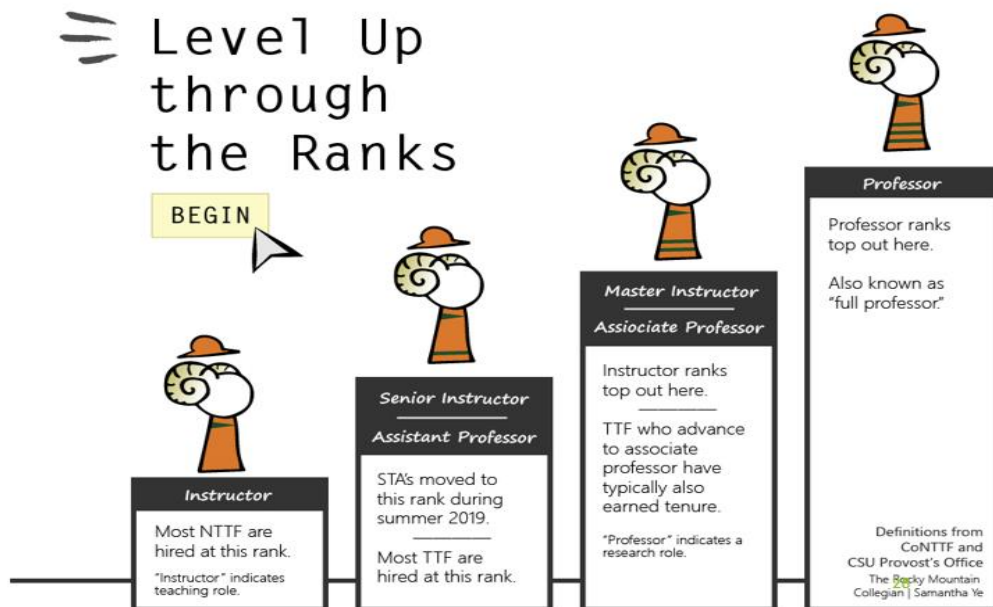
The Rocky Mountain Collegian | Samantha Ye

Salaries



27

Comparisons - Ranks and Tracks



2023 Transportation Demand Management Master Plan Update



Overview of TDM Master Plan Effort

- Updating 2014 Parking and Transportation Plan
- Hired Kimley-Horn through On-Call Engineering Contract
- \$172,000 Planning Effort
 - \$60,000 Grant from CDOT to Deliver TDM Plan (shared with the State)
- Target Completion – June 2023
- Recommendations for inclusion in CSU's 2024 Master Plan Update

Transportation Demand Management

Providing travelers with effective choices to improve travel reliability.

The Federal Highway Administration



Colorado State University

Transportation Planning



Improve infrastructure connectivity and circulation

Improve permeability of walkways, bikeways, & transit

Improve multimodal safety

Prioritize the movement of people – system efficiency

Support interconnectivity between modes

Colorado State University

Data-Driven Planning

Data Sources and Factors Considered

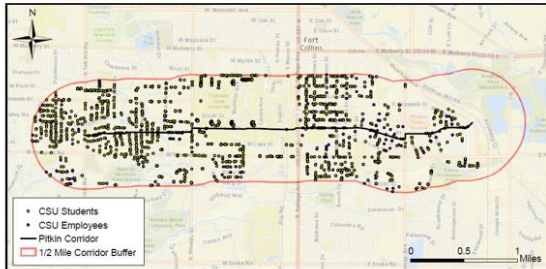
Sources:

- Parking Demand
- Transit Ridership
- Bicycle Counters
- Crash Data
- Household (Travelshed)
- Cordon Study (Transportation Flow)

University-Driven Estimates:

- Enrollment
- Beds (on-campus housing)
- Land-Use Trade-Offs
- Goal by Mode of Transportation

Pitkin Low Stress Bicycle Corridor



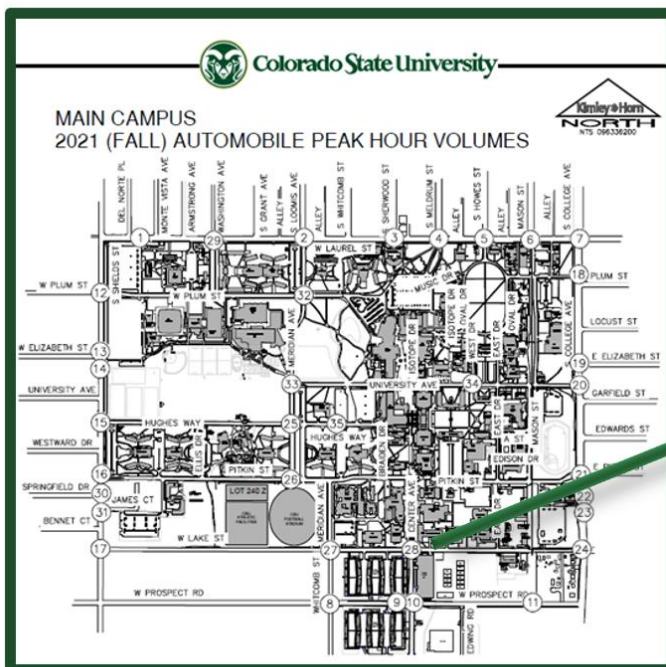
CSU Students within Buffer	6,582
CSU Employees within Buffer	1,219



Cartographic Services Provided By:
Erick Kelly
Intern - Geospatial Centroid at CSU



Date: October 6, 2014



AM Peak(PM Peak)

116(172)
28(75)

119(133)
33(26)

31(43)
102(66)

Lake Center

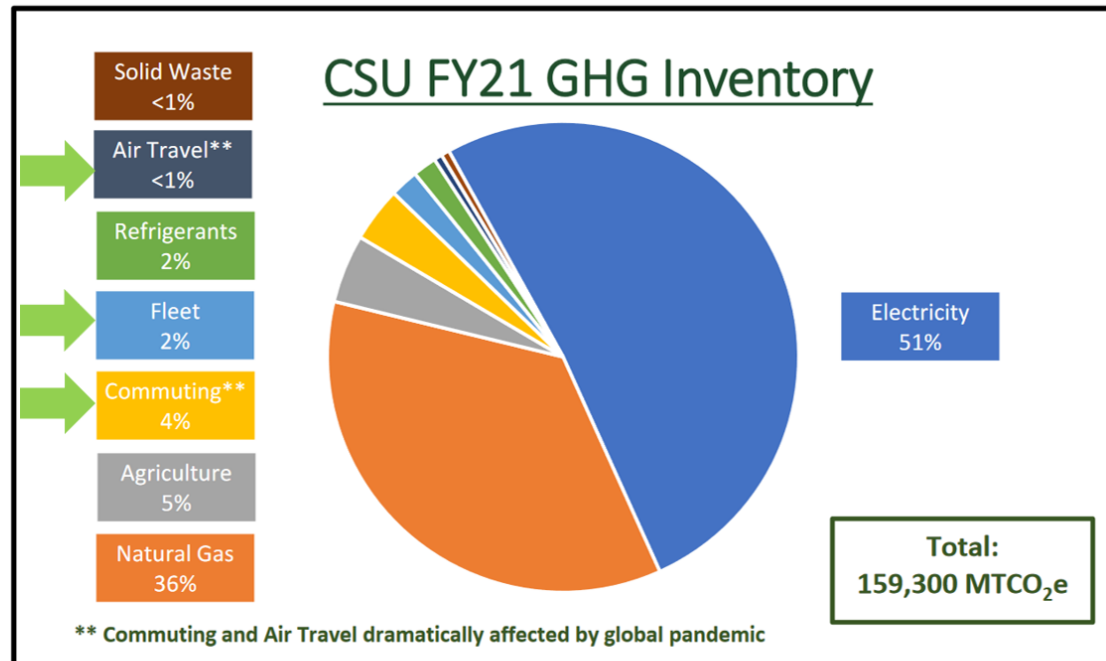
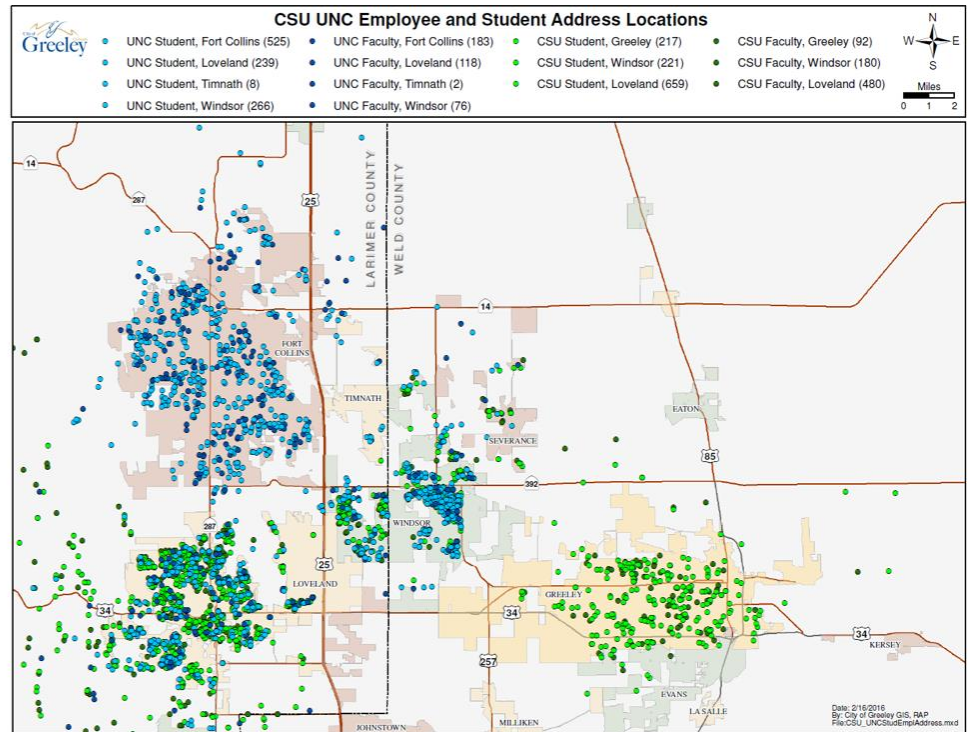
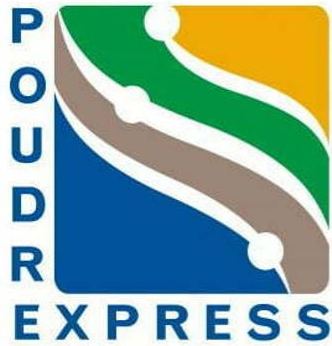
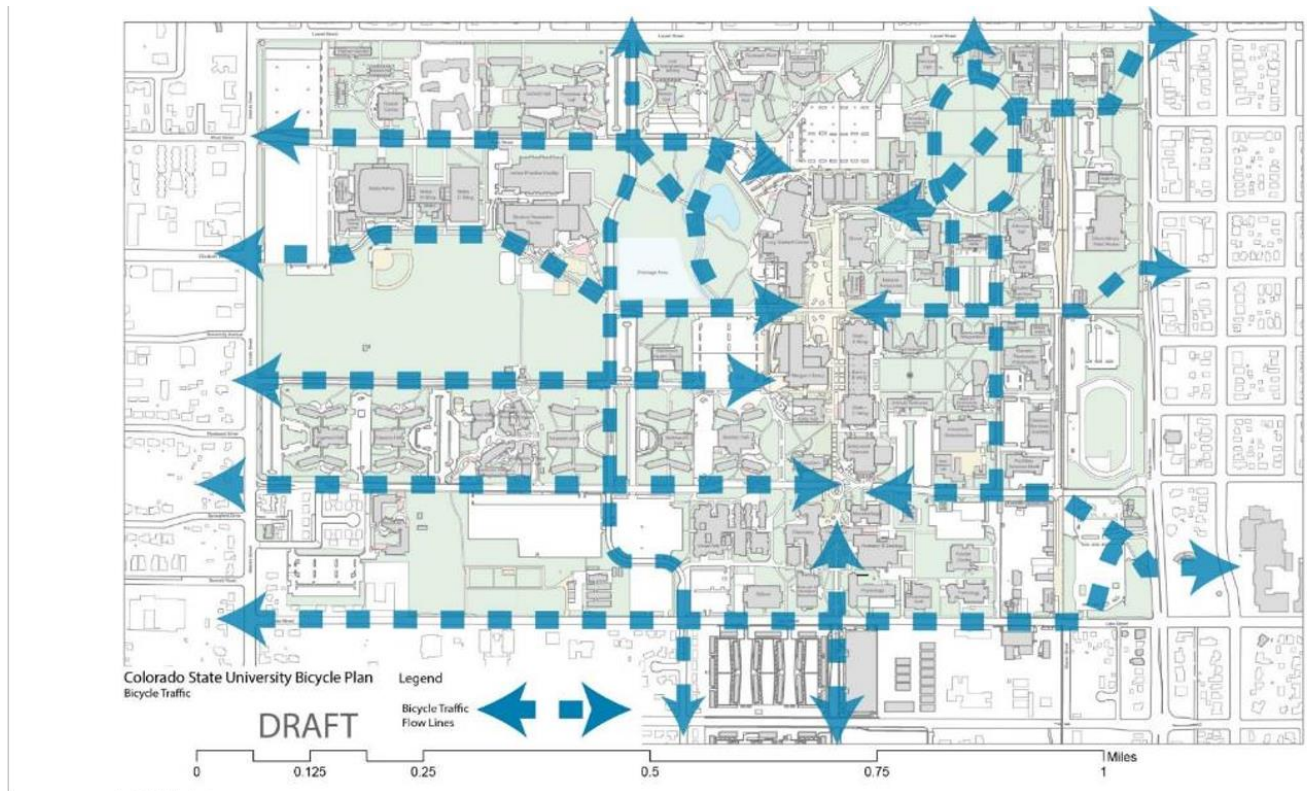


Figure 2. FY21 GHG Emissions Sources

Infrastructure

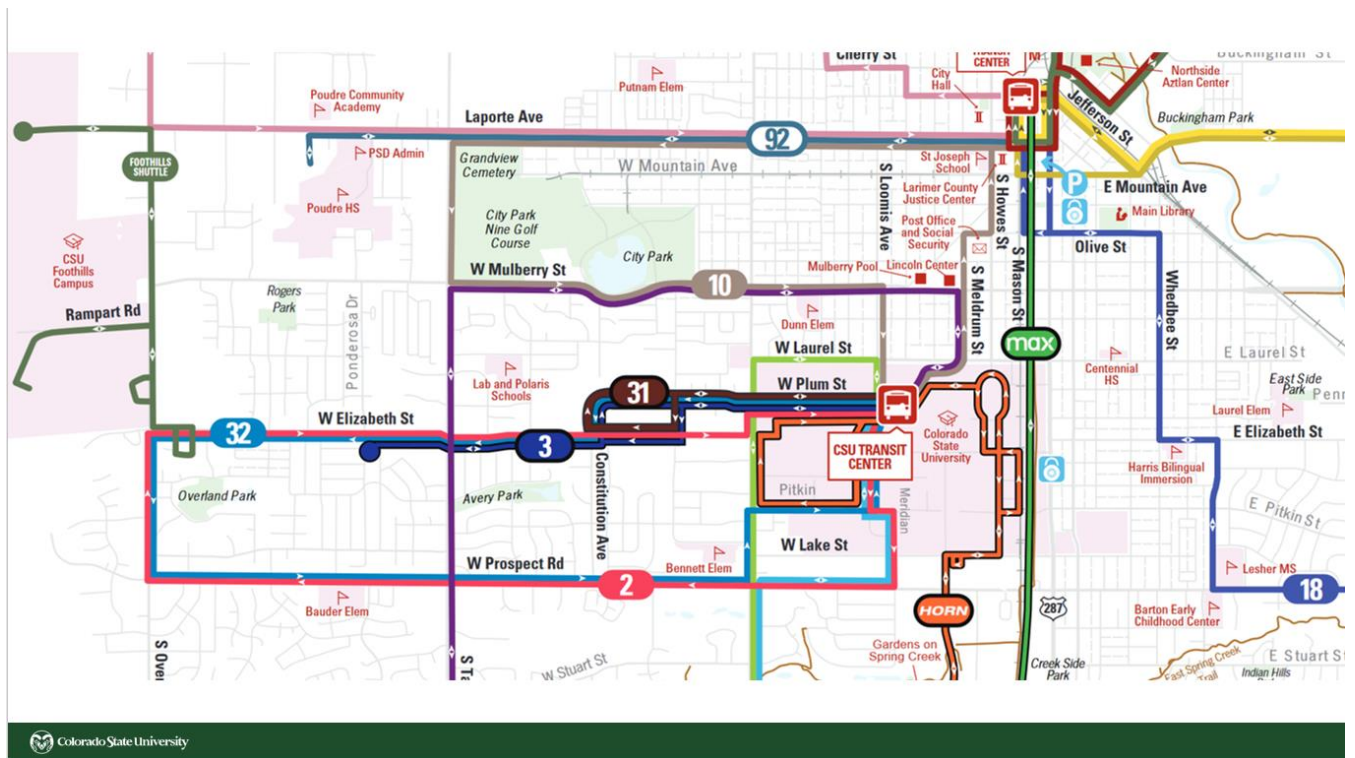
Circulation and Connectivity

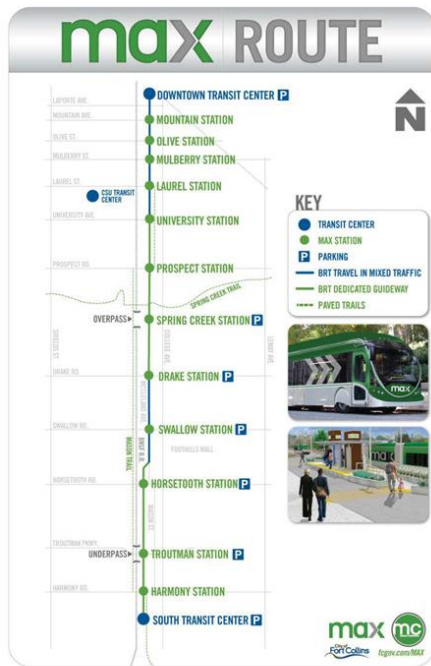




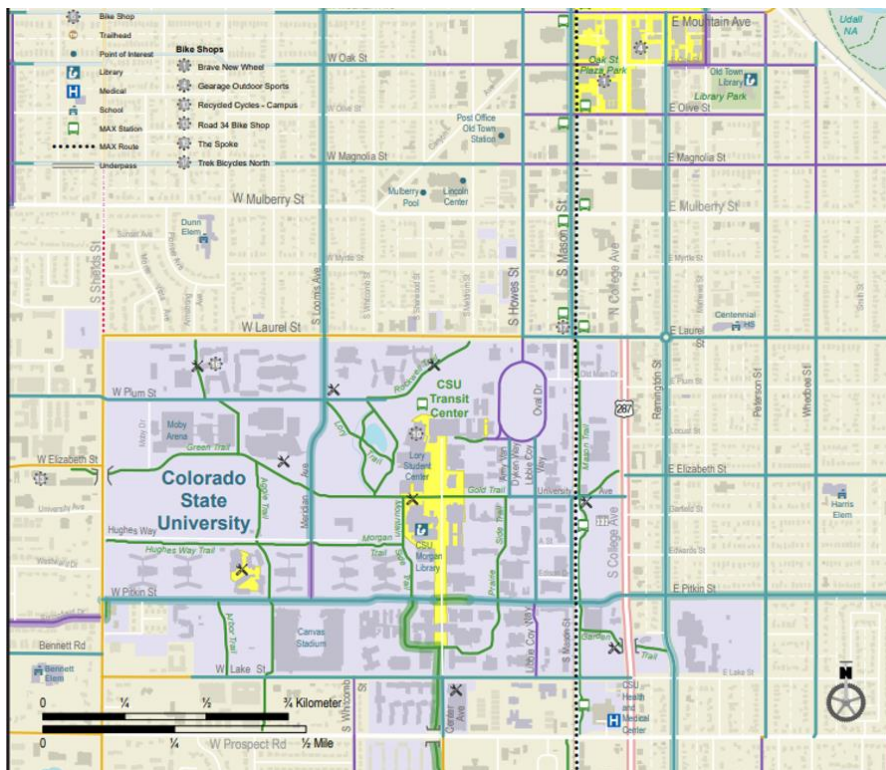
Campus Permeability

Improving Access Across Modes of Transportation





Bus Rapid Transit
(BRT)



City Bikeways

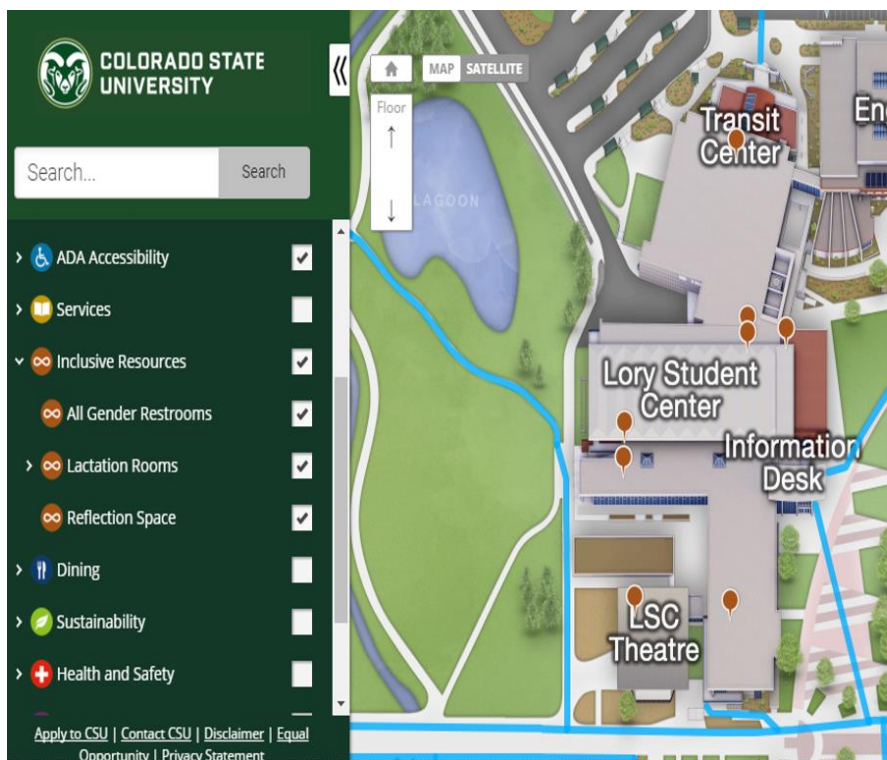




Engineering



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Equity



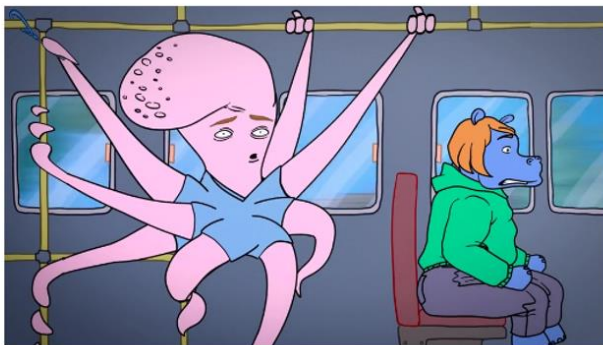
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Multi-Modal Safety

Prioritizing Vulnerable Users



Your transportation choice matters! How you get around each day can impact your health, wallet, and the environment. Meet the characters at "State Zooniversity" for an introduction to these themes. Click the "CC" button to view captions.



Education



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COLORADO STATE UNIVERSITY



Engagement



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COLORADO STATE UNIVERSITY

OFFICE OF THE PRESIDENT

ABOUT ▾

PRESIDENT'S WORKING GROUPS ▾

REPORTS & RESOURCES ▾

INITIATIVES & PROGRAMS ▾

President's Vision Zero Task Force



Rams Moving Safely

The President's Vision Zero Task Force is charged with the examination of all mobility and safety related to pedestrians, personal vehicles, University and contractor work vehicles, bicyclists, skateboarders, e-scooter riders, buses and trains on and near the main Colorado State University campus. In 2021, this interdisciplinary task force will address the safety of all transportation at CSU and the surrounding area.

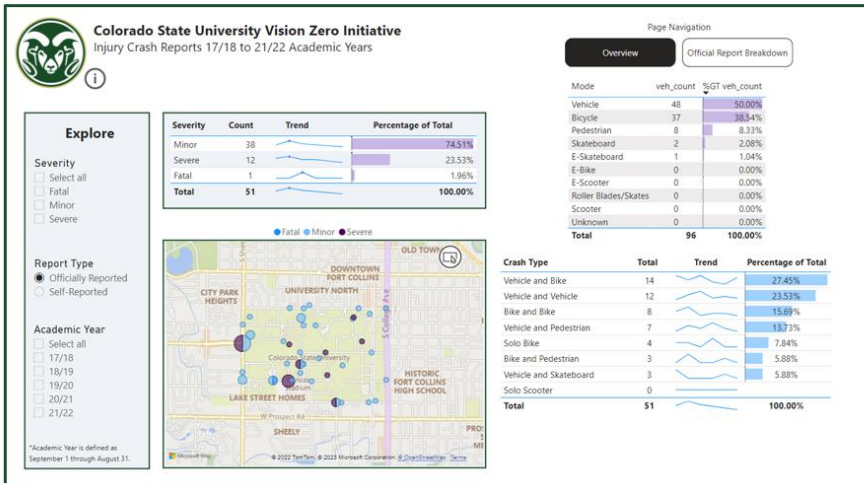
Vision Zero



PARKING AND
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Even One is Too Many

Vision Zero is a strategy to eliminate all traffic fatalities and severe injuries, while increasing safe, healthy, equitable mobility for all.



Vision Zero



**PARKING AND
TRANSPORTATION SERVICES**
COLORADO STATE UNIVERSITY

People-Focused Throughput

Increase Throughput Efficiency and Reduce
Vehicular Emissions

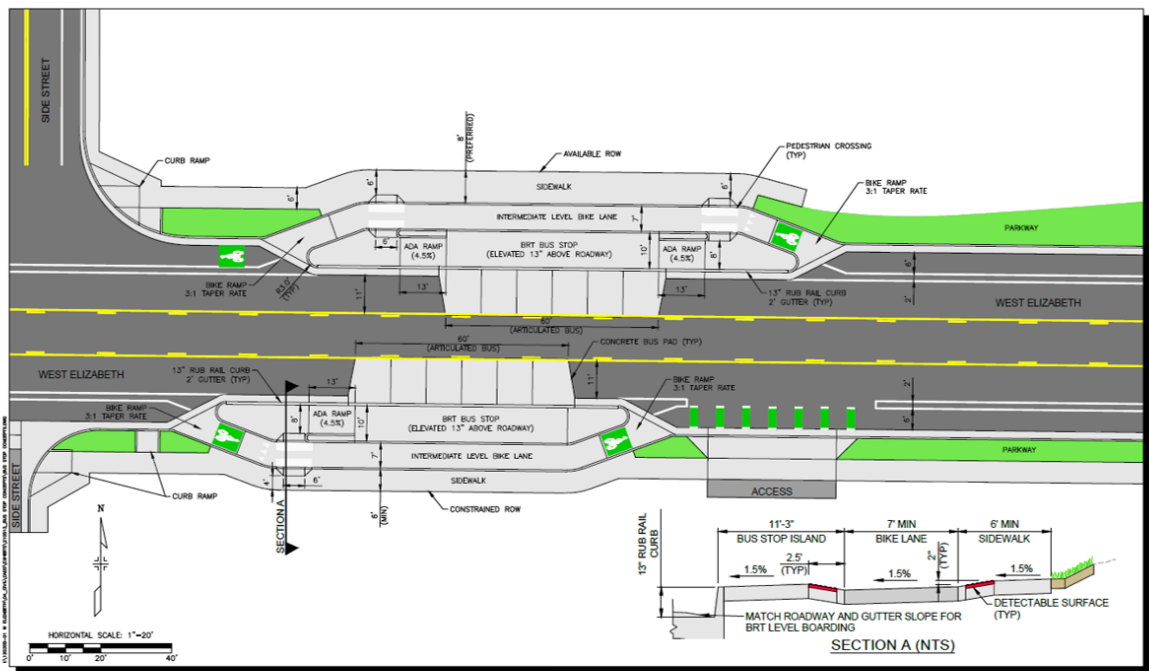
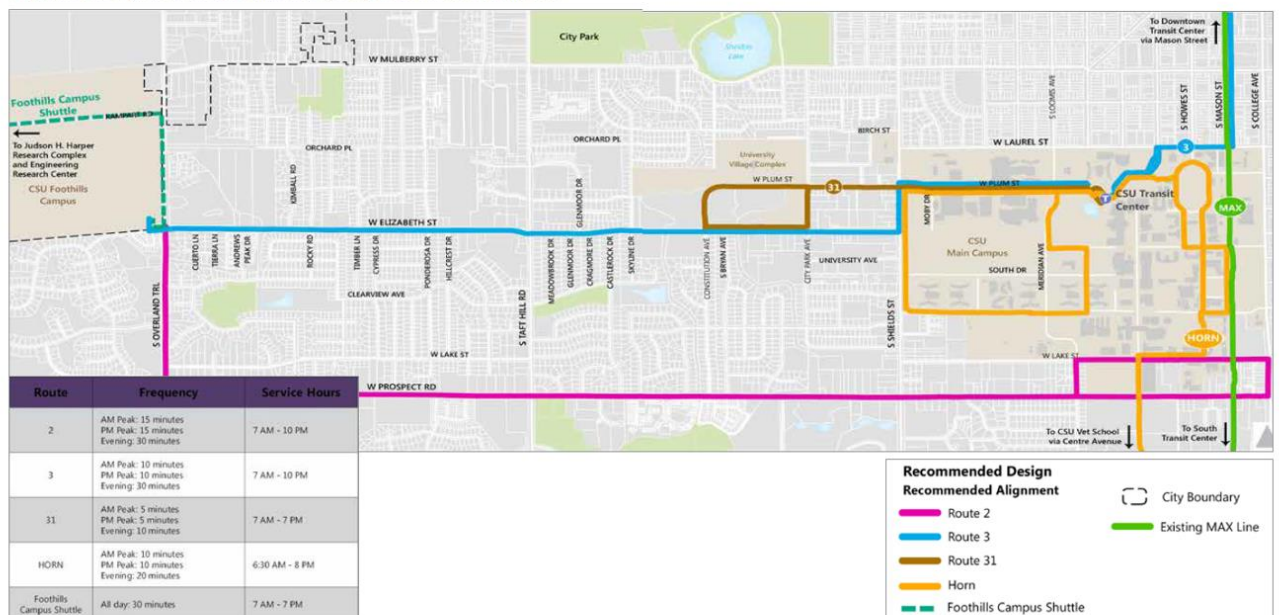
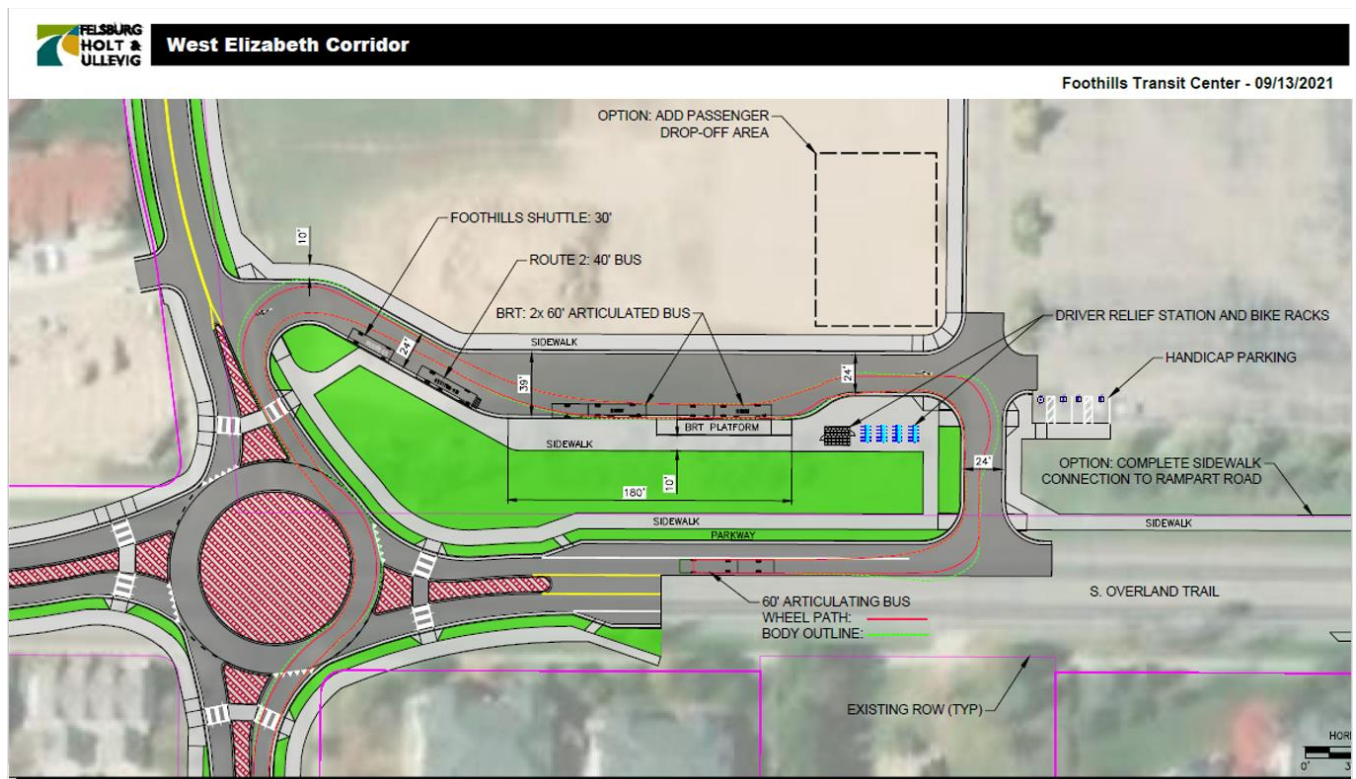


Figure 17: Recommended Design Transit Routes:
The Recommended Design's transit service will be frequent and provide premium amenities for transit patrons.



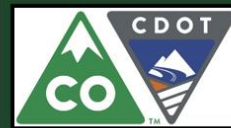
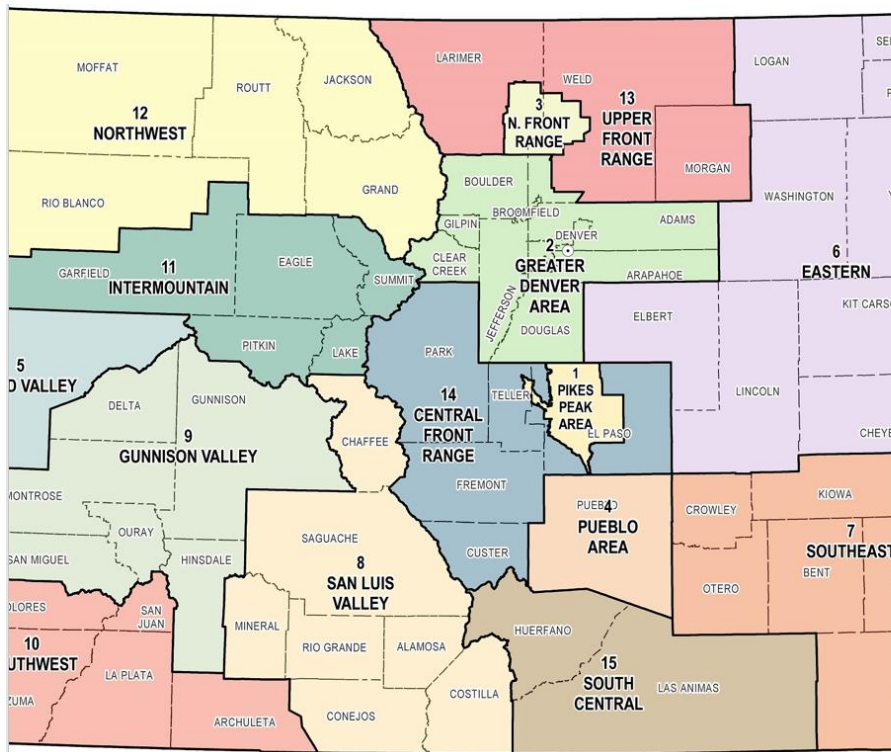
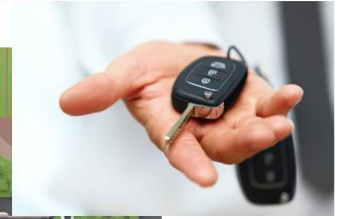
Interconnectivity

Between Campuses and Modes of Transportation



Connecting Transportation Modes

- Fleet Vehicles
- Free Transit
- E-scooter and E-bike Share
- Zipcar



We Are
Representatives

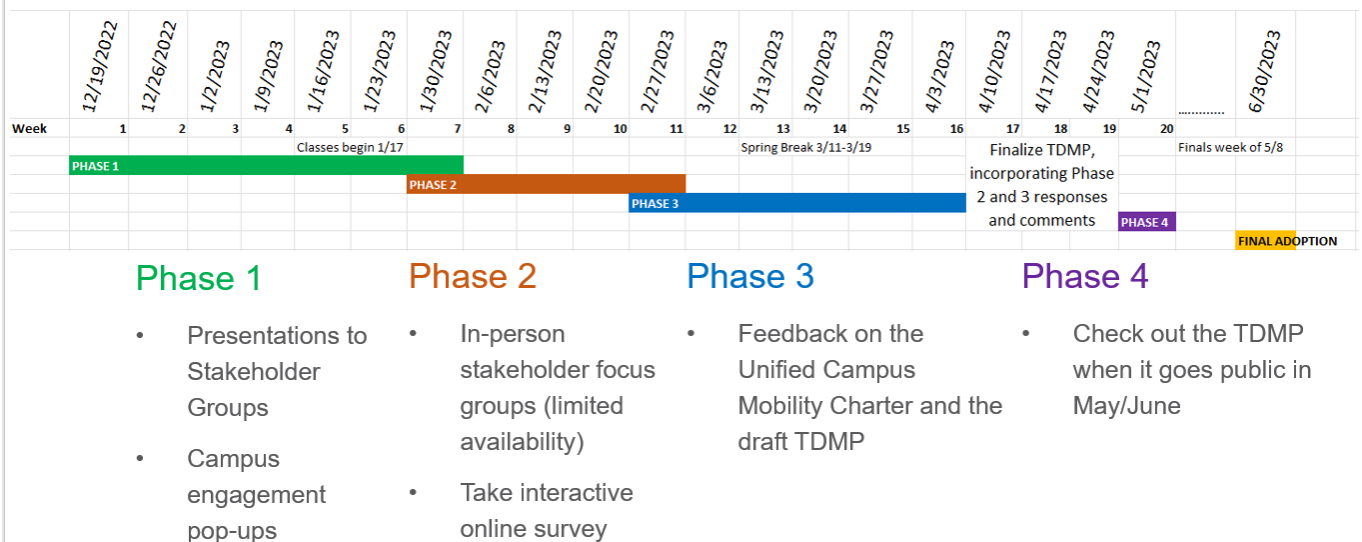


PARKING AND
TRANSPORTATION SERVICES
COLORADO STATE UNIVERSITY

TDM Plan Timeline and Next Steps

Join the outreach email list and stay connected – TDMPlan.colostate.edu

Timeline



Questions

- What faculty/staff transportation needs should be considered in the Plan?
- What student transportation needs should be considered in the Plan?
- Considering day-to-day activities of CSU community members, what infrastructure improvements should be considered in the Plan?
- What opportunities exist (or could exist) for you and/or your department to play a role in optimizing the transportation system at CSU?

Thank you