

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
May 2, 2023 – 4:00pm – TILT 221/Microsoft Teams**

FACULTY COUNCIL AGENDA ITEMS:

I. FACULTY COUNCIL AGENDA – May 2, 2023

A. ANNOUNCEMENTS

- a. Next Faculty Council Meeting – September 5, 2023 – Location TBD – 4:00pm
- b. Harry Rosenberg Award – Announcement of Winner

B. MINUTES TO BE APPROVED

- a. Faculty Council Meeting – April 4, 2023 (pp. 3-25)

C. UNFINISHED BUSINESS

D. CONSENT AGENDA

- 1. UCC Minutes – March 31 & April 7, 2023 (pp. 26-32)

E. ACTION ITEMS

- 1. Election – Faculty Representatives to Faculty Council Standing Committees – Committee on Faculty Governance – Steve Reising, Chair (pp. 33-36)
- 2. Election – Faculty Representatives to the Academic Misconduct Review Committee—Committee on Faculty Governance – Steve Reising, Chair (p. 37)
- 3. Proposed Revisions to Sections C.2.1.2, C.2.6 & C.2.7 of the Academic Faculty and Administrative Professional Manual – Committee on Faculty Governance – Steve Reising, Chair (pp. 38-43)

4. Proposed Revisions to Sections C.2.4.1.1 and C.2.4.2.1 of the Academic Faculty and Administrative Professional Manual – Committee on Faculty Governance – Steve Reising, Chair (pp. 44-46)
5. Proposed Revisions to the Graduate and Professional Bulletin: Admissions Requirements and Procedures, “Accelerated Master’s Degree Programs” – Committee on Scholarship, Research and Graduate Education – William Sanford, Chair (pp. 47-48)
6. Motion Regarding Adjustments to Planned Leave – Committee on Teaching and Learning – Shawn Archibeque, Co-Chair (pp. 49-50)

F. PRESIDENT’S REPORT – President Amy Parsons

- a. Budget Presentation – Brendan Hanlon, Vice President for University Operations

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

H. REPORTS TO BE RECEIVED

1. Faculty Council Chair Report – Sue Doe (pp. 51-58)
2. Board of Governors Report – Andrew Norton

I. DISCUSSION

1. Housing Initiatives Report – Audra Montoya-Baker, Employee Housing Programs Coordinator (pp. 59-68)
2. Reaccreditation Process Update – Laura Jensen, Vice Provost for Planning and Effectiveness

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
April 4, 2023 – 4:00pm – Microsoft Teams

CALL TO ORDER

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

FACULTY COUNCIL AGENDA ITEMS:

I. FACULTY COUNCIL AGENDA – April 4, 2023

A. ANNOUNCEMENTS

- a. Next Faculty Council Meeting – May 2, 2023 – Microsoft Teams – 4:00pm

Chair Doe: Stated our next Faculty Council meeting will be held in the hybrid format, with the in-person component taking place in TILT 221. We will also have the virtual option over Teams.

- b. 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
- c. Poll – Virtual, Hybrid, or In-Person Meetings for Faculty Council in 2023-2024

Chair Doe: We would like to conduct a poll about Faculty Council's preferences in terms of how to conduct meetings in 2023-2024, whether virtual, hybrid, or in-person. Stated that attendance has been high with the virtual approach but know some people would like to have the opportunity to be in-person. Requested a poll be placed in the chat using Microsoft Forms.

Faculty Council members voted 59% for virtual, 29% hybrid, and 11% for in-person meetings.

Chair Doe: These results suggest that there is an argument for variety with the meetings, with perhaps most of the meetings virtual with the occasional hybrid or in-person meeting. This is great information. We will record the results and take it from there. Expressed appreciation for everyone's input on this.

Chair Doe: Turned meeting over to Andrew Norton to introduce Board of Governors guests.

Andrew Norton: Reminded Faculty Council members that we are trying to have Board of Governors members attend our Faculty Council meetings to give them a better sense of what we do as faculty and the kind of issues we face. This will also allow our Board of Governors members an opportunity to introduce themselves to us so we can get to know them a little better.

Stated that Governors Polly Baca and Betsy Markey are present. Asked that they introduce themselves and explain what excites them about being on the Board of Governors.

Governor Polly Baca: Indicated that CSU had changed her life. Graduated from CSU with a bachelor's in political science in 1962. Had started at CSU as a physics major and received an Honors scholarship that paid tuition and fees at CSU. While on campus, was very involved, which was due to a professor that was the academic advisor for the Young Democrats, Dr. Lee Sefton. Was elected secretary of graduating class and Vice President of the Young Democrats. Dr. Sefton suggested switching majors to political science, and the rest is history.

Governor Baca: Invited everyone to watch Rocky Mountain PBS on Thursday, April 13th at 7:30 p.m. They are running some documentaries on great women of Colorado. Stated that there will be a documentary about her on April 13th. Credited CSU for a lot of her successes.

Norton: Congratulated Governor Baca. That is very well deserved. Invited Governor Markey to speak about background.

Governor Betsy Markey: Thanked Norton for the invitation to attend Faculty Council. Feels this is a great opportunity to get to know everyone better.

Governor Markey: Was thrilled to hear from Governor Jared Polis about serving on the Board of Governors. Had recently retired from Governor Polis' cabinet as the Head of Economic Development and International Trade. Have lived in Fort Collins for nearly thirty (30) years and CSU is really part of our family and community, which is what is so special about the University. Have taken classes at CSU as an adult, as well as husband. We saw that CSU was Fort Collins and is such a vital part of the community and still is. Was a member of Congress and represented CSU during term. Have always loved being on campus and meeting with students and faculty. Have also seen the importance of CSU across the state because of the land-grant mission and Extension offices. It is exciting that CSU has such a statewide presence and is so valued across the state. Owned a small coffee shop in Fort Collins for a while and only hired CSU students. They work so hard and are passionate about changing the world. Gives us hope and am excited to support their journey.

Norton: Thanked Governors Baca and Markey. Invited them to stay for the remainder of the meeting.

B. MINUTES TO BE APPROVED

1. Faculty Council Meeting – March 7, 2023

Chair Doe: Asked if there were any changes to be made to the Faculty Council minutes from March 7th.

Hearing none, minutes approved by unanimous consent.

C. UNFINISHED BUSINESS

D. CONSENT AGENDA

1. UCC Minutes – February 24, March 3, 10 & 24, 2023

Chair Doe: Asked if there were any items to be pulled for further consideration.

Hearing none, consent agenda approved by unanimous consent.

E. ACTION ITEMS

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

Steve Reising: On behalf of the Committee on Faculty Governance, move the election of the academic faculty nominees to the Faculty Council standing committees as shown in the agenda packet.

Chair Doe: Thanked Reising. Hearing no further discussion, requested a poll in the chat using Microsoft Forms.

Motion approved.

2. Motion on Fresh Start Policy – Committee on Scholastic Standards – Alan Kennan, Chair

Alan Kennan: This is a proposal that deals with systems that allow students a one-time opportunity to reset their GPA. Currently there are two (2) systems. The first is specific to people who do badly their first semester, so first-time, first-year students who are below a 1.0 GPA. They can get a fresh start if they stay away from one (1) to three (3) semesters. The second system is open to all first-time students is Academic Fresh Start, which currently requires them to stay away for two (2) years.

Kennan: Since 2017, there have been 829 students eligible for Freshman Accelerated Fresh Start, and the results have not indicated that this is having the intended effect of improving student persistence and success. Only about 3% of the eligible students wound up taking advantage of the program. Of that 3%, only about half of them ended up in good academic standing at the end of their first semester.

Kennan: With the regular Academic Fresh Start, the perceived problem is that students are asked to stay away for two (2) years, but in practice, there is a back door where they can apply to come back early. This back door system is not well-advertised, so there is an equity issue about who has access to this and who does not. A lot of people are not staying away for the full two (2) years, but they reapply to come back and are told they cannot come back with the Fresh Start and they come back anyway with bad outcomes.

Kennan: We would like to simplify everything to get everyone on the same page and provide every student with the same opportunity. We want to eliminate the Freshman Accelerated Fresh Start and change the requirement for the regular Fresh Start so that students only have to be away for one (1) year instead of two (2) years. This seems to better match the way students are voting with their feet.

Kennan: The Committee on Scholastic Standards undertook some due diligence with this proposal. We contacted a lot of campus stakeholders and received universal enthusiasm from all those stakeholders, particularly from Admissions and the Registrar's Office.

Kennan: The Committee on Scholastic Standards moves that the Freshman Accelerated Fresh Start policy for first-year students who earn below a 1.0 GPA in their first term be eliminated, and that the timeline for granting a Fresh Start be adjusted to one (1) year since the student's last term of enrollment as an admitted degree-seeking student.

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

Marni Berg: Wondering what kind of support there is once a student comes back for a Fresh Start. Asked: Is there academic support or mentoring or anything like that so they can be successful the second time around?

Gaye DiGregorio: These students make an academic plan for success, and they work with an academic success coordinator or their advisor.

Silvia Canetto: Asked: Is there a particular profile of the students who have this kind of experience, so that we can understand the context of the difficulties? This may help us to think in terms of prevention, as well as different ways to think about admission. Requested that the term "freshman" be removed in the policy and replaced with the term "first-year."

Kennan: We will look for the term "freshman" in the policy to make sure we do that substitution in the proposal. In the proposal, it refers to the existing policy. Not sure where else it exists, but we will look for that.

Kennan: In terms of profile, at the beginning of this process there was some analysis of that, but there was not anything that jumped out as being obvious. These were the kinds of students that we would expect to be having trouble. Not sure if there was anything specific about this subpopulation.

DiGregorio: Expressed appreciation for the question around wanting to be more proactive. We do have a lot of early intervention programs with early performance feedback. For at least over 90% of our first-year students, they have at least one (1) course where they get feedback if they are not meeting expectations. We have been taking a stock survey through the residence halls. We are trying to do all those kinds of things in their first semester to support them early. We do have students that end up in this situation for various reasons.

Kennan: Noted that the word "freshman" was just in the motion, not the policy itself.

Chair Doe: Indicated that this could be a friendly amendment to the motion. Asked if there were any other questions or discussion. Hearing nothing further, requested a poll in the chat using Microsoft Forms.

Motion approved.

3. CIOSU Biennial Reviews 2022 – Committee on University Programs – Jose Luis Suarez-Garcia, Chair

Jose Luis Suarez-Garcia: The Biennial report is the report in which the Committee on University Programs evaluates all the centers that are currently operating with their University affiliation. Normally, we have about 75 to 80 centers, and every two (2) years we evaluate them. We have certain guidelines that we use and procedures to evaluate.

Suarez-Garcia: The Committee on University Programs evaluated twenty-eight (28) centers. Twenty-six (26) of these centers are recommended for continuation. As part of the evaluation, we look at several items. We evaluate the number of faculty involved, the description of activities, the budget, the list of accomplishments, and their plan for the next twenty-four (24) months. The committee evaluates these five (5) major items, and we make recommendations to continue, consolidate, or terminate the CIOSU. We meet once we evaluate all the centers, typically after Winter Break.

Suarez-Garcia: The evaluation process this year was similar to last year. We follow the recommendations of not just the document, but the overseeing administrator and the director of the center. The Committee on University Programs recommended twenty-six (26) to continue and two (2) to be terminated. The two (2) being terminated are being terminated as requested by the director of the center.

Suarez-Garcia: This report also has observations at the end, where we underline some issues that we are facing and working on as a committee. We are hoping to solve these issues for future meetings. One of the issues is working on more inclusive language. Another is the guideline where an application that has only one (1) department affiliation does not need to apply for CIOSU status. You can operate a center, and it does not have to be affiliated unless you want an institutional affiliation. This has been an issue with some of the applications. We are spending time on the definition we have in the guidelines and clarifying it for future reference.

Chair Doe: Thanked Suarez-Garcia. Since this is a report, we will just be placing this into the record. We are not able to alter it and we can have the support of the Faculty Council to put it in the record.

Suarez-Garcia: Would like this to put into the records of Faculty Council. Recommend that we approve the document as is.

Chair Doe: Thanked Suarez-Garcia. Expressed appreciation for the considerable work that is involved every year in evaluating half of the CIOSUs. If there are no objections, requested a poll be placed into the chat using Microsoft Forms.

Report received.

4. New CIOSU: Center for Science Communication – Committee on University Programs – Jose Luis Suarez-Garcia, Chair

Suarez-Garcia: This second item is an evaluation of a new application. We have been working with the director of this new center, Jamie Jacobson, for a couple of years to make sure that this application meets the requirements and follows the guidelines we have. We evaluated the mission and statement of goals and objectives. We also look to ensure there is no duplication with another center. There is also a description of the organization, explanation of funding, and who the overseeing administrator is. The overseeing administrator for this new center is the dean of the College of Liberal Arts. This application has met all the requirements.

Suarez-Garcia: Move to approve the Center for Science Communication as a new CIOSU starting in Fall 2023.

Chair Doe: Thanked Suarez-Garcia. Asked if there was any discussion or questions.

Suarez-Garcia: Clarified that this center has been operating for a long time, so this is not completely new. They are just requesting new institutional affiliation. It is affiliated with a lot of different colleges and different personnel. Think this center is working nicely.

Chair Doe: Thanked Suarez-Garcia. Hearing no further discussion, requested a poll in the chat using Microsoft Forms.

Motion approved.

5. Revisions to the Graduate and Professional Bulletin: Requirements for all Graduate Degrees, “Scholastic Standards” – Committee on Scholarship, Research and Graduate Education – William Sanford, Chair

William Sanford: The Committee on Scholarship, Research and Graduate Education moves that Faculty Council adopt the following revisions to the section “Scholastic Standards” and update all instances referencing “academic probation” to “academic dismissal warning” in the Graduate and Professional Bulletin.

Sanford: The basic reason for this change was to change the “probation” term to parallel what was done with the undergraduate language.

Chair Doe: Thanked Sanford. Asked if there were any questions or discussion. Hearing none, requested a poll in the chat using Microsoft Forms.

Motion approved.

6. Revisions to the Graduate and Professional Bulletin: Graduate Assistantships, “Assistantships” and “Terminations of Graduate

Assistants” – Committee on Scholarship, Research and Graduate Education – William Sanford, Chair

Sanford: The Committee on Scholarship, Research and Graduate Education moves that Faculty Council adopt the following revisions to the section Graduate Assistantships, Assistantships, and Termination of Graduate Assistants in the Graduate and Professional Bulletin.

Chair Doe: Noted that there have been some objections to this motion raised by the Office of General Counsel and our President’s Office. Invited those present and able to speak to those concerns to do that before we hear from others.

Dean Colleen Webb: One of the main concerns we have is that we have a phase-in period for the graduate assistant mandatory fees benefit. There is concern that due to the way this is worded it might not be clear enough around that phase-in period. Our plan would be to not move forward with this suggested change at this time and instead work on a University policy piece that could be clearer around what the mandatory fee policy is, and then move forward with this after a clearer set of language is available. We want to have that policy piece before these changes are made to the Graduate and Professional Bulletin.

Executive Vice President Rick Miranda: Expressed agreement with Dean Webb. We think the best practice here would be to establish the University policy about mandatory fees. Would be happy to sponsor that as fast as possible. This is something we need to have in place soon because of our federal grant programs. This will help the Office of Sponsored Programs with grants that will help pay the mandatory fees and stay within the guardrails of the grants, and they will need to be able to point to a formal policy from the University.

Executive Vice President Miranda: We would like this to be referred back to the Committee on Scholarship, Research and Graduate Education. Committed to working with Dean Webb and this committee to develop that policy as soon as possible and get it published. There are also a few other points in this section that could use revision and we will work with Dean Webb and the Committee on Scholarship, Research and Graduate Education on some of those points. Indicated that one of the revisions needed was in the first sentence in the “Assistantship” section that states that teaching assistantships are funded by the state of Colorado as part of the resident instruction budget, and that is incorrect. Similar considerations should be installed into this part of the Graduate and Professional Bulletin with respect to the Graduate Service Assistants, of which we have quite a few on campus. Expressed support for referring this back to the committee and developing the policy so that it can be referenced.

Dean Webb: Believe this section has not been updated for some time. In addition to working on the policy for the mandatory fee coverage, propose we work with the Committee on Scholarship, Research and Graduate Education to update this section overall.

Norton: Asked if there was a timeline in mind for when this would get back to Faculty Council. Additionally asked what the timeline was for the policy related to sponsor agreements, since that seems like a time-sensitive issue.

Executive Vice President Miranda: For the policy, believe we could get that in place this month if we use the fast-track mechanism. We can turn this into a University policy without too much trouble. With the other changes in the Graduate and Professional Bulletin, would take a conversation with the Committee on Scholarship, Research and Graduate Education. We might be able to bring this back to the May Faculty Council meeting.

Antonio Pedros-Gascon: Asked how much of the fees for graduate assistants still need to be covered. The second question is who the sponsor for the graduate assistants in his unit would be. Curious whether the sponsor would be the Graduate School or department.

Executive Vice President Miranda: The commitment we made last fall was that we would centrally start paying the mandatory fees at 50% next year, 75% the following year, and then 100% the year after that. This will be a three-year phase-in. We were able to find some one-time dollars for this spring. We anticipated making the 50% payment next year, but we have been able to do it this spring as well.

Dean Webb: For the second question, the fee benefit for Graduate Teaching Assistants will be funded by central, by the University, and that will flow through the Graduate School together with the tuition piece. It will be different for the Graduate Research Assistants because they are funded through different types of accounts and will have different rules depending on where the money is coming from. Stated there is a full FAQ available on the Graduate School website that talks about a lot of the details on the graduate student fees.

Scott Wiebensohn: Asked what the range of the current costs are for these mandatory fees. Not sure if the committee provided a range since there are a lot of different graduate assistants here and what their mandatory fees look like throughout.

Dean Webb: The mandatory fees depend on the number of credits that the student is taking, but all those fees for any particular student are covered up to the percentage. Whether the student is taking five (5) or nine (9) credits, half their fees will be covered this semester. The fees for a full-time student are about \$1,200 a semester.

Chair Doe: Thanked everyone for the discussion. We have a request for this to be referred back to the Committee on Scholarship, Research and Graduate Education. Requested a motion.

Norton: Move that this be referred back to the Committee on Scholarship, Research and Graduate Education with what is a reasonable timeline for reporting back at the May Faculty meeting.

Sanford: Indicated that the Committee on Scholarship, Research and Graduate Education meets the first Thursday of the month. May not give us enough time. Think it would be hard to do it this semester.

Norton: Revised motion. Move that we refer this back to the Committee on Scholarship, Research and Graduate Education and that the committee work with all speed and alacrity to get back to us with it.

Reising: Second.

Chair Doe: Thanked Norton and Reising. Requested a poll in the chat using Microsoft Forms.

Motion to refer proposed revisions to the Graduate and Professional Bulletin back to the Committee on Scholarship, Research and Graduate Education approved.

7. Proposed Revisions to Section J of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Jennifer Martin, Chair

Jennifer Martin: The Committee on Responsibilities and Standing of Academic Faculty proposes this amendment to Section J as outlined in the Faculty Council agenda packet. This revision of Section J makes this policy up to date with the many changes in federal policy, as well as specifically separate copyright and patent policies for our campus.

Chair Doe: Thanked Martin. Expressed hope that the Faculty Council membership understands the enormity of the task that was undertaken with Section J, as well as the amount of time spent, and the amount of shared governance involved. The Office of General Counsel, the Provost's Office, the Office of the Vice President for Research, and the Committee on Responsibilities and Standing of Academic Faculty were all involved.

Chair Doe: There have been concerns raised about this item. We will want to hear those as well. Asked if Martin or Richard Eykholt would like to speak about this before we open it up to the membership.

Martin: Several of the questions we have heard from faculty as we have been working on this are around what has changed. Given how outdated Section J is currently, this section was largely, if not completely, rewritten to reflect and bring us into compliance with current policies. This may look a bit different because it is a complete revision. The version we are presenting to Faculty Council is our best effort as a committee, including other entities and parties across campus, who have been involved in this process of making sure we are not only compliant but have faculty and other entities' rights and responsibilities represented therein.

Richard Eykholt: We sent this out to Faculty Council members with a list of some of the key changes. This is something that has been worked on for four (4) or five (5) years. We worked with the Office of General Counsel and discussed this with the Council of Deans. It has been discussed in departmental executive committee meetings and has been through lots of rounds of feedback and discussions.

Chair Doe: Thanked Martin and Eykholt. Expressed appreciation for the extended effort on this. This is a remarkable accomplishment. Stated there are some concerns out there. Would like to hear from someone about those concerns as well.

Executive Vice President Miranda: Eykholt is correct that they were working with members of the Office of General Counsel for quite a long time. However, the leadership of General Counsel and the Chancellor's Office had this come to their attention recently. They have some concerns about the document and how it does and does not conform to their understanding of how things might want to work and what might work. We will also have a new Vice President for Research shortly, likely with interviews in September, and we think that decision-making relative to Section J on patents, inventions, invention disclosures, licensing, and marketing issues, should be informed by the new leadership in the Office of the Vice President for Research. The second thing, from discussions with General Counsel, is that several things here are not quite consistent with the service agreement between the CSU System and CSU Strata, formerly the CSU Research Foundation (CSURF). Those need to be resolved before we make these changes to this section of the Manual. We would like to pause on this while some of the issues are resolved and wait until the new Vice President for Research is in place.

Chair Doe: Thanked Executive Vice President Miranda. If we were to proceed with this as suggested, this would again be referring back to committee, which requires a motion and a second. A question we might ask is whether the two (2) parts of this could be separated with one (1) part going ahead and the other part held back.

Eykholt: The problem with this idea is that the current Section J covers both patents and copyrights, and this revision was replacing that with a separate section. If we try to approve just one part, Section J.2, and eliminate the old section, there will be no policy on patents. If we try to pass Section J.2 and keep the old section that is in the Manual, then we have conflicts because they both discuss copyrights. Not sure there is a way forward to pass just Section J.2 without also passing Section J.1, because we are either going to have a conflict or an omission.

Chair Doe: Thanked Eykholt. Asked if there was any other discussion.

Randall Boone: Wondering if the changes that may occur if we hold off are to the degree that this is not worth sending out now, or if the changes are likely to be subtle. Wondering if this can be shared with other faculty for input.

Executive Vice President Miranda: This is not a secret document, and the Committee on Responsibilities and Standing of Academic Faculty have made efforts to reach out across the University as well. Do not see any reason to withhold discussion or any further discussion on any points of these revisions. For the potential changes, that is not easy to respond to since not in a leadership position in the Office of General Counsel. Think certain details relative to the relationship with CSU Strata and the flow of decision-making around licenses and patents may well be proposed for revision.

Chair Doe: Thanked Executive Vice President Miranda. Believe that timeline for the new Vice President for Research may stretch us beyond seeing this again in the fall.

Executive Vice President Miranda: Confirmed. Understand the desire to complete this, but think we are close, and we should stay there until we get this done. There is a lot of momentum built

up around this revision. It is structurally sound. With some additional conversation and compromises, think we can make it happen.

Joseph DiVerdi: Can understand, while not appreciative of, the communication issues with the Office of General Counsel, but wondering why we are waiting for a new Vice President for Research. A policy like this for the University that is so substantial goes well beyond a single individual at the University, no matter where in the University. Wondering why we would hold this up for a new Vice President for Research.

Executive Vice President Miranda: This is a good point. Once we decide here, we may end up deciding that the next Vice President for Research need not weigh in on it and we can move forward. However, if there are details that substantially affect the philosophy of the Office of the Vice President for Research, we might want to wait.

DiVerdi: Would push back on that a bit. Holding this at bay rather than folding the new Vice President for Research into our philosophy and structures seems counterintuitive. Given the momentum and the work, the idea of getting this going forward is not unreasoned. If we can straighten out the other part, think it is good to go.

Pedros-Gascon: Expressed frustration at the Office of General Counsel. Feels they either need to take more time before indicating that everything is fine or start changing the way in which they approach issues. Feels there needs to be a complaint raised about this. Feels this should not be the procedure from General Counsel.

Sybil Sharvelle: Expressed agreement with DiVerdi. Do not understand why the Vice President for Research transition is important. Not sure what the concerns with CSU Strata are. Requested more specifics around those concerns and what is bothering CSU Strata about the process.

Executive Vice President Miranda: Not able to articulate specifically what their concerns are. Know there are concerns about the flow of decisions related to patents, licensing and marketing of patents, and licensing and inventions. Think we will need to hear from the leadership of General Counsel and the Chancellor after they have had a chance to review this in more detail.

Eykholt: Since it appears there is a motion to postpone this, it means that the old policy is still in place. Asked: Is the old policy really better than this? Stated that the old policy does not even mention CSU Strata, so the old policy is out of date. Thinks it would make sense to pass this and then amend it as things come up, because this old policy is not aligned with federal regulations, which is something we have been told for two (2) or three (3) years.

Smith: Eykholt makes a good point. The question is how much risk CSU is willing to take on by having a non-compliant Section J versus potential revisions to Section J in the future.

Eykholt: Noted that the interactions with CSU Strata were not written by the Committee on Responsibilities and Standing of Academic Faculty. Those were written by the Office of General Counsel, and the committee trusted that the Office of General Counsel understood how things

were managed. The Committee on Responsibilities and Standing of Academic Faculty's input was more in protecting faculty rights and other similar issues.

Executive Vice President Miranda: Have spent the week carefully reviewing the service agreement with CSU Strata, and the things proposed in here are not consistent with that service agreement, which is between CSU Strata and the System Office. Would advise that we take a pause on this so that System administration and the leadership of General Counsel can all agree on these revisions.

Chair Doe: Thanked Executive Vice President Miranda. We have a basic dilemma here. The challenge is that if we refer back to the committee, all of the things we are discussing are deferred for a time. If we move forward and pass this motion, then we know almost certainly that the Office of General Counsel will not take this forward to the Board of Governors. Asked the membership how they would like to proceed.

Martin: Given the conversation on the floor, if we know the result will be that this comes back to the committee, it may make the most sense to just refer this back to give us more time to have additional comments provided. Perhaps we can bring it back in May if these items are resolvable.

Martin: Move that we refer this back to the Committee on Responsibilities and Standing of Academic Faculty.

Smith: Second.

Norton: Asked Martin what a reasonable timeframe for the committee would look like. It was mentioned that May could be for one decision, and possibly October for another. Requested clarification on that.

Martin: Think the Committee on Responsibilities and Standing of Academic Faculty can review this, and assuming we have conversations with the Office of General Counsel, we can review this before the May Faculty Council meeting. This would be to see if the currently amended Section J is the most suitable to move forward with at this time, and if not, we can have the fully revised version checked off by all people by October. Suggested a split timeline.

Chair Doe: We have a motion to refer back to the Committee on Responsibilities and Standing of Academic Faculty with a split timeline of May and October. Thanked everyone for the robust conversation. Expressed the hope that we can convey much of this to the Office of General Counsel. Requested a poll to be placed in the chat using Microsoft Forms.

Motion to refer proposed Section J revisions back to the Committee on Responsibilities and Standing of Academic Faculty with split timeline of May and October approved.

Chair Doe: Expressed appreciation to the Committee on Responsibilities and Standing of Academic Faculty and the numerous people involved in these discussions. We look forward to seeing it again in the near future.

F. PRESIDENT'S REPORT – President Amy Parsons

President Amy Parsons: Congratulated Chair Doe on her new position with TILT, and to Smith, Norton, and DiVerdi for the new positions on Faculty Council. Looking forward to working together.

President Parsons: Thanked Governors Baca and Markey for joining today. We have a tremendous Board of Governors, thanks in large part to Governors Baca and Markey. You can see their passion for CSU.

President Parsons: Over the last few weeks, have had a chance to meet a lot of faculty and students. Have attended classes and senior performances. One of the highlights was the chance to have Faculty Council's Executive Committee over to the Magnolia House, as well as the chairs of the task forces, to spend some time discussing their work on the budget, shared governance, contracts, and innovation. Thanked everyone for their investment of time. Would also like to meet with the standing committees as well in the future to get to know their work.

President Parsons: With the budget, we have talked a lot about the incremental budget, the educational and general budget, and the overall University budget. Vice President Brendan Hanlon is going to come back to the May meeting and do a line-by-line walkthrough of that budget so we can get more detail. Stated that the state's numbers are holding, and it looks like the state might increase its investment in higher education. We should know more this month and what that means. Feeling confident we can hold to our 5% salary pool. As we have discussed, we will be able to cap the tuition increase at 4%, although the state is increasing its allowance. Personal preference would be to be able to deploy those additional dollars toward salary equity and use those in a strategic and more defined way to address both our lowest-paid employees and address other areas of equity around the University. Will keep everyone updated on this.

President Parsons: One thing we have heard consistently over the past few weeks was that we talk a lot about the incremental budget and the educational and general budget, but we do not know as much collectively about the budgets within colleges or individual divisions. Looking ahead, we would like to understand that better, as well as how those funds are deployed within the colleges and divisions. Have been working with Interim Provost Janice Nerger, Executive Vice President Miranda, and Vice President Hanlon to start the semester off with a public budget kick-off where we do a full recap of what happened in the last year and the true expenses and revenues, as well as our working construct for the next year. We will look at our priorities and needs, not just at the University level, but the deans and the Vice Presidents will go through this exercise as well. We will get a schedule of those presentations that everyone can attend publicly for the ones they are interested in. We used to have a model like this some time ago, and we would like to go back to doing that. We will have a public vetting early in the year, and then we go through our normal cycle as the year goes on and our numbers firm up in terms of enrollment, state investment, and Board direction. It may not be perfect next year, but this will be a step in the right direction toward understanding the budget better and have more transparency and participation. Open to suggestions on how you want to see this process going. Will be looking at the Committee on Strategic and Financial Planning specifically for advice on this.

President Parsons: Something else we have heard repeatedly is the need for a new budget model that better incentivizes and responds to growth. We had a vision of tuition-sharing several years ago, which disappeared during COVID and has not come back. This is our opportunity to really look at those budget models going forward. There are a lot of people in our University community who have a lot of budget expertise. We have engaged Andrew Comrie, who is the Chief Academic Officer at the Arizona system. Indicated that Comrie has provided his book on budget models to be shared widely. Comrie will be coming to campus in the first week of May to meet with us and we can discuss our priorities. People can participate in this process however they want. They can read the book, meet with the consultants, or just be a part of reviewing and vetting options.

President Parsons: Since we last met, we have successfully completed our search for the Vice President for Advancement with the hiring of Derek Dictson. We have three (3) finalists here interviewing for the Vice President for Human Resources. We will have the four (4) finalists for the Dean of Engineering position here next week. We have also charged the search committee for the Provost and Executive Vice President, and Dean Lise Youngblade is chairing that search. Thanked Smith for representing Faculty Council on that search committee. We will also be charging the committee soon for the search for the Vice President for Research. Dean James Pritchett will be chairing that search. Thanked Jennifer Peel for representing Faculty Council on that search committee. Noted that for both the Provost and Executive Vice President search and the Vice President for Research search, we are hoping to save money by not using a search firm, but we are keeping that option open. We are starting these searches internally, advertising them, and actively recruiting through all our networks.

President Parsons: Will discuss at our next Faculty Council meeting about the start of construction on the Clark building. We will be starting with the A wing and then moving through the building. ASCSU elections are also underway, so we will have new leadership.

President Parsons: Recently returned from Japan. Was traveling with Governor Jared Polis on his trade mission. We were meeting with embassies that handle overseas student exchanges and working to reestablish a lot of our international partnerships and student exchanges. Those partnerships went away during COVID, not just for us but everywhere, so we are getting strategic about how we rebuild those and where we go. Asked that anyone on Faculty Council interested in international issues and those partnerships to reach out.

President Parsons: April is Celebrate CSU Month. Expressed excitement to celebrate all the amazing faculty and staff we have among us.

Anders Fremstad: Delighted to hear there might be some funding for equity increases for our lowest-paid colleagues. The Academic Faculty and Administrative Professional Manual states that our Committee on Strategic and Financial Planning should recommend policies for the distribution of faculty compensation increases. Wondering whether your administration will provide that committee with the information they need to think about that knowledgeably and represent our colleagues' interests and whether those recommendations will be taken seriously.

President Parsons: Would take their recommendations seriously. Not only that, but we need them to help us make good decisions. Would like to discuss offline what information you think they would need. Stated that Vice President Hanlon has a new budget model coming that will be a big improvement on transparency and data.

Mary Van Buren: Asked: Why do you think we need a new budget model? Wondering what is not working and what we would like to fix.

President Parsons: Back before COVID for some years, we had a tuition-sharing model where dollars would follow students in order to help fund growth. Have been hearing concerns over the last few years that as departments are growing that the dollars will not follow to fund the faculty and staff lines that are needed to support the growth because it all comes centrally. Have been hearing that as some departments have grown, they have not seen the additional dollars come through to support that growth or they feel they cannot grow in areas that are in high demand for students. We also talk about responsibility-centered management and budgeting. There are a lot of schools that have departments that run like auxiliaries, and they get the dollars that come from the students and they fund everything within the department. Analyzing our budget model is not something we have done for a long time. We may look at it and realize it is not as bad as we thought and it just requires tweaks to make it more efficient, or maybe we come out with a completely different model. Since we have been hearing complaints, it is worth looking at.

Pedros-Gascon: Expressed concern that this administration will try to revive the reallocation exercises that we had for multiple years. Expressed hope that only tweaks are being considered and not submitting departments to reallocation exercises.

President Parsons: Will look into how those were deployed. Asked Pedros-Gascon when those reallocation budgets occurred.

Pedros-Gascon: Executive Vice President Miranda would know. Indicated that these were very unpopular. Expressed concern in the interest in reviving these systems.

Executive Vice President Miranda: We certainly had reallocation exercises and budget cuts during the recession of 2009, 2010, and 2011. We started coming out of that in 2012 and 2013 and avoided reallocation exercises for most of that period until 2019-2020 when the pandemic hit and budget cuts happened again. We can look up the incremental budgets for the last dozen years and identify the reallocation numbers.

Canetto: Was happy to hear in first Faculty Council visit that a high priority was to be at 100% of compensation to our peers. Wondering if more information can be provided as to when we will reach 100% of our peers. We were also informed that there would be both an equity raise as well as a merit raise happening, but then the update indicated that there would only be a merit raise. Requested that this issue be addressed, because there was a particular set of goals, expectations, and intentions that were set up in early spring semester and we are scaling down substantially.

President Parsons: Would like to know this as well, and not sure about the scaling down. We are obviously not going to reach 100% of our peers now. It will cost around \$28 million for the 5% raise, which is what we were able to afford this year. The goal is 100% of our peers. We will see after we deploy the 5%, which is merit and the deans and Vice Presidents will decide how to distribute that within their divisions. We have always had a smaller amount that we will deploy to equity. Statements today were that the state legislature and Joint Budget Committee may give us even more that will allow us to go further on equity. Not sure what that looks like yet, not sure how far we will be able to go with equity. What we are going to be able to do is have the 5% and then deploy what we can address to the most egregious places of equity. On average, we are low, so we have to address the places where we are the farthest off, so that will be our priority going forward. Every year we will work to address those most egregious ones to raise the entire average until we are at 100%. A lot of this depends on state budget, enrollment, and other things not entirely in our control, so it is hard to say how long it will take us to get there.

Chair Doe: Thanked President Parsons. Asked if there were any further questions or comments. Hearing none, thanked President Parsons for being here.

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

Interim Provost Janice Nerger: This has been something going around various committees and audiences for the past five (5) or six (6) months, and wanted to present it to Faculty Council. This is a state of Colorado initiative called the Colorado Reengaged (CORE) initiative. This emerged out of the pandemic in 2021. It was a response to the negative economic impact that occurred as a lot of students were forced to drop out of school and then had no jobs available to them.

Provost Nerger: This is part of a student success initiative. It enables Colorado's four-year institutions to award associate degrees to students who meet certain eligibility criteria and have unenrolled from those institutions. The eligibility requirements are that the students must have earned at least seventy (70) credits, have not earned a bachelor's degree, and have completed the general education requirements for an associate degree as defined by the state. They also must have been unenrolled for at least two (2) consecutive semesters.

Provost Nerger: This program allows us to partner on a very successful initiative. The state puts together and awards a credential that the student has already earned. It does not require anything really on our part at all. It enables the degree recipients to hopefully obtain a higher-paying job because they will now have an associate degree as opposed to just a high school diploma. This will hopefully improve their economic prospects for their communities, and it will increase the number of Coloradoans that have academic credentials beyond a high school diploma. This will also hopefully strengthen the state's workforce and better position the degree recipients to return to higher education to complete their bachelor's degree.

Provost Nerger: It is optional for four-year institutions to engage in this, but it is highly encouraged by the legislature for us to do so. It was also encouraged by the Chancellor, the President, and the Board of Governors for CSU to consider doing this. The Colorado Department

of Higher Education is charged with working with the four-year institutions to implement this, and they have made resources available for the administrative implementation costs. CSU Pueblo and University of Northern Colorado have already gone through this process. Metro State and CU Denver are still going through this process, and others are at various stages.

Provost Nerger: CSU would like to participate in this initiative. Have talked to the Board of Governors and at this point, we would like to only offer the Associate in General Studies. This is the basic, easiest one to offer. We can still offer the Associate in Science and Associate in Arts at a later date if we desire to do so. Again, these students will be required to have earned at least seventy (70) credits with no bachelor degree and they cannot have earned more than fifteen (15) credits from a community college. Those students have another option for obtaining an associate degree, not through the Colorado Reengaged initiative or through a four-year institution. Students will be required to have been unenrolled for at least two (2) consecutive semesters and have completed the general education requirements as defined by the state. The students will also need to opt into the program. The implementation of this is through the Office of the Registrar.

Provost Nerger: The Colorado Department of Higher Education's role is to publicize this initiative statewide. They also provide implementation funding. We have received a grant of \$26,000, all of which goes to the Office of the Registrar for them to implement this and to identify the students that are eligible. This would require us contacting them to see if they are interested in this degree. The Office of the Registrar has to check eligibility, and the Colorado Department of Higher Education would notify students along with us that they are eligible as part of this initiative. Our role would be to collaborate with the Colorado Department of Higher Education to contact these eligible students. It would also be our responsibility to confer the associate degree if the student requests it, and to also advise students of opportunities to re-enroll if they reapply to the institution so they complete their bachelor's degree. It is also our responsibility to give a report annually to the Colorado Department of Higher Education as to how many eligible students we identify and how many were awarded the degree.

Provost Nerger: Have been attending meetings of the Colorado Department of Higher Education since mid-fall. We requested authorization from the Higher Learning Commission to participate in the Colorado Reengaged initiative. We are only proposing the initial degree of the Associate of General Studies. We requested funding and got the \$26,000 that will go to the Office of the Registrar, who are working now to identify eligible students and facilitate the implementation with the Colorado Department of Higher Education. Presented this initiative to the Executive Committee on Faculty Council last November, and informed the Board of Governors of our intention at their December meeting. The University Curriculum Committee has discussed this at their last few meetings. They have stressed the importance of communication and suggested that this be presented to the Faculty Council. We are on track to start awarding these degrees in fiscal year 2024.

Provost Nerger: Provided link to [Colorado Reengaged initiative website](#). Indicated there is a FAQ sheet, as well as the original House bill.

Chair Doe: Thanked Provost Nerger. Have a couple questions. Asked about the administrative costs. Asked: Is the Colorado Department of Higher Education absorbing the cost to our

University? The second question is whether we are planning to pass along any administrative costs to the students.

Provost Nerger: The state received American Rescue Plan Act funds in order to do this, several millions of dollars. We only requested \$26,000 to see what this will take for us to do this. Think it will only be right now, because we have to do a look back and it will only be iterative. There will be hardly any expenses beyond this. It will be reimbursed by the state and there will be no cost to the students. The cost to us will be administrative fees and the cost of diplomas, for which we can get reimbursed annually.

Chair Doe: Thanked Provost Nerger. Asked if there were additional questions.

Pedros-Gascon: Given past discussions, requested that we receive an official document indicating what the teaching load equivalents are per contract of tenure-track faculty in CSU departments. It seems that the equation is arbitrary and is having a negative impact on us. Would like to understand what facilitates that. For example, people may receive 20% with basically any teaching load equivalent of credits while we have to teach fifteen (15) credits and it seems to be a problem and it needs to be acknowledged and addressed.

Provost Nerger: Think teaching loads are determined at the department level. Will be meeting with the chair of the Department of Art and Art History to get a better understanding of this. Have not met with your chair yet but know there is a proposal being written.

Pedros-Gascon: The local level is granted a specific amount of money and we have to cover all the courses with existing faculty. Teaching load decisions come from the purse, and do not think it is logical to expect the chair can make a decision like that.

Provost Nerger: When we talk about the local level, we mean that the percent effort that an individual has toward teaching, research, service, outreach will be different from others. Not everyone in a department will have the same exact distribution.

Pedros-Gascon: Expressed agreement. The thing is, we are having to teach five (5) courses but do not want reduced research. We want to be able to be productive and not research less. We need help reducing teaching loads so that we can be on equal footing with all the people in this University. Would be happy to reduce service, but if we do not do it, someone else will need to do this service.

Provost Nerger: Understand what you are saying. Am meeting with the chairs, as well as the Dean of the College of Liberal Arts, so we are collecting information about this.

Chair Doe: Thanked Provost Nerger and Pedros-Gascon. Asked if there were any questions regarding the Provost report and the Colorado Reengaged initiative.

Sanford: Asked: How many people in Colorado will this effect?

Provost Nerger: For Colorado, it was about 25,000. For us, not sure. This is being looked at by D. Tobiassen Baitinger.

Ajean Ryan: Asked in the chat: Has there been an impact study on how this will affect community colleges?

Provost Nerger: Do not think there is any impact on the community colleges. If a student went to a community college and earned fifteen (15) credits, they cannot be a part of this process. They would be considered a community college student and there is another program for them. If they earned less than fifteen (15) credits and transferred in, then they can be part of this initiative. These are considered reverse transfers, and there is a program for them to go back to the community college to finish the degree there.

Chair Doe: Thanked Provost Nerger. Hearing no further questions, expressed appreciation for Provost Nerger being here today.

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

Ceded time to allow for President and Provost reports. Posted [Faculty Success slideshow](#) for Faculty Council members to view.

H. REPORTS TO BE RECEIVED

1. Faculty Council Chair Report – Sue Doe

Ceded time to allow for President and Provost reports. Posted full [Chair's report](#).

2. Board of Governors Report – Andrew Norton

Norton: We are between Board of Governors meetings. The next one will be on May 4th and 5th, right after our next Faculty Council meeting. This one will be on campus and will be a good one because we will have the final budget numbers at that point for board consideration.

I. DISCUSSION

1. Reaccreditation Process Update – Vice Provost for Planning and Effectiveness Laura Jensen

Postponed to a future meeting.

Meeting was adjourned at 6:20 p.m.

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

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

Chair: Sue Doe

Vice-Chair: Melinda Smith

Executive Assistant: Amy Barkley

BOG Representative: Andrew Norton

Professional Registered Parliamentarian: Lola Fehr

ELECTED MEMBERS	REPRESENTING	TERM
Agricultural Sciences		
Stephan Kroll	Agricultural and Resource Economics	2025
Jennifer Martin	Animal Sciences	2024
<u>Jane Stewart</u>	Agricultural Biology	2024
Kelly Curl	Horticulture & Landscape Architecture	2025
<u>Jim Ippolito</u>	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
<u>Jennifer Richards</u>	Health and Exercise Science	2025
David Sampson	Food Science and Human Nutrition	2025
Lisa Daunhauer	Human Development and Family Studies	2023
Erin Arneson	Construction Management	2024
Aaron Eakman	Occupational Therapy	2023
Sharon Anderson	School of Education	2024
Elizabeth Kiehne	School of Social Work	2025
Brian Butki	College-at-Large	2024
Business		
Lisa Kutcher	Accounting	2023
(substituting for Bill Rankin, on sabbatical Spring 2023)		
John Hoxmeier	Computer Information Systems	2024
<u>Bharadwaj Kannan</u>	Finance and Real Estate	2025
Rob Mitchell	Management	2024
<u>Jonathan Zhang</u>	Marketing	2023
Engineering		
Peter Jan van Leeuwen	Atmospheric Science	2024
<u>Ashok Prasad</u>	Chemical and Biological Engineering	2025
<u>Hussam Mahmoud</u>	Civil and Environmental Engineering	2024
Steven Reising	Electrical and Computer Engineering	2025
Soheil Fatehiboroujeni	Mechanical Engineering	2023

(substituting for Kirk McGilvray)		
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
<u>Madeline Harvey</u> (excused)	Music, Theatre, and Dance	2025
Andre Archie	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
<u>Abigail Shupe</u>	College-at-Large	2024
Sanam Emami	College-at-Large	2024
(substituting for John Carlo Pierce, Spring 2023)		
Natural Resources		
Randall Boone	Ecosystem Science and Sustainability	2023
Camille Stevens-Rumann	Forest and Rangeland Stewardship	2024
(substituting for Chad Hoffman, Spring 2023)		
Yoichiro Kanno	Fish, Wildlife, & Conservation Biology	2024
William Sanford	Geosciences	2023
Alan Bright	Human Dimensions of Natural Resources	2023
Natural Sciences		
Olve Peersen	Biochemistry & Molecular Biology	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
<u>Tara Nordgren</u>	College-at-Large	2025
Jennifer Peel	College-at-Large	2023
John Rosecrance	College-at-Large	2023
<u>Zaid Abdo</u>	College-at-Large	2025
<u>Brian Geiss</u>	College-at-Large	2025

University Libraries

Christine Pawliuk	Libraries	2025
--------------------------	-----------	------

Ex Officio Voting Members

Sue Doe	Chair, Faculty Council/Executive Committee	2023
Melinda Smith	Vice Chair, Faculty Council	2023
Andrew Norton	BOG Faculty Representative	2023
Steve Reising, Chair	Committee on Faculty Governance	2023
Gregg Griffenhagen, Chair	Committee on Information Technology	2023
<u>Shane Kanatous, Chair</u>	Committee on Intercollegiate Athletics	2023
<u>Jerry Magloughlin, Chair</u>	Committee on Libraries	2023
Jenny Morse, Co-Chair	Committee on Non-Tenure Track Faculty	2023
<u>Olivia Arnold, Co-Chair</u>	Committee on Non-Tenure Track Faculty	2023
Jennifer Martin, Chair	Committee on Responsibilities and Standing of Academic Faculty	2023
William Sanford, Chair	Committee on Scholarship, Research, and Graduate Education	2023
Alan Kennan, Chair	Committee on Scholastic Standards	2023
<u>James Graham, Chair</u>	Committee on Strategic and Financial Planning	2023
Shawn Archibeque, Co-Chair	Committee on Teaching and Learning	2023
<u>Cayla Bellamy, Co-Chair</u>	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
Jennifer Reinke	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	Vice Provost for Faculty Affairs
Brett Anderson	Interim Vice President for Human Resources
Kauline Cipriani	Vice President for Inclusive Excellence
Brandon Bernier	Vice President for Information Technology
Kathleen Fairfax	Vice Provost for International Affairs
Laura Jensen	Vice Provost for Planning and Effectiveness
Alan Rudolph	Vice President for Research
Blanche M. Hughes	Vice President for Student Affairs
Thomas Siller	Interim Vice Provost for Undergraduate Affairs
Greg Luft	Interim Vice President for University Marketing & Communications
Brendan Hanlon	Vice President for University Operations
James Pritchett	Dean, College of Agricultural Sciences
Beth Walker	Dean, College of Business
David McLean	Dean, College of Engineering
Lise Youngblade	Dean, College of Health and Human Sciences
Colleen Webb	Dean, Graduate School
Ben Withers	Dean, College of Liberal Arts
Karen Estlund	Dean, Libraries
Simon Tavener	Interim Dean, College of Natural Sciences
Susan VandeWoude	Dean, College of Vet. Medicine & Biomedical Sciences
A. Alonso Aguirre	Dean, Warner College of Natural Resources
Justin Schwendenman-Curtis	Administrative Professional Council
(substituting for Matt Klein, Chair of APC)	

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A ‘virtual’ meeting of the University Curriculum Committee was held on **March 31, 2023** at 10:00 a.m. via Microsoft Teams.

The meeting adjourned at 10:41 a.m.

Minutes

The minutes of March 24, 2023 were electronically approved.

Consent Agenda

The Consent Agenda was approved.

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

Miscellaneous Memo Request		
Request	Rationale/Justification	Effective Term
Moving Women and Gender Studies Programs and WS Subject Code Courses From College of Liberal Arts to Department of Ethnic Studies	The Women and Gender Studies (WGS) BA has been temporarily housed in the College of Liberal Arts. We are requesting that the WGS major moves back to ETST. ETST already houses the WGS minor and the graduate certificate.	Fall 2023

Major Changes to Existing Courses			
Course #	Course Title	Notes	Effective Term
EAP 102	Advanced International Undergraduate Success	<ul style="list-style-type: none"> Edits to course description. Removal of Add'l Reg Info: Admission to Undergraduate Pathways program (non-degree seeking) Edits to CLO's, assessment components, and weekly schedule. 	Summer 2023
NR 319	Introduction to Geospatial Science Geospatial Applications in Natural Resources	<ul style="list-style-type: none"> Change of Dept./Unit (from 1472-Forest & Rangeland Stewardship to 1401-Warner College of Nat. Rsrcs.) Edits to course title and description. Removal of ‘Required field trips.’ Edits to Add'l Reg. Info: Credit not allowed for both NR 319 and NR 322. Junior standing. Updates to CLO's, assessment components, and weekly schedule. 	Fall 2023
SOCR 371	Climate-Smart Irrigation Management Irrigation of Field Crops	<ul style="list-style-type: none"> Edits to course title and course description. 	Fall 2023

New Courses

Course #	Course Title	Notes	Effective Term
BUS 225	Sustainable Leadership and Organizations	Approved for AUCC 3B and GT-AH3.	Fall 2024
CON 372	Concrete Material Properties and Construction	Previously offered as experimental course CON 380A1 .	Fall 2023

Major Changes to Existing Programs

Program Title	Notes	Effective Term
CPSC-AIMZ-BS: Major in Computer Science, Artificial Intelligence and Machine Learning Concentration	See CIM for all program changes.	Fall 2023
DSCI-CSCZ-BS: Major in Data Science, Computer Science Concentration	See CIM for all program changes.	Fall 2023
DSCI-ECNZ-BS: Major in Data Science, Economics Concentration	See CIM for all program changes.	Fall 2023
DSCI-MATZ-BS: Major in Data Science, Mathematics Concentration	See CIM for all program changes.	Fall 2023
DSCI-NEUZ-BS: Major in Data Science, Neuroscience Concentration	See CIM for all program changes.	Fall 2023
DSCI-STSZ-BS: Major in Data Science, Statistics Concentration	See CIM for all program changes.	Fall 2023
NSCI-BLEZ-BS: Major in Natural Sciences, Biology Education Concentration	<ul style="list-style-type: none"> • Junior year: replacing required course BZ 311 with a 3-4 cr. 'Select from' group. • Senior year: replacing 'BZ 350 or SOCR 330' with required courses LIFE 205 and LIFE 206. 	Fall 2023
WSSS-WSDZ-BS: Major in Watershed Science and Sustainability, Watershed Data Concentration	<ul style="list-style-type: none"> • Sophomore year: replacing NR 322 with NR 319 as a required course. 	Fall 2023
WSSS-WSSZ-BS: Major in Watershed Science and Sustainability, Watershed Science Concentration	<ul style="list-style-type: none"> • Junior year: replacing NR 322 with NR 319 as a required course. 	Fall 2023
WSSS-WSUZ-BS: Major in Watershed Science and Sustainability, Watershed Sustainability Concentration	<ul style="list-style-type: none"> • Sophomore year: replacing required courses BUS 100 and BUS 201 with elective credits. • Junior year: replacing NR 322 with NR 319 as a required course. 	Fall 2023

CONSENT AGENDA

Experimental Courses – 1st Offering

Course #	Course Title	Notes/Changes	Effective Term
CON 381A2	Computer Applications in Construction		Fall 2023
GES 280A2	Understanding Environmental Pollution		Fall 2023

SPMT 580A1	Content Creation in Sport	2 cr.; partial semester; Graduate only	Summer 2023
----------------------------	---------------------------	--	-------------

Minor Changes to Existing Courses

Course #	Course Title	Notes	Effective Term
CS 345	Machine Learning Foundations and Practice	Edits to prerequisites: CS 220 with a C or better and (CS 150B with a C or better or CS 152 with a C or better or CS 165 with a C or better or DSCI 235 with a C or better) and (MATH 155 with a C or better or MATH 156 with a C or better or MATH 159 with a C or better or MATH 160 with a C or better) and (STAT 301 with a C or better or STAT 302A with a C or better or ECE 303/STAT 303 with a C or better or STAT 307 with a C or better or STAT 315 with a C or better)	Fall 2023

Course Deactivations

Course #	Course Title	Notes/Changes	Effective Term
ANTH 430A/ ESS 430A	Study Abroad—South Africa: Communities and Conservation in South Africa	Not referenced in any courses or programs.	Fall 2023
ANTH 482A/ ESS 482A	Study Abroad—South Africa: Communities and Conservation in South Africa	Not referenced in any courses or programs.	Fall 2023
ART 510N	Advanced Study in Art History: Graphic Design	<i>C&C Unit will administratively remove from ARTM-MFA.</i>	Fall 2023
BZ 100	Introduction to Biology	<i>C&C Unit will administratively remove from the prerequisites on VS 331: Histology, where students have the option of completing either BZ 100 or LIFE 102.</i>	Fall 2023
FW 304	Conservation of Marine Megafauna	Not referenced in any courses or active programs.	Spring 2024
FW 350	Teaching Shooting Responsibility	Not referenced in any courses or programs.	Spring 2024
FW 355	Hunter Education for Instructors	Not referenced in any courses or programs.	Spring 2024

Minor Changes to Existing Program

Program Title	Notes	Effective Term
HYDF-CT: Graduate Certificate in Hydraulic Design	• Addition of CIVE 512 to course options.	Fall 2023

Minutes approved by the University Curriculum Committee on 4/7/23.

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 **April 7, 2023** at 10:00 a.m. via Microsoft Teams.

The meeting adjourned at 11:03 a.m.

Minutes

The minutes of March 31, 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).

Exception Request for Third Experimental Course Offering

Course #	Course Title	Notes/Changes	Effective Term
GEOL 581A7	Reservoir Characterization and Modeling	Previous offerings: FA17; FA19.	Fall 2023
MIP 280A4	Microbial Sequence Analysis	Previous offerings: FA21; FA22.	Fall 2023

Study Abroad – Permanent offering

Course #	Course Title	Notes/Changes	Effective Term
BIOM 350B	Study Abroad: Portugal-- Biomedical Engineering and Healthcare	1 cr. Previously offered as provisional course BIOM 382B in SP23 (14 students)	Fall 2023

Major Changes to Existing Courses

Course #	Course Title	Notes	Effective Term
AM 250	Dress Clothing, Adornment and Human Behavior	<ul style="list-style-type: none"> • Approved to move from AUCC 1C to 3C • Re-submission for GT Pathways GT-SS3. • Edits to course title and course description. <p><i>C&C Unit will add the general AUCC 1C category requirement to the following programs that previously satisfied 1C with AM 250:</i></p> <ul style="list-style-type: none"> • FACS-FCSZ-BS: Major in Family and Consumer Sciences, Family and Consumer Sciences Education Concentration • APAM-ADAZ-BS: Major in Apparel and Merchandising, Apparel Design and Production Concentration 	Fall 2023

		<ul style="list-style-type: none"> APAM-MDSZ-BS: Major in Apparel and Merchandising, Merchandising Concentration APAM-PDVZ-BS: Major in Apparel and Merchandising, Product Development Concentration 	
D 220B	Dance Techniques III: Ballet	<ul style="list-style-type: none"> Credit decrease (from 3 to 2) Edits to assessment components and weekly schedule. 	Fall 2023
D 320B	Dance Techniques V: Ballet	<ul style="list-style-type: none"> Credit decrease (from 4 to 3) Edits to weekly schedule. 	Fall 2023
D 324	Teaching Creative Movement for Children	<ul style="list-style-type: none"> Credit increase (from 2 to 3) Edits to course title and abbreviated title. Edits to course description. Edit to prerequisite: D 126 None Edit to Reg Info: Required field trips Edit to Add'l Reg Info: Sophomore standing Updates to CLO's, assessment components, and weekly schedule. <p><i>C&C Unit will administratively update the credits in elective lists in the following programs:</i></p> <ul style="list-style-type: none"> HDFS-ECPZ-BS: Major in Human Development and Family Studies, Early Childhood Professions Concentration HDFS-HDEZ-BS: Major in Human Development and Family Studies, Human Development and Family Studies Concentration 	Fall 2023
VM 786B	Senior Practicum	<ul style="list-style-type: none"> Change of grade mode: Traditional S/U Sat/Unsat Only 	Summer 2023 (if possible)

New Courses			
Course #	Course Title	Notes	Effective Term
E 204	Creative Writing as Transformative Practice	Proposed new AUCC 3B and GT-AH2 course. Previously offered as experimental course E 280A3 .	Summer 2023
E 408	Topics in Comparative Literature		Spring 2024
ENGR 478	Applied Engineering Data Analytics	Previously offered as experimental course ENGR 380A4 .	Spring 2024
GES 462	Sustainable Life Cycle Analysis		Fall 2023
MATH 269	Geometric Introduction to Linear Algebra	2 cr.	Fall 2023

Major Changes to Existing Programs		
Program Title	Notes	Effective Term

DSCQ: Minor in Data Science	<ul style="list-style-type: none"> This is a significant overhaul of the minor. See CIM for all program changes. 	Fall 2023
---	---	------------------

CONSENT AGENDA

Experimental Courses – 1st Offering			
Course #	Course Title	Notes/Changes	Effective Term
CBE 581A3	Bioseparations Laboratory	1 cr.	Fall 2023
ENGR 180A2	Engineering Your Success	1 cr.; partial semester	Fall 2023
HORT 180A3	Landscape Design and Contracting Pathways	1 cr.	Fall 2023
HORT 580A6	Plant Sciences -- Applied Statistics and Design	2 cr.	Fall 2023
LCHI 380A1	Issues in Chinese Culture		Fall 2023
PSY 680A3	Assessment for Addiction Counseling	Graduate or Professional ONLY; online only	Summer 2023
PSY 680A4	Research Methods for Addiction Counseling	Graduate or Professional ONLY; online only	Summer 2023

Minor Changes to Existing Courses			
Course #	Course Title	Notes	Effective Term
AREC 202	Agricultural and Resource Economics	<ul style="list-style-type: none"> Edit to prerequisites: MATH 117 or concurrent registration or MATH 118 or concurrent registration <u>or MATH 120 or concurrent registration</u> or MATH 124 or MATH 125 or MATH 126 or MATH 127 or concurrent registration or MATH 141 or MATH 155 or MATH 159 or MATH 160. <i>Submitted in CIM as a Major Change.</i>	Fall 2023
ATS 556	Climate Intervention to Cool a Warming Planet	<ul style="list-style-type: none"> Edit to prerequisite details: <u>All-University Core Curriculum requirements for 'Intermediate Writing', 'Mathematics', and 'Biological and Physical Sciences', i.e. AUCC 1A, 1B, and 3A must be met.</u> 	Spring 2024
HES 379	Psychology and Sport	<ul style="list-style-type: none"> Edit to offering term: <u>Spring</u> Fall 	Spring 2024
MKT 686	Marketing Practicum	<ul style="list-style-type: none"> Edit to prerequisites: CIS 505; CIS 570; CIS 575; <u>CIS 576 or</u> CIS 601; MKT 651 or concurrent registration. 	Fall 2023

Course Deactivations			
Course #	Course Title	Notes/Changes	Effective Term
BSPM 300/ANEQ 300B	Topics in Livestock Entomology	Not referenced in any active courses or programs besides BSPM 502B, where it's in a range of acceptable prereqs.	Spring 2024

BSPM 445	Aquatic Insects	<i>C&C Unit will remove from the following programs:</i> <ul style="list-style-type: none"> • AGBI-BS: Major in Agricultural Biology (<i>elective list</i>) • AGBI-ENTZ-BS: Major in Agricultural Biology, Entomology Concentration (<i>elective list</i>) 	Fall 2023
BSPM 507	Insect Behavior	Not referenced in any courses or programs.	Spring 2024
BSPM 508	Environmental Fate of Pesticides	Not referenced in any courses or programs.	Spring 2024
BSPM 510	Insect-Plant Disease Relationships	Not referenced in any courses or programs.	Spring 2024
BSPM 525	Insect Physiology	Not referenced in any courses or programs.	Spring 2024
BSPM 540	Understanding Genomes	Not referenced in any courses or programs.	Spring 2024
BSPM 556	Biological Control of Plant Pests	Not referenced in any courses or programs.	Spring 2024
BSPM 570	Chemical Ecology	Not referenced in any courses or programs.	Spring 2024
BSPM 571	Techniques in Chemical Ecology	Not referenced in any courses or programs.	Spring 2024

Minor Changes to Existing Programs		
Program Title	Notes	Effective Term
THTR-CDTZ-BA: Major in Theatre, Costume Design and Technology Concentration	On 5/6/22, UCC approved the new Major in Theatre, Musical Theatre Concentration with language regarding an audition requirement before acceptance into the concentration. This language appears in the ‘Additional Information’ field in CIM. This allowed the creation of a ‘Pre-Theatre’ program code designed to cap the number of students enrolled in the Musical Theatre Concentration. The Major in Theatre is currently experiencing an enrollment bubble. To keep enrollment at a sustainable level, the department will start requiring auditions for <u>all</u> concentrations, not just Musical Theatre. Audition requirement language has been added to the ‘Additional Information’ fields in CIM for each of these concentrations. Department will update its General Catalog pages to reflect an audition requirement.	Fall 2023
THTR-LDTZ-BA: Major in Theatre, Lighting Design and Technology Concentration		
THTR-PDTZ-BA: Major in Theatre, Projection Design and Technology Concentration		
THTR-PRFZ-BA: Major in Theatre, Performance Concentration		
THTR-SDSZ-BA: Major in Theatre, Set Design Concentration		
THTR-SDTZ-BA: Major in Theatre, Sound Design and Technology Concentration		

Minutes electronically approved by the University Curriculum Committee on 4/10/2023.

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

BALLOT
Academic Faculty Nominations to Faculty Council Standing Committees
May 2, 2023

COMMITTEE ON FACULTY GOVERNANCE

		<i>Term Expires</i>
<u>BRETT BROWN</u> (Nominated by Committee on Faculty Governance)	CHHS	2026
<u>ANNE CLEARY</u> (Nominated by Committee on Faculty Governance)	CNS	2026
<u>SASTRY JAYANTY</u> (Nominated by Committee on Faculty Governance)	CAS	2026

COMMITTEE ON INTERCOLLEGIATE ATHLETICS

		<i>Term Expires</i>
<u>SHANE KANATOUS</u> (Nominated by Committee on Faculty Governance)	CNS	2026
<u>HILLA SKIBA</u> (Nominated by Committee on Faculty Governance)	COB	2026
<u>RICHARD TODD</u> (Nominated by Committee on Faculty Governance)	Libraries	2026
<u>AZER YALIN</u> (Nominated by Committee on Faculty Governance)	COE	2026

COMMITTEE ON SCHOLASTIC STANDARDS

		<i>Term Expires</i>
<u>EIRIK LANG HARRIS</u> (Nominated by Committee on Faculty Governance)	CLA	2026

COMMITTEE ON LIBRARIES

		<i>Term Expires</i>
<u>JON CLARK</u> (Nominated by Committee on Faculty Governance)	COB	2026
<u>SASHA STEENSEN</u> (Nominated by Committee on Faculty Governance)	CLA	2026

COMMITTEE ON NON-TENURE TRACK FACULTY

		<i>Term Expires</i>
<u>KAREN THORSETT-HILL</u> (Nominated by Committee on Faculty Governance)	COE	2026
<u>MARY VAN BUREN</u> (Nominated by Committee on Faculty Governance)	CLA (TTF Member)	2026

COMMITTEE ON RESPONSIBILITIES AND STANDING OF ACADEMIC FACULTY

		<i>Term Expires</i>
<u>RICHARD EYKHOLT</u> (Nominated by Committee on Faculty Governance)	CNS	2026

<u>BHARADWAJ KANNAN</u> (Nominated by Committee on Faculty Governance)	COB	2026
---	-----	------

COMMITTEE ON UNIVERSITY PROGRAMS

Term Expires

<u>FABIOLA EHLERS-ZAVALA</u> (Nominated by Committee on Faculty Governance)	CLA	2026
--	-----	------

COMMITTEE ON SCHOLARSHIP, RESEARCH AND GRADUATE EDUCATION

Term Expires

<u>REZA NAZEMI</u> (Nominated by Committee on Faculty Governance)	COE	2026
<u>WILLIAM SANFORD</u> (Nominated by Committee on Faculty Governance)	WCNR	2026
<u>ROB SCHONLAU</u> (Nominated by Committee on Faculty Governance)	COB	2026

COMMITTEE ON STRATEGIC AND FINANCIAL PLANNING

Term Expires

<u>JOCELYN BOICE</u> (Nominated by Committee on Faculty Governance)	Libraries	2026
<u>EDWIN CHONG</u> (Nominated by Committee on Faculty Governance)	COE	2026

UNIVERSITY CURRICULUM COMMITTEE

		<i>Term Expires</i>
<u>BRADLEY GOETZ</u> (Nominated by Committee on Faculty Governance)	CAS	2026
<u>DORENE HYATT</u> (Nominated by Committee on Faculty Governance)	CVMBS	2026
<u>DIANE MARGOLF</u> (Nominated by Committee on Faculty Governance)	CLA	2026

BALLOT
Academic Faculty Nominations to University Committees
May 2, 2023

STUDENT CONDUCT APPEAL COMMITTEE

		<i>Term Expires</i>
<u>KEVIN KISSELL</u> (Nominated by Committee on Faculty Governance)	CHHS	2026
<u>HONG MIAO</u> (Nominated by Committee on Faculty Governance)	COB	2026

MEMORANDUM

DATE: April 7, 2023

TO: Sue Doe
Chair, Executive Committee and Faculty Council

FROM: Steven Reising
Chair, Committee on Faculty Governance

SUBJECT: Proposed revision to Sections C.2.1.2, C.2.6 and C.2.7 of the *ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL*

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

MOVED, THAT SECTIONS C.2.1.2, C.2.6, and C.2.7 of the ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL BE AMENDED AS FOLLOWS:

Additions are underlined and in red; deletions are indicated by ~~strikeouts~~.

C.2.1.2 Powers and Responsibilities (*last revised ~~June 23, 2010~~ xxx*)

Subject to the statutes of the State and regulations and policies of the Board, and consistent with the principles of shared governance, the Faculty Council shall have jurisdiction over the general educational policy of the University, shall pass all rules and regulations necessary to University government and discipline, and shall have statutory charge of the laboratories and libraries.

Consistent with powers delegated to it by the faculty and the Board, the Faculty Council shall make recommendations to promote the educational interests of the University as a whole with respect to:

- a. Minimum standards for admission to the undergraduate colleges and the Graduate School. (Standards for admission and graduation for a particular college, school or division may not be lower or less specific than those adopted by the Faculty Council.)

- b. General policies concerning academic curricula, college and departmental organization, extension, and research activities, including long-range planning and resource allocation.
- c. The academic calendar, the *Colorado State University General Catalog*, and the *Graduate and Professional Bulletin*.
- d. Student attendance, counseling, scholastic standards, honors, requirements for degrees and other academic programs, student activities, and general student conduct.
- e. The libraries, museums, assemblies and convocations, and other matters that will increase the professional and cultural standing of the University.
- f. The granting of degrees.
- g. Other matters referred to it by the Board, the President, the faculty of a college, the several committees of the Faculty Council, and the faculty or a member thereof.

C.2.6 Duties of Officers (*last revised xxx*)

C.2.6.1 Deans of the Colleges (*last revised xxx*)

The dean of a college is the principal administrative and academic officer of that college. Department heads with their staffs are responsible to the dean. The dean serves as chairperson of meetings of the department heads and/or faculty members of the college.

The dean of a college has the following principal and specific responsibilities:

- a. Review and approval of budgets for all departments of the college.
- b. General, but not detailed, supervision of and maintenance of adherence to determined departmental budgets and coordination and attention to equity in salaries and other fiscal matters within the framework of academic instruction in the college.

- c. Development and strengthening of the faculty members, facilities, undergraduate and graduate teaching, research and extension programs, and prestige of the college in the interest of the entire University.
- d. Consideration and approval of recommendations for appointments, advancement, and tenure of college staff members.
- e. Development and coordination of curricula to meet changing educational and vocational needs of students together with maintenance of acceptable standards for admission and retention of students majoring in the college.
- f. Analysis of teaching loads and related staff responsibilities to promote the best interests of students and maximum effectiveness of the faculty member as well as their individual professional development and accomplishment.
- g. Coordination of all academic and instructional matters within the college and with other colleges and departments.
- h. Counseling of both faculty members and students in need of direction or advice.
- i. Objective evaluation of programs within the dean's college.
- j. Work toward achieving the University's diversity, equity and inclusion goals.
- k. Adhere to principles of shared governance in the implementation of the above responsibilities.

Recommendations for appointment of department heads are the responsibility of the dean. The dean shall provide for appointment of a departmental committee to advise the dean and shall make available to members of the committee written instructions concerning procedures to be followed, minimum qualifications acceptable for the position, and specific responsibility of an advisory committee.

The deans shall receive and analyze annual and semiannual departmental reports in their respective colleges and shall transmit these, together with their college reports, through the Provost to the President for transmittal to the Board.

C.2.6.2 Department Heads (*last revised May 6, 2024 xxx*)

The department head is the administrative and academic officer in the department and is the initial person in the administrative chain to the President. Members of the department staff are responsible to the department head. The department head has the general responsibility for any staff activities which may affect the professional status of the department or the best interests of the University.

Specific responsibilities of the department head are:

- a. Preparation of the departmental budget.
- b. Administration of and adherence to the departmental budget.
- c. Evaluation of each departmental faculty member in accordance with the University Code.
- d. Initiation of recommendations for appointments, advancement, tenure, and dismissal of staff members, including incorporation of input from students and faculty members' relating to the teaching and advising effectiveness of faculty members being recommended for reappointment, promotion, tenure, dismissal, and salary increase.
- e. Management of academic and financial matters within the department to promote student achievement, equity in travel and professional opportunities for staff members, and adjustment of faculty members' loads and salaries consistent with experience, competence, capacity, productivity, and aptitude of individual staff members.
- f. Preparation of reports called for by higher authorities or by agencies of the institution charged with coordinating the general program of the University.

g. Adhere to principles of shared governance in the implementation of the above responsibilities.

Additional responsibilities of the department head, together with the departmental staff, are: development and strengthening of undergraduate and graduate teaching, research, extension programs, and faculty members' service and competence within the department; construction of sound curricula to meet educational needs of students; cooperation with and assistance to other departments in matters affecting the University in its undergraduate and graduate teaching, research, and extension programs; effective staff recruitment; development and maintenance of departmental morale; contributions to shared governance; and work toward achieving the University's diversity, equity and inclusion goals.

C.2.7 Evaluation of Performance of Officers

- a. The performance of each department head shall be evaluated annually by the dean of the appropriate college. In making the evaluation, the dean shall solicit and utilize information obtained from all faculty members in the respective department.
- b. The performance of each dean shall be evaluated annually by the Provost. When evaluating a college dean, the Provost shall solicit and utilize information from the faculty members of the dean's college obtained in accordance with that college's procedures.
- c. The performance of each vice president shall be evaluated annually by the President. In making the evaluation, the President shall solicit and utilize information obtained from all deans and directors reporting to the respective vice president.
- d. The performance of the President is evaluated by the Board. In its evaluation, the Board solicits opinions from faculty members which are provided by the Faculty Council and its Executive Committee through the Faculty Council Representative to the Board.

e. Effectiveness of substantial, demonstrable leadership in meeting diversity, equity and inclusion goals, and facilitating shared governance shall be included in evaluations of all administrative officers.

Rationale: Integrating “Shared Governance” into CSU Code

While university practices of shared governance gained national attention during the COVID pandemic, various organizations, such as the American Association of University Professors and the Association of Governing Boards, have been emphasizing the import of robust shared governance policies and procedures for decades. As the Association of Governing Board’s 2017 white paper, "Shared Governance: Changing with the Times," explains,

Shared governance is the process by which various constituents (traditionally governing boards, senior administration, and faculty; possibly also staff, students, or others) contribute to decision making related to college or university policy and procedure. When done well, shared governance strengthens the quality of leadership and decision making at an institution, enhances its ability to achieve its vision and to meet strategic goals, and increases the odds that the very best thinking by all parties to shared governance is brought to bear on institutional challenges. When done well, shared governance engenders an institutional culture of collective ownership and accountability for the institution’s present and future. Further, when faculty, administrators, and boards are actively and collaboratively involved in decision-making processes, decisions are implemented more quickly and more effectively.

Shared governance thus encourages transparency in decision-making, fosters a culture of trust in which expertise is valued, and ensures opportunities to voice and consider diverse perspectives and experiences. While many forms of shared governance are informally enacted at CSU, we ask Faculty Council to consider the following proposal in an effort to strengthen and formalize Colorado State University’s commitment to shared governance. An earlier version was proposed in Spring 2021, but rejected by the Office of General Counsel because it included a description of shared governance in the Preface of the Manual which, they argued, would have applied to administrative professionals as well as faculty. This version omits that statement, but includes adherence to shared governance in the responsibilities of deans and department heads.

MEMORANDUM

DATE: April 7, 2023

TO: Sue Doe
Chair, Executive Committee and Faculty Council

FROM: Steven Reising
Chair, Committee on Faculty Governance

SUBJECT: Proposed revision to Sections C.2.4.1.1 and C.2.4.2.1 of the *ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL*

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

MOVED, THAT SECTIONS C.2.4.1.1 and C.2.4.2.1 of the ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL BE AMENDED AS FOLLOWS:

Additions are underlined and in red; deletions are indicated by ~~strikeouts~~ in red.

C.2.4.1.1 College Code (*last revised ~~August 12, 2009~~ xxx*)

The college code shall provide for the following:

- a. Designation of the title(s) of its administrative officer(s).
- b. Recognition of shared governance and Aany administrative organization within the college, including all college-wide standing committees and their duties.
- c. Statement of college objectives.
- d. Procedures relating to self-evaluation of college operations.
- e. Procedures for reviewing candidates for new or vacated administrative positions.
- f. Procedures for evaluating and reviewing administrative officers.
- g. Procedures for electing or appointing faculty members to college wide committees.
- h. Procedures for addressing college wide academic matters.

- i. Procedures for calling and convening college faculty meetings.
- j. Procedures for amending the code.
- k. Procedures for reviewing the code at least once every five (5) years and submitting it to the Provost for review, whether or not any change are made.

C.2.4.2.1 Departmental Codes *(last revised ~~February 5, 2016~~ xxx)*

The departmental code shall provide for the following:

- a. Designation of the title of its administrative officer.
- b. Recognition of shared governance and Aany administrative organization within the department ~~if desired.~~³
- c. Statement of the departmental mission.
- d. Procedures relating to the review of candidates for new or vacated faculty member positions.
- e. Procedures relating to the review of recommendations for faculty members for acquiring tenure, for promotion in rank, and for reappointment.
- f. Procedures for appointing faculty members to graduate student advisory committees.
- g. Procedures for conducting annual and periodic comprehensive reviews of the performance of departmental faculty members as prescribed in Section E.14.
- h. Procedures relating to self-evaluation of departmental operations.
- i. Procedures by which students may appeal academic decisions of their instructors. These procedures shall comply with the guidelines approved by the Faculty Council (see Section I.7).
- j. A minimum of one (1) departmental faculty meeting each semester of the academic year, with written notice given in advance by the department head.
- k. A periodic review of the departmental code as specified in Section C.2.4.2.2.e.
- l. Procedures for amending the code. These procedures shall require approval of a two-thirds (2/3) majority of the eligible faculty members of the

department (as defined in Section C.2.4.2) to amend the department code.

~~3-Throughout the University Code the term department head is used and is meant to include department chairs and/or heads of academic departments and the directors of schools.~~

- m. A clear specification of the voting rights of all members of the department who are not faculty members with tenured, tenure-track, or transitional appointments not otherwise specified in the Manual.

Rationale: Integrating “Shared Governance” into CSU Code

While university practices of shared governance gained national attention during the COVID pandemic, various organizations, such as the American Association of University Professors and the Association of Governing Boards, have been emphasizing the import of robust shared governance policies and procedures for decades. As the Association of Governing Board’s 2017 white paper, “Shared Governance: Changing with the Times,” explains,

Shared governance is the process by which various constituents (traditionally governing boards, senior administration, and faculty; possibly also staff, students, or others) contribute to decision making related to college or university policy and procedure. When done well, shared governance strengthens the quality of leadership and decision making at an institution, enhances its ability to achieve its vision and to meet strategic goals, and increases the odds that the very best thinking by all parties to shared governance is brought to bear on institutional challenges. When done well, shared governance engenders an institutional culture of collective ownership and accountability for the institution’s present and future. Further, when faculty, administrators, and boards are actively and collaboratively involved in decision-making processes, decisions are implemented more quickly and more effectively.

Shared governance thus encourages transparency in decision-making, fosters a culture of trust in which expertise is valued, and ensures opportunities to voice and consider diverse perspectives and experiences. While many forms of shared governance are informally enacted at CSU, we ask Faculty Council to consider the following proposal in an effort to strengthen and formalize Colorado State University’s commitment to shared governance. An earlier version was proposed in Spring 2021, but rejected by the Office of General Counsel because it included a description of shared governance in the Preface of the Manual which, they argued, would have applied to administrative professionals as well as faculty. This version requires recognition of shared governance in the college and departmental codes.

MEMO

TO: Sue Doe, Chair, Faculty Council

FROM: William Sanford, Chair, Committee on Scholarship, Research and Graduate Education

DATE: April 6, 2023

RE: Revisions to the *Graduate and Professional Bulletin: ADMISSIONS REQUIREMENTS AND PROCEDURES – “Accelerated Master’s Degree Programs”*

The Committee on Scholarship, Research, and Graduate Education move that Faculty Council adopt the following revisions to the sections *Admissions Requirements and Procedures: “Accelerated Master’s Degree Programs”* of the *Graduate and Professional Bulletin*, to be effective upon Faculty Council adoption:

Additions – underlined Deletions ~~overscore~~

To be eligible to offer an AMP, partnering programs must submit, and have approved by the department head(s), college dean(s), and Graduate School, a one-time Memorandum of Understanding (MOU), available from the Graduate School. The minimum requirements for the MOU are:

1. Description of the purpose of the AMP.
2. List participating undergraduate and graduate program codes.
3. List the internal admissions requirements for students participating in the AMP. All undergraduate students must have a GPA of 3.000 or higher to be admitted by the programs.
4. Students will be advised of the following:
 - a. Admitted undergraduate students are guaranteed conditional admission to the partnering graduate program.
 - b. Students may enroll in up to nine credits of 500-level regular course work of the graduate program as undergraduates, while paying the undergraduate tuition rate. These credits will be counted toward the undergraduate degree. Regular, 500-level courses with grades of B or better will be transferred and double-counted toward the graduate

degree, as courses taken prior to final admission to the graduate program.

- c. Students must complete the Graduate School application and pay the application fee during their final year as undergraduates.

Graduate applications will not be accepted earlier than one year prior to starting the graduate program.

- d. Students must complete and submit the GS4 Double Count Form (<https://graduateschool.colostate.edu/wp-content/uploads/2022/01/Example-GS4-Form.pdf>) in RAMweb during their final undergraduate semester and prior to completing the undergraduate degree.

- e. Final admission to the partnering graduate program and the Graduate School is granted when students meet the minimum graduate program and Graduate School admissions criteria upon completion of their bachelors' degrees.

- f. Students must earn 21 credits after admission to the Graduate School for a master's degree.

- g. If applicable, students will be advised that if the nine credits taken fulfill the requirements of a graduate certificate, the graduate certificate can be awarded once the student is enrolled in the partnering graduate degree. Graduate students must apply for the graduate certificate program and pay the application fee for the certificate to be conferred.

- h. This is a continuous enrollment program requiring students to be continuously registered in fall and spring semesters — both upon the completion of the undergraduate degree and throughout the completion of the AMP. Deferral of enrollment into the master's program is not permitted and continuous registration (CR) may not be used until the second semester in which a student is officially admitted to a graduate program.

Rationale: The added section is to clarify that the AMP is a continuous enrollment program plus the continuous registration requirement which is consistent with all graduate programs. Graduate students cannot use continuous registration in the first semester because then they do not have a GPA and cannot be evaluated for meeting the 3.000 GPA requirement.

Date: April 2023

To: Sue Doe, Faculty Council Chair

From: Shawn Archibeque, Committee on Teaching and Learning Chair

Subject: Adjustment to Planned Leave

The Committee on Teaching and Learning submits the following:

MOVED, THAT CHANGES TO PLANNED LEAVE INCLUDE EXTENDING PLANNED LEAVE FROM TWO TO THREE SEMESTERS, ALLOWING SECOND BACHELOR STUDENTS TO BE ELIGIBLE FOR PLANNED LEAVE, AND EXTENDING THE DEADLINE FOR PLANNED LEAVE FROM NOON THE THURSDAY BEFORE CLASSES BEGIN TO SUNDAY AT 11:59 PM BEFORE CLASSES BEGIN.

Catalog Changes

Undergraduate Planned Leave

Undergraduate Planned Leave is a status intended to help students more easily and effectively take up to ~~two~~ three fall or spring semesters away from their CSU studies and successfully return again. Students who obtain Undergraduate Planned Leave status and ~~comply with its requirements~~ do not have to re-apply for admission to CSU upon return. In addition, ~~students will have access to their CSU email account and we will communicate with students on Planned Leave~~ Planned Leave students will be tracked in an attempt to help facilitate their successful and timely return.

All undergraduate students seeking their first ~~or second~~ bachelor's degree (CSU on-campus and CSU Extended Campus) ~~either in good standing or in the probation process are eligible for Planned leave and are requested to communicate their plans when leaving CSU in order to determine eligibility for an approved Planned Leave.~~ Students ~~who meet the established eligibility requirements~~ will be granted a Planned Leave for up to ~~two~~ three semesters. (A semester is defined as a fall or spring semester and excludes summer sessions; for example, Planned Leave is granted for fall and the student returns the following spring, or is granted for spring and returns the following fall.) Semesters may, but are not required to, be taken consecutively. ~~A total of two semesters of Planned Leave are available to all first and second bachelor's degree seeking students.~~ Any student leaving for more than ~~two~~ three semesters should utilize CSU's **Returning Student** process via the Office of Admissions when they return. Any student leaving longer than ~~two~~ three semesters due to military service should work with the **Adult Learner and Veteran's Services Office** or the **Veteran's Education Benefits Office** to discuss available options. ~~Some examples of situations where Planned Leave might be appropriate include students on domestic internships, official assignment for CSU, military service, mission service, leave due to medical reasons, family crisis, financial crisis, work, etc.~~

Per CSU transfer evaluation guidelines, students on Planned Leave may enroll at another domestic post-secondary institution during their Planned Leave. Any student planning on going to an international post-secondary institution must have a conversation with, and follow the processes of, the **Education Abroad Office** to evaluate what, if any, of the credits taken might transfer back to CSU.

International study while on Planned Leave is not the same as regular Education Abroad. Many different issues arise and processes must be followed by students in the **Education Abroad program**. Students participating in Education Abroad (for-credit study, intern, volunteer, work, or research abroad programs)

have a separate CSU process for managing planned leave and therefore are not eligible to participate in this policy.

~~In order to be eligible for planned leave, a student must meet all of the following criteria:~~

- ~~a. Undergraduate Degree Seeking student (CSU on campus and CSU Extended Campus) seeking first bachelor's degree (2nd Bachelor students are not eligible)~~
- ~~b. Academic Standing: good standing or academic probation one or two.~~

Students interested in obtaining Planned Leave status must apply via [**RAMweb**](#) and be approved before leaving. [The deadline to apply for Planned Leave is Sunday at 11:59 pm prior to classes starting](#) For additional information, see the [**Office of the Registrar's website**](#).

Rationale

In an effort to continue to promote student progression and graduation, changes to increase the access and streamline processes for planned leave are being proposed. The advising network and case management staff have shared feedback that the planned leave deadline, timeframe, and first bachelor designation have been barriers to students wanting to participate in planned leave. Additionally, students participating in planned leave are reported as an enrolled student and positively contribute to our persistence rate for the semester they utilize planned leave. Past reports illustrate that approximately 50% of students returned to CSU after taking planned leave.

**COLORADO STATE UNIVERSITY
FACULTY COUNCIL ACTIVITIES
July 2020 – June 2023**

Faculty Council Officers 2020-2021:

Sue Doe, Chair
Ruth Hufbauer, Vice Chair
Stephanie Clemons (Fall '20) & Melinda Smith (Spring '21), BOG Faculty Representative
Lola Fehr, Professional Registered Parliamentarian
Amy Barkley, Executive Assistant

Faculty Council Officers for 2021-2022:

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

Faculty Council Officers for 2022-2023:

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

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

Academic Faculty and Administrative Professional Manual Revisions 2020-2023:

- Title IX Appendices Changes – *September 2020*
- Preface – *May 2021*
- Preface – *March 2023*
- Section B.2.4 Council of Deans – *September 2021*
- Section C.2.1.2 Powers and Responsibilities – *May 2021*
- Section C.2.1.2 Powers and Responsibilities – *May 2023*
- Section C.2.1.3.1 Elected Members – *December 2020*
- Section C.2.1.3.1 Elected Members – *February 2023*
- Section C.2.1.3.2 Ex Officio Members – *September 2021*

- Section C.2.1.9 The Regular and Specialized Standing Committees of Faculty Council – *September 2021*
 - Section C.2.1.9.2 The Standing Committees Named – *December 2021*
 - Section C.2.1.9.5 Standing Committees: Membership and Function – *December 2021*
- Section C.2.1.9.3 Membership and Organization – *May 2021*
- Section C.2.4.1.1 College Code – *May 2023*
- Section C.2.4.2.1 Departmental Codes – *May 2023*
- Section C.2.5 - C.2.7 Evaluation of Performance of Faculty – *February 2021*
 - Section C.2.6.1 Deans of the Colleges
 - Section C.2.6.2 Department Heads
 - Section C.2.7 Evaluation of Performance of Officers
- Section C.2.6 Duties of Offices – *May 2023*
 - Section C.2.6.1 Deans of the Colleges
 - Section C.2.6.2 Department Heads
- Section C.2.7 Evaluation of Performance of Officers – *May 2023*
- Section D.2.2 University Policy Review Committee – *October 2022*
- Section D.4 Letters Regarding Performance and/or Behavior – *December 2021*
- Section E.2 Types of Faculty Appointments – *October 2022*
- Section E.2.1.3 Contract Faculty Appointments – *April 2022*
- Section E.2.1.4 Continuing Faculty Appointments – *April 2022*
- Section E.2.2 Other Types of Faculty Appointments – *April 2022*
- Section E.5.3 Guidelines on Teaching and Advising – *March 2022*
- Section E.10.5 Procedures for the Granting of Tenure – *March 2023*
- Section E.10.5.1 Origin and Processing of Tenure Recommendations – *March 2021*
- Section E.10.5.1 Origin and Processing of Tenure Recommendations – *September 2021*
- Section E.12 Performance Expectations for Tenure, Promotion, and Merit Salary Increases – *February 2021*
 - Section E.12.1 Teaching and Advising
 - Section E.12.2 Research and Other Creative Activity
 - Section E.12.3.1 University Service
 - Section E.12.3.2 Professional Service
 - Section E.12.3.4 Service with External Partners and Communities
 - Section E.12.4 Outreach and Engagement
- Section E.12.1 Teaching and Advising – *March 2022*
- Section E.13 Advancement in Rank (Promotion) – *September 2021*
- Section E.13.2 Promotion Committee – *March 2021*
- Section E.14 Performance Reviews – *February 2021*
 - Section E.14.1 Phase I Comprehensive Performance Reviews
- Section E.15 Disciplinary Action for Tenured Faculty – *April 2021*
- Section E.15 Disciplinary Action for Tenured Faculty – *December 2021*

Approval of Degree Candidates 2020-2023:

Fall Candidates 2020
 Spring Candidates 2021
 Summer Candidates 2021
 Fall Candidates 2021
 Spring Candidates 2022
 Summer Candidates 2022
 Fall Candidates 2022
 Spring Candidates 2023
 Summer Candidates 2023

New Degree Programs 2020-2023:

- Doctor of Occupational Therapy (O.T.D) – Effective Fall 2021
- Master of Park and Protected Area Management, Plan C – Effective Spring 2022
- Master of Prevention Science Practice, Plan C – Effective Spring 2022
- Joint Degree: Master of Addictions Counseling in Psychology and Social Work, Plan C – Effective Fall 2022
- Major in Livestock Business Management – Effective Fall 2023

General Catalog Revisions 2020-2023:

- Title Change to All-University Core Curriculum Category 1C
- Extension of Late Withdrawal for Fall 2021
- Late Withdrawal period permanently moved to three-quarters through a course rather than halfway through the semester
- Repeat/Delete Policy renamed to “Repeat/Repair”
- Student Course Surveys will now have a standard open and close timeframe
- S/U policy from pandemic period for students earning “F” to be applied to all students, with opt-out option provided
- Change to increase the number of allowable transfer credits from Colorado institutions
- Adjustments to “Academic Probation” terminology
- New Student Bereavement Policy
- Adjustments to Undergraduate Planned Leave

Graduate & Professional Bulletin Revisions 2020-2023:

- The Advisory System – *October 2020*
- Inter-University Graduate Programs – *October 2020*
- Scholastic Standards, Evaluation of Graduate Students – *March 2021*
- Terms and Conditions of Employment – *March 2021*
- Requirements for All Graduate Degrees – *April 2021*
- Graduate Certificates – *April 2021*
- Final Examinations – *May 2021*
- Admissions Requirements and Procedures: Integrated Degree Program and Integrated Degree Program Plus Admissions – *May 2021*

- Admissions Requirements and Procedures: Application, U.S. Citizens or Permanent Residents – *May 2021*
- Admissions Requirements and Procedures: Application, International Students – *May 2021*
- Admissions Requirements and Procedures, Track II Admissions and Plan C – *October 2021*
- Inter-University Graduate Programs – *October 2021*
- Informal and Formal Complaints – *February 2022*
- Requirements for all Graduate Degrees: Scholastic Standards – *April 2023*
- Admissions Requirements and Procedures: Accelerated Master's Degree Programs – *May 2023*

New Centers, Institutes and Other Special Units

- Data Science Research Institute
- Center for Ethics and Human Rights
- Center for Science Communication

Routine Action Items for Faculty Council Approval 2020-2023:

Confirmation of Faculty Council Secretary and Parliamentarian

Elections:

Faculty Council Officers

Faculty Council Standing Committee Members

Graduate and Undergraduate Student Representatives on Faculty Council

Standing Committees:

Grievance Panel

Discipline Panel

University Benefits Committee

University Policy Review Committee

Approval of Appeal Chair nominees for Student Conduct Services

All-University Core Curriculum (AUCC) language and requirements

Annual Reports:

Faculty Council Standing Committees

University Benefits Committee

University Grievance Officer Annual Report

Changes in Curriculum:

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

Faculty Council Discussion Items 2020-2023:

- University COVID Response
 - COVID policies and protocols
- Non-Tenure Track Faculty in Shared Governance
- Libraries and Elsevier

- Athletics Climate Report by Husch Blackwell
- S/U Grading and Late Withdrawals
- University Curriculum Committee Discussion Item on Instructional Modes of Delivery
- Graduate Workers Organizing Cooperative
- Courageous Strategic Transformation
- Academic Master Plan
- Continuing, Contract, and Adjunct Faculty representation and concerns
- Salary equity for faculty and staff
 - Faculty Success
 - Faculty and staff compensation
- Annual evaluation procedures for Administrative Professionals
- Core curricular policies and the future of core curriculum at CSU
- Presidential Search
- University budget
- Student Success
- Reaccreditation process

Faculty Council Special Reports 2020-2023:

- *CSU Cares & ComPsych Benefits* – Maggie Walsh, Bob Schur, Jan Pierce, and Emma Chavez – November 2020
- *Athletics Budget Report* – Athletic Director Joe Parker – March 2021
- *University Budget Report* – Vice President Lynn Johnson – April 2021
- *Future of INTO* – Vice Provost Kathleen Fairfax, Vice Provost Susan James and Louann Reid, English Department Chair – April 2021
- *Title IX Explanation and Discussion* – Vice President Diana Prieto – May 2021
- *TILT Teaching Effectiveness Institute* – Gwen Gorzelsky, Director of TILT & Tonya Buchan – May 2021
- *Courageous Strategic Transformation Update* – Vice President for Strategy Jenelle Beavers – September 2021
- *Academic Master Planning Consultant Presentation* – Linda Dalton – September 2021
- *Retirement Plan Review Committee* – Joseph DiVerdi, Chair – September 2021
- *Continuing, Contract and Adjunct Faculty Task Force Recommendations* – Vice Provost for Faculty Affairs Susan James – October 2021
- *Vision Zero Task Force* – Fred Haberecht, Aaron Fodge, & Erika Benti – October 2021
- *International Programs, Todos Santos, & Semester at Sea* – Vice Provost for International Affairs Kathleen Fairfax and Dr. Rick Miranda, Chief Academic Officer for the CSU System – February 2022
- *Presentation of Extension Proposal* – Vice President for Extension and Engagement Blake Naughton – March 2022
- *Athletics Report & Updates* – Athletic Director Joe Parker & Shane Kanatous, Chair Committee on Intercollegiate Athletics – April 2022

- *Academic Master Plan Presentation* – Linda Dalton, Linda Nagel, and Andrea Duffy – May 2022
- *Retirement Plan Revision* – Vice President for Human Resources Robyn Fergus & Joseph DiVerdi, Chair of the Retirement Plan Review Committee – September 2022
- *Special Faculty Council Session on Helios* – Research Integrity Office Kimberly Cox-York and Vice Provost for Faculty Affairs Susan James – September 2022
- *Faculty Success (ADVANCE)* – Faculty Success Team Lead Ruth Hufbauer, Vice Provost for Faculty Affairs Susan James & Faculty Success Program Manager Jen Dawrs – October 2022
- *Accreditation Process Presentation* – Vice Provost for Planning and Effectiveness Laura Jensen – October 2022
- *Vice President for Inclusive Excellence Office Updates and Climate Survey Results* – Vice President for Inclusive Excellence Kauline Cipriani & Associate Vice President for Inclusive Excellence Shannon Archibeque-Engle – November 2022
- *Special Faculty Council Session on the Brand Refresh* – Associate Vice President for Marketing and Communications Nancy Deller – December 2022
- *YOU@CSU Presentation* – CSU Leadership Fellow John McGuire – February 2023
- *Five-Year Progress Report on New Appointment Types* – Co-Chair of the Committee on Non-Tenure Track Faculty Jenny Morse – March 2023
- *Transportation Master Plan Update* – Aaron Fodge – March 2023
- *Housing Initiatives Report* – Audra Montoya-Baker, Employee Housing Programs Coordinator – May 2023
- *Reaccreditation Process Update* – Vice Provost for Planning and Effectiveness Laura Jensen – May 2023

Faculty Council Task Forces 2020-2023:

- Intellectual Property Task Force – Fall 2020
 - The IP Task Force identified issues around faculty teaching materials. The task force has made recommendations for the language in Section J of the Faculty and Administrative Professional Manual to be taken up.
- Information Technology Task Force – Fall 2020
 - The IT Task Force examined challenges and opportunities to improve IT as it relates to teaching, research, service, and administrative missions for faculty. A recommendation for a standing committee for information technology has been taken up.
- RBEI Task Force – Fall 2020
 - The RBEI Task Force sent recommendations to change language in Sections C and E in the Faculty and Administrative Professional Manual to better acknowledge the importance of DEI in faculty work and supported through tenure and promotion processes.
- Shared Governance Task Force – Fall 2020
 - The Shared Governance Task Force put forward a proposal to incorporate new language around shared governance into the Faculty and Administrative Professional Manual.

- Presidential Survey Design Task Force – Fall 2020
 - The Presidential survey was sent to faculty and received over 500 responses. It is being professionally analyzed by Institutional Research, with a report expected on or around May 3, 2021.
- AUCC 3E to 1C Curriculum Transition Task Force – Spring 2022
 - The AUCC 3E to 1C task force was charged with analyzing the process for transitioning 3E courses to the new AUCC 1C category and creating pedagogical standards.
- AUCC Task Force – Fall 2021/Spring 2022
- Shared Governance Task Force – Fall 2022
 - The Shared Governance Task Force reconvened to analyze the language rejected by the Office of General Council in the summer of 2021.
- Administrative Leave Task Force – Fall 2022
 - The Administrative Leave Task Force considered 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.
- Continuing, Contract, and Adjunct Faculty Contracts Task Force – Fall 2022
 - The Contracts Task Force evaluated how contracts are being used among the continuing and contract appointment types and what options are available to CSU for increasing job security for these employment types.
- Budget Intro to Capstone Task Force – Fall 2022
 - The Budget Intro to Capstone Task Force convened to follow up on budget presentations and gain a deeper knowledge of the budget processes of the University and how to communicate this information to faculty and staff.
- Innovations and Visioning Task Force – Fall 2022
 - The Innovations and Visioning Task Force convened to discover pathways for CSU to be more innovative and how to get faculty involved in those conversations.
- B.A. – B.S. Task Force – Fall 2022
 - The B.A. – B.S. Task Force worked to analyze the differences between B.A. and B.S. degrees and how to integrate these differences into the creation of new degree programs.

Faculty Council Resolutions/Statements 2020-2023:

- Resolution Regarding Unit/Department Responsibility for Course Quality, Delivery Method/Instructional Format, and Timely Notification – *February 2021*
- Faculty Council Statement in Support of Student Athletes – *February 2021*
- Faculty Council Resolution Regarding Graduate Student Compensation and Fees – *November 2021*
- Faculty Council Resolution to Reaffirm the CSU-Fort Collins Commitment to Academic Freedom – *April 2022*

Other Notable Faculty Council Items 2020-2023:

- Chair Sue Doe participated in various committees related to the pandemic:
 - Workforce Support Committee/Task Force, which assisted employees in dealing with the pandemic.
 - Undergraduate Teaching Continuity Task Force, which masterminded classroom approaches in the 2020-2021 school year.
 - Recovery Advisory Committee, which was charged with considering various approaches to budget cuts in Spring 2020.
- Retirement Planning Committee
 - This group is evaluating various new approaches to Defined Contribution Plans for admin pros and faculty. The Chair of the Committee on Financial and Strategic Planning along with representatives from APC, HR, etc., and the Chair of FC are working with INNOVEST, a private vendor who assists with evaluation of retirement funds and companies.
- The Faculty Council Office did an inventory and refresh of all committee involvements of Faculty Council representatives.
- The Faculty Council Office worked with the University Libraries to archive all Executive Committee and Faculty Council records, including agendas, minutes, and the Academic Faculty and Administrative Professional Manual.
- Faculty Council, in collaboration with the Office of the Provost, invited Adrianna Kezar to campus in November 2021 to engage in meaningful futures regarding the integration of tenure-track and non-tenure track faculty across campus.
- Faculty Council voted in November 2021 to extend the completion date for the AUCC curricular transition from 3E to 1C until the 2024-2025 academic year.
- Faculty Council voted in December 2021 to permanently move the course late withdrawal date from eight weeks to three-quarters through a course.
- The Faculty Council Office continued to publish monthly stories to SOURCE regarding the monthly meetings.
 - Faculty Council expanded efforts with Marketing and Communications to coordinate SOURCE articles regarding Faculty Council meetings and issues.
- Chair, Sue Doe, granted an [interview with SOURCE](#) on the Courageous Strategic Transformation.
- The Faculty Council office began efforts to create a catalogue all Academic Faculty and Administrative Professional Manual changes to date.
- The Faculty Council office undertook an examination of compensation and possible parking subsidies for employees making less than \$35,000 a year in coordination with Parking and Transportation Services and the Office of the Vice President for University Operations.

After several years of work, Colorado State University's Housing Programs is beginning to implement several initiatives for employees to help them purchase a home, rent and afford their current housing. We are excited to share them with you below:

- **A series of educational workshops** to help employees buy homes and offer one-on-one homebuying strategy counseling to employees at no cost through a partnership with Brothers Redevelopment. The recordings and slides of the workshops are posted on the [website](#) until the end of April, 2023. 1:1 housing counseling remains free and available for employees through Brothers Redevelopment.
- **A mortgage insurance waiver** program for employees to help lower monthly mortgage payments for employees and make homeownership more affordable. [More information about the waiver and criteria employees must meet is available on the Housing Programs website.](#)
- **Expansion to the Emergency Hardship Loan Fund-** With the support of Interim President Rick Miranda during his tenure, Housing Programs has been collaborating with units across the university to revise the university's policy for the [emergency hardship loan fund](#). This change has now been fully executed and the fund is now expanded to help employees who are in crisis and need emergency housing. The maximum loan amount was also increased from \$1,000 to \$1,500.
- **Housing Partners Program-** Housing Programs also created a discount program for employees, called the [Housing Partners Program](#), composed of a network of real estate professionals who will offer reduced fees to CSU employees for their services, including real estate agents, home inspectors, home builders and others. Housing Programs is working to identify real estate professionals who will partner with the university and the website will continue to be updated as new partners are added.

Thank you for the opportunity to share this information with Faculty Council,
Audra Montoya-Baker
Employee Housing Programs Coordinator

Colorado State University Employee Housing

Audra Montoya-Baker, Employee Housing Programs Coordinator



Colorado State University



Vision: Where CSU employees work, play and learn is also where they should have the opportunity to live. Employee Housing Programs envisions that all CSU employees have access to a safe and stable place to call home.



Mission: To support CSU employees by facilitating access to housing through the design, delivery and management of housing assistance programs and for the recruitment and retention of CSU employees in support of CSU's educational mission and employee well-being.

Employee Housing Programs



Colorado State University

Values, objectives and goals we are working toward

- To better understand the core housing needs of employees in order to create and implement initiatives that help alleviate housing challenges.
- To provide information, education and resources to assist employees with their housing needs and to support connections to the CSU campus and local community.
- To help employees and their families access affordable places to live.
- To improve long-term housing stability for the well-being of CSU employees.



2021 CSU Housing Needs Assessment Highlights

- 2342 respondents (30% response rate)
- Housing is an important factor in decision to work at CSU
- University sponsored housing programs are very likely or somewhat likely to attract employees to CSU and encourage them to stay
- #1 factor for housing dissatisfaction is the high cost of housing
- #1 factor of where to live next is affordability of housing
- Homeownership is extremely or very important to nearly 70% of current renters and a critical consideration to renters in whether to stay at CSU
- Down payment is the number 1 obstacle in purchasing a home
- Top 3 program preferences are around homeownership
- 21% of current employee renters indicated a need for financial rental assistance in the last 3 years due to unforeseen circumstances to a great or moderate extent.

What are we doing with the results?

This is why I'm here today!

- Providing educational opportunities
- Developing programming



Mortgage Insurance Waiver Program

CSU Housing Programs has partnered with Canvas Credit Union to offer a mortgage insurance waiver program for first time homebuyers.

Mortgage insurance is an insurance that many lenders require during the home buying process, particularly for home buyers who do not have a 20% down payment. Employees who apply for a loan through Canvas Credit Union and who qualify for this new mortgage insurance waiver will have a lower monthly mortgage payment because they are not also paying for monthly mortgage insurance.

Review the MI Waiver eligibility criteria to see if you qualify. If you qualify, and would like to speak to a lender and learn more or start the process contact one of these lending agents at Canvas Credit Union:

Michael Nelson

MichaelN@canvas.org

Direct: 303.639.2154 Cell: 303.349-7150

OR Andrew Martin

AndrewM@canvas.org

Direct: 303-639-2575 Cell: 720-724-5715



Eligibility Criteria

To participate in the Program, you must meet the following guidelines (Eligible Borrower):

1. Eligible Borrowers must be full-time, benefits eligible employees of Colorado State University seeking to purchase qualifying residences within the state of Colorado and within Larimer, Weld, or Boulder County. Employment verification letter or employment offer letter may be used for qualification.
2. Eligible Borrowers that are otherwise eligible may participate in the Program upon hire date up to a maximum of one-month in advance of hire date OR upon acceptance of an official offer.
3. The Program is a one-time benefit.
4. Receipt of a Program loan is contingent upon the Eligible Borrower's ability to meet creditworthiness required by Canvas. An Eligible Borrower must meet minimum credit requirement and debt-to-income ratio as set by Canvas. Eligible Borrower must meet Canvas credit guidelines and the final lending decision is at the discretion of Canvas. An Eligible Borrower's inability to obtain and close a first mortgage home loan is not the responsibility of the University.
5. All Eligible Borrowers must work directly with Canvas.
6. Eligible Borrower must be purchasing a house to use as a primary residence within the state of Colorado and within Larimer, Weld, or Boulder County. A participant must occupy the qualifying residence as their primary residence. *"Principal residence" as defined by the IRS, under Section 121 of the Internal Revenue Code, using a facts and circumstances standard and considering, among other facts, where the employee resides most of the time, the address listed on the employee's tax returns, voter registration, driver's license, and automobile registration, the employee's billing address and employee's principal dwelling throughout the academic year.*

Eligibility Criteria cont.

7. The Program loan may be used to purchase a qualifying residence which may include a single-family residence, condominium, or townhouse suitable for one family. Second homes, vacation homes, mobile homes, investment properties, homes for dependents and non-dependents, and life care facilities are not qualifying residences.
8. Maximum Household Income:
To participate, Eligible Borrowers will have household income (household income is defined as all individuals who will be qualifying, for primary mortgage and going on the property title together) at or below 120% Area Median Income (AMI). Adjusted annually by the U.S. Dept. of Housing and Urban Development. Fannie Mae offers an [Area Median Income Lookup Tool \(fanniemae.com\)](https://www.fanniemae.com/resources/median-income-lookup).
9. Eligible Borrowers must be first time home buyers as defined by Fannie Mae as someone: *who (1) is purchasing the security property; (2) will reside in the security property as a principal residence; and (3) had no ownership interest (sole or joint) in a residential property during the three-year period preceding the date of the purchase of the security property. In addition, an individual who is a displaced homemaker or single parent also will be considered a first-time homebuyer if they had no ownership interest in a principal residence (other than a joint ownership interest with a spouse) during the preceding three-year time period.*
10. Continued participation in the Program is dependent upon continued full time benefits eligible employment with the university. In the event a participant is no longer eligible due to a change in employment status, participant must report change of status to the Employee Housing Programs Coordinator within 14 days via email at hr_employeehousingprograms@mail.colostate.edu.
11. Upon termination of eligibility participant will no longer be allowed to participate in the MI Waiver Program and will need to comply with Canvas' requirements to obtain mortgage insurance, as applicable.

Eligibility Criteria cont.

Mortgage Insurance Waiver Program Tax Aspects

Various facets of the Program may give rise to tax consequences, and the Eligible Borrower is strongly urged to discuss these consequences with a tax adviser. The University makes no representations or assurances as to the Program's tax implications.



Housing Partners Program:

Colorado State University's Housing Partners Program helps CSU employees save money on housing through a network of real estate professionals offering discounted services to CSU employees. The program is currently being developed. Discounts will be added to the website as the program grows.



Housing Partners Program

New Discounts Offered

Landmark Homes

Landmark Homes is pleased to offer CSU employees free washer, dryer, and refrigerator included with the purchase of a home. This offer cannot be combined with other existing Landmark Homes incentives. Employees can learn more or speak to representative at Landmark homes at <https://mylandmarkhomes.net> via email at [HelloOSC@mylandmarkhomes.net](mailto>HelloOSC@mylandmarkhomes.net) or by phone at (970) 632-6385.

Hartford Homes

Hartford Homes is excited to offer CSU employees \$1,000 towards closing costs, interest rate buy downs or prepaids. Employees can learn more or speak to a representative at Harford Homes via email at Kendall@hartfordco.com or by phone at (970) 716-6082. Please click this link to find out more! <http://www.hartfordco.com>

Housing Partners Program

Real Estate Agents

Sheida Azimi at HomeSmart

I am a dedicated and client-oriented realtor (Broker Associate). I offer a **1% purchase price back as a credit at closing towards closing costs or buying points to reduce the interest rate.** Employees can learn more or speak to Sheida at sheida@colorado-properties.com (970) 690-7659 <https://colorado-properties.com/colorado-buyers-and-sellers-promotions/>

Erin Moomey at Elevations Real Estate

I am an experienced real estate agent who has been a part of the Northern Colorado community since 2004. I offer **\$1,000 towards closing costs.** Employees can learn more or speak to Erin at erinmoomey@elevationsrealestate.com (970) 692-0119 <http://www.movewithmoomey.com/>

Free Homebuyer Education Courses

In partnership with Brothers Redevelopment, we recently offered:

- How to boost your credit score
- Combating the challenge of affordable home ownership

The recordings and slides for the presentations will be on the housing website until the end of April, if anyone wanted to attend, but wasn't able.



Free Homebuyer Education

Brothers Redevelopment also offers free 1:1 sessions.

Amy Kennedy

HUD Certified Housing Counselor/ Housing Navigator

Brothers Redevelopment, Inc.

Phone: 303-685-4202

amyk@brothersredevelopment.org

www.brothersredevelopment.org

www.coloradohousingconnects.org





Where are we headed?

Emergency Hardship Loan Fund

The policy is being expanded to include emergency housing assistance and increase the loan amount from \$1,000 to \$1,500

We are finalizing the approved changes.



What's Next?

I would love to gather feedback from you. There are additional ideas on the table, and I'm working with the Advancement office on a fundraising campaign to help fund future initiatives.

Is there time now for ideas on what's next? Would this group want to send me a collection of ideas?

Questions?



CONTACT:

Audra Montoya-Baker

Employee Housing Programs Coordinator

Audra.Montoya-Baker@colostate.edu

<https://hr.colostate.edu/employee-housing-programs>

Thank you



Colorado State University