

To Faculty Council Members: Your critical study of these minutes is requested. If you find errors, please call, send a memorandum, or E-mail immediately to Rita Knoll, ext 1-5693.

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

**MINUTES
FACULTY COUNCIL
December 2, 2014**

CALL TO ORDER

The Faculty Council meeting was called to order at 4:02 p.m. by Paul Doherty, Vice Chair.

ANNOUNCEMENTS

- A. Next Faculty Council Meeting – February 3, 2015 – *A203 Clark Building* – 4 p.m. *Please note new classroom for spring semester.*

Doherty announced that the next Faculty Council meeting would be held on February 3, 2015, 2014 at 4:00 p.m. in Room A203 Clark Building, and noted the new classroom.

- B. Executive Committee Meeting Minutes located on FC website – October 21, 2014

Doherty noted that the October 21, 2014 Executive Committee meeting minutes can be found at the following website:

<http://facultycouncil.colostate.edu/files/ecminutes>)

MINUTES TO BE APPROVED

- A. Faculty Council Meeting Minutes – November 4, 2014 (pp.)

By unanimous consent, the November 4, 2014 Faculty Council meeting minutes were approved.

UNFINISHED BUSINESS

- A. Elections - Faculty Council Standing Committees – Committee on Faculty Governance

Diane Lunde, Committee on Faculty Governance, presented on behalf of the Committee on Faculty Governance:

BALLOT
Academic Faculty Nominations to Faculty Council Standing Committees
December 2, 2014

Committee on Faculty Governance

<u>Allison Level</u> (Nominated by Committee on Faculty Governance)	Library	2017
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Committee on Scholastic Standards

<u>Jason Frasier</u> (Nominated by Committee on Faculty Governance)	Liberal Arts	2017
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Doherty asked if there were any nominations from the floor. There were none, and Doherty declared the nominations closed.

Level and Frasier were unanimously elected to three-year terms for each respective committee, effective immediately.

REPORTS TO BE RECEIVED

1. Provost/Executive Vice President – Rick Miranda

Miranda attended the Annual Meeting of the Association of Public and Land Grant Universities (APLU) last month. We are very active in that group, and he is on the council of that group which is why he missed the last faculty council meeting.

University Facility Fee Board – call for proposals went out and will be due shortly. Encourage colleagues to make proposals. They have modest amount of money to spend. Keep it in mind annually. Facility improvements that would help students.

Projections for next year's budget has not changed much, but governor's budget put out in first part of November had more money than we had been planning for which is good news. Maybe we will get a bit more. However, governor may insist that we ask for lower tuition increases. More news to come.

Degree proposals looked at by Council of Deans. New PhD program in Communications Phase 0 and also Phase 0 PhD in Environmental History and Phase 0 in Prevention Management in Health and Human Sciences. Journalism and Media Communications MA went through Phase 1. Water Center proposing an interdisciplinary minor, but administered by SOGES.

Miranda's report was received.

2. Faculty Council Vice Chair – Paul Doherty

No report was received.

3. Board of Governors Faculty Representative – Alexandra Bernasek

Bernasek's report was delayed until President Frank arrived.

Bernasek will speak to the BOG on Dec 5 about an on-campus stadium. There will be time for public comment as well. Chair of BOG asked that each member present a statement regarding whether or not they support the recommendation.

Bernasek's position is that she does not support the proposal. She has issues with the assumptions underlying the recommendation. She will have questions to ask when the presentation is being made. Her overarching concern is that we started with proposal for raising half the money from donations and no general fund contribution. Now general fund monies will be used. Risk is also significant.

She knows the president has done a thorough job of assessing risk. Please direct questions to her or the president with regard to the stadium or recommendation.

Ray Hogler (Management) - Thanks Alex for sharing her opinion, but he has not seen any discussion of changing nature of football itself. For example, Northwestern University players may be considered employees. If this stands then players will unionize, and then players will be paid salaries. This issue has never been addressed. Another component is that high school students do not have adequate funds for protective gear and become injured or die. Football will continue, but not in the same way that it has occurred in the past.

Frank asked if Hogler would like him to respond, and about the best process for responding to comments.

Hogler is willing to let Frank respond to the BOG and Hogler sent an email to BOG already.

Ross McConnell (Computer Science) - I am still in the dark about how much money was raised. I would like to see it broken it down by how much money is in the bank, how much is pledged, and what is the payout schedule of this money.

Frank replied that pledge documents are confidential.

McConnell – doesn't want to know who donors are. Wants to know how much money exists.

Frank replied that committed pledges are a bit in excess of \$30 million. More people say they are supportive but they don't want to make a pledge until the stadium decision has been made. Probably this represents about \$5-10 million. There is a debate about how one should include the "buy a brick" stage of fundraising. Comparable retail campaigns around \$2-3 million. So probably around \$40-45 million total.

McConnell – so what was the benchmark to proceed with the structure and where are we?

Frank – Donors having provided cash is just over \$2 million. The rest of the money raised to date is in pledges. There are other donors willing to pledge if we go forward, but not willing to commit until we do. The first proposal in October 2012 was to raise 50% of a \$250 million project. The lowest paid revenue bond scenario was \$125 million, then if we raised the rest philanthropically we faced very low risk. We didn't raise that, so after looking at the costs of Hughes, we now look at amount we could support through revenue bonds under various scenarios and our analysis suggests little chance of an impact on general funds. If we take the low case scenario, then we would expect to run a deficit at or under \$2 million per year over the years 3-17. Under this scenario we project a cumulative \$37 million dollar deficit that then declines and become positive by the end of the project. The short-term deficit is buffered by estate payments, the value of Hughes Stadium and land, and final phase philanthropy. If we exceed that buffer, we would be able to make bridge loans against the future revenues. Only if we do not make the low case scenario or if we exceed all of our revenue buffers too, we begin to impact the general fund.

I walked into this discussion somewhat naively, e.g., if we don't get the money then we'll just go back to Hughes. But after looking into it there are \$30 million of general fund dollars needed to fix Hughes and keep it maintained as it is. This assumes no additional problems, and we have had zero donor interest, and there are no revenues associated with it. If we bond that amount, the total cost is \$60M and this will all fall to the general fund.

To clarify one thing Bernasek said, I don't believe there will be general fund impacts going forward with a new stadium.

McConnell – I just wanted to find out how much has actually been pledged and when we'll receive it.

Frank – The longest pledge is five years. (Frank presented a brief recap of the philanthropy and the discussion was moved to the next question).

Roger Culver (College of Natural Science) - What will happen to the land out by Hughes stadium?

Frank – It's up to the BOG. In terms of our master plan, we are land rich compared to most universities. There is more land on our campus, in foothills campus. We could more than double the physical size of our campus without the land around Hughes. In Frank's opinion, we already have enough disconnects among different parts of campus. So in master plan there is nothing identified to put on the land around Hughes. We could theoretically donate it to the Poudre School District (but that has major problems for them), we could use it as open space, hold on to it, or sell it which is one of the buffers he mentioned.

Francesca Cotrufo (Soil and Crop Sciences) - Is this something that will help CSU? I like CSU because it is green, etc, and football has a lot of issues. Cotrufo wanted to understand better if there were different ways to engage a broader and more international student population because football is so American and the head injuries may cause it to lose popularity.

Katharine Leigh (Chair, Committee on Strategic and Financial Planning) – Our committee was adamant about having a sports place, not a football stadium in order to maintain gender equity. There are other things that could be done in that space. Wants to note that that is in their report.

Frank – These are very long complex topics that defy 5 minute answers. One argument is that a new football stadium is essential to the economic health of the university and this argument has been attributed to him. There is no doubt that young people look at intercollegiate athletics. Frank hopes nobody chooses a university on that basis, but it creates visibility. So, it matters. But, you cannot quantitatively say that a certain number of people will be attracted as a result. The issue about what will happen to football re:

injuries, etc is an open question. We will discover more about concussive injuries over time. Women are actually much more vulnerable to concussion and woman's soccer has a higher rate of concussions than football. We will figure out ways to make these sports safer. Frank doesn't think that it is likely that over the next 50 years football will not be played.

Bob Keller (Economics) - His department is opposed. We are at a particularly risky time. There is no crystal ball. We can't predict and believes this is a hell of a roll of the dice.

Mary Van Buren (Anthropology) – Commenting on the process rather than economic issues, she stated that her department is opposed as well. Although some faculty on campus may not be opposed, she hasn't met any. I don't think faculty has been asked. It is relatively clear that the faculty voice does not matter. It does, in fact, have impacts that have ramifications throughout the entire university. My sense is that the faculty is massively opposed to the stadium.

Frank – There was a discussion about polls and surveys and President Frank replied that there was a poll that was sent out through the Center for Public Deliberation but that he was not in a position to address or defend the science of the poll.

Katharine Leigh was on the The Committee on Leadership and the committee went through a lot of information. Their analysis suggested the placement of stadium that did not involve a floodplain, underground excavation, or impact on general fund was limited. Some of the responses from people were very emotional, and some based on data and statistics. Hughes is basically a money pit. Money that we would have to spend was a great consideration in their recommendation.

Bernasek – Did you consider impact on Athletics department budget?

Leigh - Yes

Susan LaRue (Committee on Intercollegiate Athletics) - We have no data to suggest that more students will come, but we have a lot of research that first year students are most vulnerable to not attending, and they don't have cars. Two factors that impact student attrition are engaging students academically and socially.

Mark Zabel (Committee on Scholarship Research and Graduate Education) – A new on-campus stadium is not going to be new forever. Have maintenance costs been included in the budgeting?

Frank – We examined growth curves of revenues and expenses and at about years 15-17 all models become positive. Beyond 15 years you have to start making revenue and can cover the maintenance costs.

Bernasek's report was received.

CONSENT AGENDA

1. UCC Minutes (10/24/14; 10/31/14 and 11/7/14)

Carole Makela, Chair, University Curriculum Committee, moved that Faculty Council approve the UCC Minutes from October 24 and 31, and November 7, 2014.

By unanimous consent, Faculty Council approved the 10/24; 10/31 and 11/7/14 UCC minutes.

ACTION ITEMS

1. Proposed revisions to the *Graduate and Professional Bulletin – D. – Admissions Requirements and Procedures - CoSRGE*

Mark Zabel, moved that Faculty Council approve the proposed revisions to the *Graduate and Professional Bulletin – D. – Admissions Requirements and Procedures – CoSRGE*. Mark spoke to proposal. This was approved by Executive Committee in the summer; but then received some additional feedback from the Graduate School. Changing name again to Integrated Degree Program because the Graduate School had another program that they want to call the Collaborative Degree Program. Also separated IDP into IDP+ plus and IDP. We have also added a Sequential Degree Program on request of the Graduate School. Those are the major changes. No further discussion and the motion passed with unanimous consent.

2. Revisions to the *Graduate and Professional Bulletin – E. – Graduate Study; E.2 Master's Degrees; E2.1 Credit Requirements, and Table 1 – CoSRGE*

Mark Zabel, moved that Faculty Council approve the proposed revisions to the *Graduate and Professional Bulletin – E. – Graduate Study; E.2 Master's Degrees; E2.1 Credit Requirements, and Table 1 – CoSRGE*

Zabel spoke to the motion. Creation of a new Professional Science Master's degree that is marketed by a professional organization. These are degrees designed for professionals seeking to enhance careers with a master's degree or students who want more experiential education (e.g. requires an internship). Requirements are dictated by PSM

organization. Curriculum must be approved by national organization. The motion passed unanimously.

3. Revisions to the *Graduate and Professional Bulletin – E.1.4. Graduate School Appeals Procedure – “GRADUATE STUDY” – CoSRGE*

Mark Zabel, moved that Faculty Council approve the proposed revisions to the *Graduate and Professional Bulletin – E.1.4. Graduate School Appeals Procedure – “GRADUATE STUDY” – CoSRGE*

Mark spoke to the motion. He indicated that the motion was to streamline and clarify the process for appealing dismissal of students from graduate programs. There was some confusion about timeline for making appeal, and the major change is that while the appeal is being processed the decision by the mentor or committee remains in effect (rather than being on hold). The motion passed unanimously.

DISCUSSION

1. Non-Tenure Track Faculty Concerns
 - Daniel Bush, Vice Provost for Faculty Affairs
 - Jennifer Aberle, Chair, Committee on Non-Tenure Track Faculty

Bush – I have spent time working with NTTF on campus. We have over 6000 people employed on campus. An important contributor is NTTF. There has not been respect or recognition in the past, but over the last several years that has been a thrust in this direction. We have tried to improve salaries, and bring them into salary exercises. The reason I am here is to point out how important NTTF is to the institution and the administration wants them to be fully integrated into fabric of institution.

[Aberle presented a slideshow on NTTF, which can be found on the Faculty Council website]

Mike McCullough (Philosophy) - We don't have a NTTF member on our faculty committee, and I will make sure that we do.

Sue Doe (English) and part of Center for Study of Academic Labor – 36% of NTTF say that they don't know who their Faculty Council representative is. Let them know who we are. 29% disagreed that NTTF are represented in any meaningful way in departments. These are things that we can do immediately to educate and include.

Ray Hogler (Management) - AAUP and State Representative Fisher managed to get the legislature to pass law re: contracts. AAUP brought forward a scheme so that NTTF can be provided an explanation if they are not renewed. Administrators can just “non-renew” NTTF without an explanation. Another problem is that senior faculty teaching is still

defined as at will. That should be changed in faculty manual. The bottom line is protections against arbitrary non-renewal are needed. In three other universities NTTF have voted to unionize.

Aberle – last year we worked with provost, vice provost etc. to change the manual. Will continue to work on those issues.

Francesca Cotrufo (Soil and Crop Sciences) – Thanks for presentation. She never realized that NTTF numbers are so high. Recognition is important, but in your time line you indicated that economics have driven this. But, has there been any recognition of teaching service to our students and has effectiveness been investigated?

Sue Doe – Some research shows that NTTF are more effective teachers. Other studies show that there have been problems. Delphi Center for Changing Professoriate – shows that there are mixed results. Working conditions are key, e.g. not having an office, a computer, etc. can make instruction or perception of it suffer. Problems are not with instruction itself, but with perception of access to faculty.

Aberle – there are also a lot of folks doing research here.

A member from the Committee on Strategic and Financial Planning – we have met with Jen and felt badly that there is a divided faculty. We would like them to have a voting member on committee.

Bernasek - do you know what the budget is for NTTF as a whole? It is ironic that we are talking about a \$200 million dollar football stadium, Our football coach is paid over \$2m and the NTTF teach 60% of undergraduate student credit hours and cannot be paid a decent wage. What does this say about the values of the institution?

David Greene (CoNTTF) – There are many departmental level issues that are very different than the university ones. If you have learned anything today, take it back to your departments. Assess the state of affairs in your department and bring it back to Faculty Council.

Dan Bush – A lot of changes have occurred, but a university is like a very big ship, slow to turn.

Natalie Barnes (Art and Art History) – it's often hard for NTTF to sit on committees due to multiple jobs.

Dan Bush – They can always say no.

Mary Van Buren (Anthropology) - how about a more vigorous educational campaign oriented towards departments?

Dan Bush – we talk to department heads all the time. It’s up to departments to implement changes.

Rachel Erb (Libraries) – we have several full time “temporary faculty” and I think we can make ways to integrate them more fully into the departments. Please come and talk to us if you have additional recommendations.

The Faculty Council meeting adjourned at 5:54 p.m.

Paul Doherty, Vice Chair
Alexandra Bernasek, BOG Faculty Representative
Rita Knoll, Executive Assistant

ATTENDANCE
BOLD INDICATES PRESENT AT MEETING
UNDERLINE INDICATES ABSENT AT MEETING

Agricultural Sciences

<u>Norman Dalsted</u>	Agricultural and Resource Economics	2016
<u>Jack Whittier</u>	Animal Sciences	2015
Deb Young	Bioagricultural Sciences & Pest Management	2015
Bradley Goetz	Horticulture & Landscape Architecture	2016
Francesca Cotrufo	Soil and Crop Sciences	2017
Milt Thomas	College-at-Large	2016
Kelly Curl	College-at-Large	2015
Jason Ahola	College-at-Large	2017

Health and Human Sciences

<u>Stephanie Clemons</u>	Design and Merchandising	2016
Tracy Nelson	Health and Exercise Science	2016
David Sampson	Food Science and Human Nutrition	2016
Lisa Daunhauer	Human Development and Family Studies	2015
Scott Glick	Construction Management	2014
Barb Hooper	Occupational Therapy	2017
Sharon Anderson	School of Education	2015
<u>Jennifer Portz</u>	School of Social Work	2014

Business

Suzanne Lowensohn (Fall 2014); Margarita Lenk (Spring 2015-16)	Accounting	2016
Stephen Hayne	Computer Information Systems	2015
Patricia Ryan	Finance and Real Estate	2016
Ray Hogler (Substituting for Jim McCambridge)	Management	2015
Kelly Martin (Spring); Chris Blocker (Oct); Kathleen Kelly (Nov/Dec) (Fall)	Marketing	2015

Engineering

Russ Schumacher	Atmospheric Science	2015
Travis Bailey	Chemical and Biological Engineering	2016
<u>Suren Chen</u>	Civil and Environmental Engineering	2015
<u>Steve Reising</u> (Excused)	Electrical and Computer Engineering	2016
Azer Yalin	Mechanical Engineering	2014
J. Rocky Luo	College-at-Large	2016
Jose Chavez	College-at-Large	2016

Liberal Arts

Mary Van Buren	Anthropology	2017
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<u>Eleanor Moseman</u>	Art	2017
Elizabeth Williams	Communication Studies	2016
Robert Keller	Economics	2016
Sue Doe	English	2015
Ernesto Sagas	Ethnic Studies	2017
Sophi Esch	Foreign Languages and Literatures	2015
(Substituting for Antonio Pedros-Gascon)		
<u>Adrian Howkins</u>	History	2017
Jangyul Kim	Journalism and Technical Communication	2017
Gary Moody	Music, Theater, and Dance	2016
Michael McCulloch	Philosophy	2015
Kyle Saunders	Political Science	2015
Ken Berry	Sociology	2016
Mohammed Hirchi	College-at-Large	2017
TBD	College-at-Large	2016
Eric Aoki	College-at-Large	2016
Natural Resources		
Monique Rocca	Ecosystem Science and Sustainability	2017
Will Clements (replace Paul Doherty (through Spring 2015))	Fish, Wildlife, & Conservation Biology	2016
Yu Wei	Forest and Rangeland Stewardship	2015
Sven Egenhoff (Bill Sanford – Spring)	Geosciences	2015
Stuart Cottrell	HDNR in Warner College	2017
Natural Sciences		
<u>Tom Santangelo</u>	Biochemistry and Molecular Biology	2016
David Steingraeber	Biology	2015
<u>George Barisas</u>	Chemistry	2017
Ross McConnell	Computer Science	2016
<u>Iuliana Oprea</u>	Mathematics	2017
<u>Mingzhong Wu</u>	Physics	2015
Zinta Byrne	Psychology	2016
<u>Geof Givens</u>	Statistics	2016
<u>Ed DeLosh</u>	College-at-Large	2017
Christos Papadopoulos	College-at-Large	2016
Roger Culver	College-at-Large	2015
Carl Patton	College-at-Large	2015
Veterinary Medicine & Biomedical Sciences		
Elaine Carnevale	Biomedical Sciences	2016
<u>Howard Seim</u>	Clinical Sciences	2016
Lucas Argueso	Environmental & Radiological Health Sciences	2017
<u>Gary Mason</u>	Microbiology, Immunology and Pathology	2015

<u>Ryan Ferris</u>	College-at-Large	2017
Gerald Callahan	College-at-Large	2017
<u>Pete Hellyer</u>	College-at-Large	2016
<u>David Gilkey</u>	College-at-Large	2016
<u>E.J. Ehrhart</u>	College-at-Large	2016
DN Rao Veeramachaneni	College-at-Large	2016
C. W. Miller	College-at-Large	2015
Ronald B. Tjalkens	College-at-Large	2015

University Libraries

Louise Feldman	Libraries	2017
	(Substituting for Nancy Hunter)	
Rachel Erb	At-Large	2016

Ex Officio Voting Members (*Indicates Elected Member of Faculty Council)

<u>Mary Stromberger</u> (Excused)	Chair, Faculty Council/Executive Committee	
Paul Doherty	Vice Chair, Faculty Council	
Alexandra Bernasek	BOG Representative	
Don Estep, Chair	Committee on Faculty Governance	2016
Susan LaRue , Chair	Committee on Intercollegiate Athletics	2016
Jerry Magloughlin, Chair	Committee on Libraries	2016
Jennifer Aberle , Chair	Committee on Non-Tenure Track Faculty	2016
David Greene , Chair*	Committee on Responsibilities & Standing of Academic Faculty	
Mark Zabel , Chair	Committee on Scholarship Research and Graduate Education	2016
		2016
Melinda Frye, Chair*	Committee on Scholastic Standards	2016
Jeff Wilusz, Chair*	Committee on Strategic and Financial Planning	2016
Stephanie Clemons, Chair*	Committee on Teaching and Learning	2016
Eric Prince, Chair	Committee on University Programs	2016
Carole Makela , Chair	University Curriculum Committee	2016

Ex-Officio Non-Voting Members

Anthony Frank	President
Rick Miranda	Provost/Executive Vice President
Brett Anderson	Vice President for Advancement
Mary Ontiveros	Vice President for Diversity
Lou Swanson	Vice Provost for Engagement/Director of Extension
Robin Brown	Vice President for Enrollment and Access
Dan Bush	Vice Provost for Faculty Affairs
Patrick Burns	Vice President for Information Technology/Dean Libraries
Jim Cooney	Vice Provost for International Affairs
Tom Milligan	Vice President for Public Affairs
Alan Rudolph	Vice President for Research
Blanche M. Hughes	Vice President for Student Affairs
Kathleen Pickering	Vice Provost for Undergraduate Affairs
Amy Parsons	Vice President for University Operations
Craig Beyroudy	Dean, College of Agricultural Sciences
Jeff McCubbin	Dean, College of Applied Human Sciences
Ajay Menon	Dean, College of Business
David McLean	Dean, College of Engineering
Jodie Hanzlik	Dean, Graduate School
Ann Gill	Dean, College of Liberal Arts
Jan Nerger	Dean, College of Natural Sciences
Mark Stetter	Dean, College of Vet. Medicine & Biomedical Sciences
John Hayes	Dean, Warner College of Natural Resources
Timothy Gallagher	Immediate Past Chair, Faculty Council
Toni-Lee Viney	Chair, Administrative Professional Council