

MINUTES
Faculty Council Meeting
Tuesday, May 5, 2015– 4:00 p.m. – A203 Clark Building

CALL TO ORDER

The Faculty Council meeting was called to order at 4:04 p.m. by Mary Stromberger, Chair.

ANNOUNCEMENTS

A. Video shoot

Stromberger announced that Greg O’Malia, External Relations, was present to shoot video footage. The footage will be included in an educational video on shared governance, which will be used at new employee orientations, etc. The three employee councils are involved in making the video.

B. Next Faculty Council Meeting – September 1, 2015 – A201 Clark Building – 4 p.m.

Stromberger announced that the next Faculty Council meeting would be held on September 1, 2015 at 4:00 p.m. in Room A201 Clark Building.

C. Executive Committee Meeting Minutes located on FC website – March 31, 2015; April 14 and 21, 2015

Stromberger noted that the March 31, 2015; April 14 and 21, 2015 Executive Committee meeting minutes can be found at the following website.
(<http://facultycouncil.colostate.edu/files/ecminutes>)

C. Graduate Student Council – Anne Byrne

Stromberger introduced Anne Byrne, President of the Graduate Student Council, to explain and present the new Graduate Advising and Mentorship Award. Anne thanked faculty for being graduate student advisors. The Council received over 70 letters of nominations and nominees were from over 30 units on campus. Honorable mentions and awards were presented. Award recipients were Scott Nissen (Bioagricultural Sciences and Pest Management), Cameron Aldridge (Ecosystem Science and Sustainability), and Susan van den Heever (Atmospheric Science). Honorable mentions were Yongcheng Zhou (Department of Mathematics), Manfred Diehl (Human Development and Family Studies), Zinta Byrne (Psychology), and Lucas Argueso (Cell and Molecular Biology).

MINUTES TO BE APPROVED

A. Faculty Council Meeting Minutes – April 7, 2015 - Amended

Stromberger explained that the minutes on page 2 were previously amended, by changing Roger Culver’s college name from “Arts and Sciences” to “Natural Sciences”. By unanimous consent, the April 7, 2015 Faculty Council meeting minutes were approved.

UNFINISHED BUSINESS

A. Elections – Standing Committees – Committee on Faculty Governance

BALLOT
Academic Faculty Nominations to Faculty Council Standing Committees
May 5, 2015

Committee on Scholastic Standards

<u>KETUL POPAT</u> (Nominated by Committee on Faculty Governance)	Engineering	2015-2018
<u>PAUL ODE</u> (Nominated by Committee on Faculty Governance)	Ag Sciences	2015-2018
<u>RAY HOGLER</u> (Nominated by Committee on Faculty Governance)	Business	2015-2018

Committee on Faculty Governance

<u>STEVE REISING</u> (Nominated by Committee on Faculty Governance)	Engineering	2015-2018
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Committee on University Programs

<u>TIAN WANG</u> (Nominated by Committee on Faculty Governance)	Business	2015-2018
<u>TANJA HESS</u> (Nominated by Committee on Faculty Governance)	Agricultural Sciences	2015-2018

Committee on Responsibilities and Standing of Academic Faculty

<u>JENNIFER MARTIN</u> (Nominated by Committee on Faculty Governance)	Agricultural Sciences	2015-2018
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University Curriculum Committee

BRAD REISFELD _____ Engineering 2015-2018
(Nominated by Committee on Faculty Governance)

Committee on Strategic and Financial Planning

ROB SCHWEBACH _____ Business 2015-2018
(Nominated by Committee on Faculty Governance)

Steve Reising, Committee on Faculty Governance, nominated, on behalf of the Committee on Faculty Governance, Ketul Popat (Engineering), Paul Ode (Ag Sciences), and Ray Hogler (Business) for CoSS; Steve Reising (Engineering) for CoFG; Tian Wang (Business) and Tanja Hess (Agricultural Sciences) for CUP; Jennifer Martin (Agricultural Sciences) for CoRSAF; Brad Reisfeld (Engineering) for UCC; and Rob Schwebach (Business) for CoSFP.

Stromberger asked if there were any nominations from the floor. Hearing none, Stromberger declared the nominations closed.

Popat, Ode, Hogler, Reising, Wang, Hess, Martin, Reisfeld and Schwebach were unanimously elected to three-year terms for each respective committee, effective July 1, 2015.

B. University Discipline Panel

BALLOT – UNIVERSITY DISCIPLINE PANEL
Academic Faculty Positions on University Discipline Panel
May 5, 2015

Nominee	Term
THREE OPENINGS - THREE YEAR TERM - 2015	
<u>ALAN VAN ORDEN</u> _____ (Nominated – Committee on Faculty Governance)	2015-2018
<u>BRETT JOHNSON</u> _____ (Nominated – Committee on Faculty Governance)	2015-2018
<u>TED WATSON</u> _____ (Nominated – Committee on Faculty Governance)	2015-2018

Steve Reising, Committee on Faculty Governance, nominated, on behalf of the Committee on Faculty Governance, Alan Van Orden, Brett Johnson and Ted Watson for the University Discipline Panel.

Stromberger asked if there were any nominations from the floor. Hearing none, Stromberger declared the nominations closed.

Van Orden, Johnson and Watson were unanimously elected to three-year terms for the University Discipline Panel, effective July 1, 2015.

C. University Grievance Panel

BALLOT – UNIVERSITY GRIEVANCE PANEL
Academic Faculty Positions on University Grievance Panel
May 5, 2015

Nominee	Term
THREE OPENINGS - THREE YEAR TERM - 2015	
<u>PIOTR KOKOSZKA</u> (Nominated – Committee on Faculty Governance)	2015-2018
<u>YU WEI</u> (Nominated – Committee on Faculty Governance)	2015-2018
<u>STEVE RUTLEDGE</u> (Nominated – Committee on Faculty Governance)	2015-2018

Steve Reising, Committee on Faculty Governance, nominated, on behalf of the Committee on Faculty Governance, Piotr Kokoszka, Yu Wei, and Steve Rutledge for the University Grievance Panel.

Stromberger asked if there were any nominations from the floor. Hearing none, Stromberger declared the nominations closed.

Kokoszka, Wei, and Rutledge were unanimously elected to three-year terms for the University Grievance Panel, effective July 1, 2015.

REPORTS TO BE RECEIVED

1. Provost/Executive Vice President –Rick Miranda

Miranda reported that enrollment has increased both for freshman and transfers students. The number of applications, admits, accepts, and deposits are all up as compared to previous years. The number of deposits is 5013, which is the largest number ever and is especially notable this early in the cycle. The number of resident applications has increased from 3000 to 3300, nonresidents from 1300 to 1700, transfers from 500 to 880. Miranda noted that recruiting units around campus deserve credit.

Bill Timpson (School of Education) asked if we were close to capacity. Miranda said one level of capacity is the number of beds in the residence halls and another is the capacity in classrooms (which is monitored constantly with the waitlists). We have been able to manage growth in the past couple of years and will be able to this year too.

Miranda noted that the budget has not changed and hopefully will be approved by the BOG this week.

Miranda explained that CCHE has been discussing what type of courses and experience should be accepted as prior knowledge. There is some pressure to change/weaken the standards. CSU has been arguing on 3 principles, namely this is a primarily a faculty decision; degree programs need to be able define appropriate requirements (e.g, requiring an A or B grade vs. a passing grade); and for general requirements, having a statewide policy would make sense. The changes to policy are being formed now and Miranda asked for feedback.

Mary Van Buren (Anthropology) asked what other things besides AP exams would be considered as prior knowledge. Miranda explained there are many programs e.g., challenge exams, IB programs, portfolios, military credit, and other various prior learning mechanisms are being discussed.

Eleanor Moseman (Art History) asked about the relative rigor of courses across the state. Miranda replied that this is why faculty is needed in the discussion. Some equivalencies are soft. CSU does have a guaranteed transfer policy for courses from community colleges, but extending this guarantee to other prior knowledge needs to be examined carefully. Miranda also explained that data will be available about performance of students with/without prior knowledge courses and we can inform some aspects of the argument soon. Miranda explained that we would like to have CCHE base decisions on data and not necessarily politics.

Ross McConnell (Computer Science) referred to the statement of Alex Bernasek in her BOG report last meeting, the statement in this agenda, as well as a statement from AAUP and asked if Miranda had divulged privileged information. Miranda replied no and that he was offended by the implication.

Bill Timpson (School of Education) asked if Miranda had suggestions for moving through an impasse in Executive Committee of Faculty Council. Miranda replied that he is a member of the committee. Timpson asked if mediation or arbitration should be considered. Miranda described the difference between a process for arriving at a decision and a process for discussion. A close vote in a committee, which does not lead to a decision, would not necessarily lead to mediation and arbitration.

Miranda also noted that a lot of deliberation about how to move forward with shared governance has happened and he and President Frank and Stromberger have discussed how to move forward and improve shared governance. These ideas will move forward this summer (sooner rather than later) and one idea is to incentivize university service. A second idea will be to incentivize faculty to be involved in strategic planning and to diversify representation on those committees. A third change will be to get more input in the budget process. We need to improve the number of eyes that are getting on the process. Miranda will be working with Stromberger and others to identify and work on other issues.

Bob Keller (Economics) suggested that reviewing decisions over the last few years (versus the last few months) is useful and noted the history of the stadium decision, especially in terms of the funding model and how that funding plan has transformed over time. Keller thought going back and thinking about how that decision could have done better would be useful. Miranda replied that the Semester-at-Sea decision went a bit better than other decisions and learning from both good process and poor processes is worth examining.

Stromberger noted that she and Makela have discussed that Faculty Council has not traditionally been a place for controversial conversations and generally focuses on safe topics. Stromberger suggested that maybe we can do better about having more “uncomfortable” conversations at Faculty Council and being open to different opinions and conversations. Van Buren supported that idea and added that the code could be changed such that a proposed discussion item that was signed by a number of faculty members could be discussed at Faculty Council and noted that the lack of discussion on the stadium could have been prevented.

Sue Doe (English) pointed to the statement on shared governance in the agenda as using passive verbs and it is not clear to whom those verbs apply. Doe suggested that an active, collaborative statement would be better and we can discuss that when we get to that item.

Miranda explained that mistakes were made with the recent salary exercise. Miranda explained the history of having a study conducted to look for gender bias. Miranda explained that no systematic bias was found across the university for assistant and associate professors. Bias was detected at the level of full professor, particularly in two departments. Individual women were identified in these departments and their salaries were adjusted. Fast forward to this spring and the modeling of the annual salary increase exercise, the gender variable was inappropriately included in the salary model sent to department heads and deans. Mary Meyer (Statistics) helped with the gender equity study the previous fall but was not involved in this mistake, and Mary was the one to point out the problem. The report was retracted immediately. Miranda apologized for the mistake and thanked Meyer, and her colleagues, for her/their work and for pointing out the problem. Because of the seriousness of the problem, President Frank has tasked Miranda with getting an external review, involving more people around the policy of inequity adjustments, and developing more and better communication about salary. CSU is decentralized and this can lead to unequal application of policies. These issues will be addressed.

George Barisas (Chemistry) noted the disparity in woman faculty salaries, especially senior women, over a long period of time. Barisas asked faculty to think about how to have a pattern of redress to deal with this pattern of inequity.

Meyer (Statistics) stated that she conducted the gender analysis and that a systematic bias was evident (contrary to a statement by Miranda). A man and a woman with the same qualifications would lead to a woman having up to a \$10,000 dollar difference in target salary. This was statistically significant.

Mark Zabel (Microbiology, Immunology and Pathology) asked if the difference would still exist if an egregious department was removed from the analysis. Meyer replied yes and requested that she, and/or other statisticians be involved and that formulas for salary adjustments be publically published.

CW Miller (CVMBS) asked where the money to address the inequity would come from. Miranda said typically the money comes from the college.

Miranda's report was received.

2. Vice President for Research – Alan Rudolph

Rudolph reported that 1/3 of the university budget comes from research (~ \$325 million). A continued theme is interdisciplinary work because Federal government (about 75% of funding) and private enterprises (~20-25% of funding) demand interdisciplinary teams. A new interdisciplinary award was instituted this year through the VPR's office. Catalyst

programs (seed programs) were developed to give money (\$200,000) to interdisciplinary teams to chase big ideas, and hopefully will result in large returns. Seven new teams have been formed.

The Graduate Show had ~300 presentations this year. Rudolph thinks we need to improve our graduate programs relative to our peers.

50 or 60% of our buildings are over 50 years old. Substantive investment in our core facilities is a topic being pursued and conversations with the Board of Governors will be happening.

A research wall to promote research and artistry is in the Lory Student Center.

A Grand Challenges Alumni event will happen in Washington DC to help elevate CSU's visibility.

Rudolph noted that industry support has increased recently and he expects that to continue.

Rudolph noted that metrics on research productivity (e.g., publications) is hard to collate, and preliminary data suggests the number of publications have increased over time. CSU is going to implement a Digital Measures system to track faculty productivity on an annual basis. Such data and analytics are needed. This system has been vetted by 3 colleges and taking the program university-wide was a decision that came out of the strategic planning process. This system will cost \$45-50k a year. Rudolph welcomes questions and comments now or later.

Bill Timpson (School of Education) asked about the trends in competitiveness in federal funding. As federal support declines, competition increases for research funding. Rudolph said the country needs to reinvest in science but the political climate is challenging. One bill is getting some support that will increase funding to NIH.

Van Buren (Anthropology) expressed concern about the standing of the College of Liberal Arts relative to the other colleges in terms of research funding, and asked about what plans there are to support research in colleges such as Liberal Arts. Rudolph explained that there was good representation from CLA in the recent initiatives, but welcomes other suggestions. Van Buren explained that relatively small grants go a long way in CLA and more seed grants would be good. Rudolph noted that more social scientists are needed for issues such as climate change, but he also recognizes that these issues do not include everyone.

Jason Ahola (Animal Sciences) asked if there were any initiatives from private business for the College of Agriculture. Rudolph explained that when a business comes to campus, CSU has been trying to broaden interest across colleges and departments by bringing component solutions to problems.

Rudolph's report was received.

3. Faculty Council Chair – Mary Stromberger

Stromberger introduced the new Faculty Council Executive Committee members, elected by the Committee on Faculty Governance: Eric Aoki (CLA), George Barisas (CNS), and Russ Schumacher (CE).

Stromberger explained that the Faculty Council web site is being updated and will be going live soon.

Stromberger noted that the Faculty Ombuds committee has met and will be developing a job description.

Stromberger, Frank, and Miranda recently met with the Library staff about the cost of serial subscriptions, open access text books, and copyright issues.

Stromberger's report was received.

4. Board of Governors Faculty Representative – Alexandra Bernasek

Bernasek reported that the BOG will be meeting on campus this Thursday and Friday. Bernasek submitted a written report and gave some highlights and noted that this will be her last meeting as BOG representative.

Report to the Board of Governors of the Colorado State University System From the Faculty Representative from CSU ~~M~~ 2015, Fort Collins, CO

1. March 3, 2015 Faculty Council Meeting.

a. Reports:

- i. Provost's Report – Dr. Rick Miranda noted the following; the BOG meeting and retreat in February 2015, P&T cases forwarded to the President, a meeting the FC Committee on Strategic and Financial Planning on the budget, continuing discussions with the Semester at Sea people, and discussions in Executive Committee on the state of shared governance at CSU.

- ii. FC Chair's Report – Dr. Mary Stromberger noted the following; meeting with the Committee on Teaching and Learning, meeting with the Committee on Non-TT faculty, revisiting the Parking Plan, and discussions in Executive Committee on the state of shared governance at CSU
- iii. Faculty Representative to the BOG's Report – Dr. Alexandra Bernasek submitted a written report summarizing what was discussed at the BOG retreat and meeting in February 2015.

b. Action Items:

- i. Election of Faculty Council Officers – Dr. Mary Stromberger ~~was elected~~ at Chair of FC, Dr. Stephanie Clemmons was elected as Vice Chair of FC and Dr. Paul Doherty was elected as Faculty Representative to the BOG.
- ii. Proposed changes to the *Manual*: Section K: Resolution of Disputes -- Sections K.1, K.3, K.4, K.5, K.9, K.12. Faculty Council passed revisions to this section in May 2014. OGC did not support the revisions. President Frank asked that FC and OGC work together to reach consensus on section K. A subcommittee met and sent recommendations to CORSAF. CORSAF then worked with OGC to bring this proposal to FC. The motion to adopt these changes passed.

- c. Discussion Item – Proposed Anti-bullying policy. Jason Johnson from OGC and Bob Schur from the Office of Policy and Compliance gave a preview of a proposed policy on “Bullying in the Workplace”. The draft is available at: <http://facultycouncil.colostate.edu/files/agendas/1415/Mar03-15.pdf> There was discussion of this. One question that was raised asked why a new policy was needed when there was language in the Manual that already deals with this. The answer was that the language in the Manual is not clear enough. Another question was whether this was a policy specifically aimed at faculty rather than administrators. The answer was not necessarily. Both Jason and Bob concluded by saying that the discussion was useful and they would go back and consider revisions to the proposed policy. A summary of the questions and answers can be found in the Minutes of the March 2015 Faculty Council Meeting.

2. April 7, 2015 Faculty Council Meeting

a. Reports:

- i. President's Report – Dr. Tony Frank spoke to FC and commented on the budget and his perceptions of the state of shared governance at CSU. He stated that he respects the faculty's right to discuss and debate that issue. He was asked one question – Roger Culver stated that to him shared governance means that the administration does not always win in conflicts but that seems to have been the case lately and asked what President Frank thought. He responded by saying that he did not think the administration always wins.

- ii. Provost's Report – Dr. Rick Miranda presented an overview of the budget and took questions about it. There were several questions. A summary of the questions and answers can be found in the Minutes of the April 2015 Faculty Council Meeting.
- iii. FC Chair's Report – Dr. Mary Stromberger reported on; progress on the Anti-Bullying Policy, the establishment of a taskforce to evaluate the proposal for a Faculty Ombuds position, preliminary results from the Parking Open Fora facilitated by Dr. Martin Carcasson and the Center for Public Deliberation, EC discussion about the state of shared governance
- iv. Faculty Representative to the BOG Report: Dr. Alexandra Bernasek read a statement on behalf of five members of Executive Committee (including herself) who resigned from that committee. The faculty members all stated they would continue with their commitment to other FC responsibilities but did not believe they could be effective representatives of the faculty on that committee.

b. Action Items:

- i. Dr. Richard Eykholt (a former Chair of Faculty Council) was confirmed as the U Grievance Officer.
- ii. Proposed change to the *Manual*: Section E.2.1.4 Special Appointment Committee on Non-Tenure Track Faculty moved inclusion of non-TT faculty members in annual evaluations of faculty and the annual merit salary exercise. The motion passed.
- iii. Proposed change to the *Manual*: Section E.6 General Policies related to Appointment and Employment of Faculty. The Committee on Non-Tenure Track Faculty moved inclusion of multi-year contracts in the possibilities for faculty appointments as per State statute and university policy. The motion passed.
- iv. Proposed change to the *Manual*: E.2.1.5 Temporary Appointments. The Committee on Non-Tenure Track Faculty moved a change that after two consecutive semesters of employment a Temporary Faculty appointment would become a Special Faculty appointment. The Temporary appointment category should be reserved for cases where on-going employment at the university is not expected. The motion passed.

c. Discussion Item: Student Course Surveys

Dr. Stephanie Clemmons

Committee on Teaching and Learning outlined a yearlong project to do two things: (1) revise the student course survey so that it serves the purpose it is intended to serve and (2) generate a university-wide discussion on ways to evaluate teaching effectiveness. Course surveys (often only answers to one or two questions) are routinely used in some departments as the basis for evaluating the effectiveness of teaching by the faculty. Research has clearly shown that course surveys are biased and are not a good way of evaluating teaching. Dr. Clemmons and Dr. Turk would like to see the campus community engaged in discussion of how to better evaluate teaching effectiveness. There was good discussion of their proposal. A summary is available in the Minutes of the April 2015 Faculty Council Meeting.

3. Status of Women Faculty Committee Update:

- a. Proposal for a parental leave policy for faculty was forwarded to the President The
reviewed and evaluated by a small subcommittee working in conjunction with relevant administrators. The goal is to have a proposal back to the President by the end of the spring semester. *Note:* it should be noted that a major improvement in the university's parental leave policy is scheduled to take place July 1, 2015. It involves covering the 3 week paid parental leave for employees from the fringe pool (effectively returning this amount to departments and units to compensate for the absence of a new parent and centralizing this cost) and in the case of birth mothers covering 9-12 weeks of paid leave. President Frank was instrumental in making this possible and he has continued to support further improvements to the policy.
- b. A proposal for a faculty Ombuds was forwarded to the President in December 2014. The proposal is being reviewed and evaluated by a subcommittee in conjunction with relevant administrators. The goal is to have a proposal to the President by the end of the semester.
- c. A set of recommendations for pay equity and fairness in faculty salaries is being prepared to forward to the President by the end of the semester.
- d. A series of focus groups is being planned for the end of the Spring semester and possibly into the beginning of the Fall semester to get a sense of culture and climate issues for women faculty including women administrators. A group has been working on the research questions, interview questions and methods for analyzing the qualitative responses. A report on the findings is planned for publication on campus sometime in the Fall semester. The findings of this research will form the basis for new initiatives by the SCWF committee in the academic year 2015-16.

4. Concerns of the Faculty: A major concern for a number of faculty members is the current and expected level of indebtedness of the university. As current and future borrowing is estimated to soon exceed \$1.2 billion the concern is that if enrollment does not continue to grow rapidly enough the cost of repaying the debt will be borne by students in higher tuition and fees and by the faculty in budget cuts. The negative outlook of the rating agencies for the whole higher education sector is considered significant. Even so many people have pointed out that several financial institutions (including Lehman Brothers) maintained high ratings from Moody's and Standard and Poor's even as they became insolvent, in which case the situation is likely to more serious than they recognize.

5. Recommendations for documentaries relevant to higher education:

- A new documentary on sexual assault on college and university -campuses
Ground"
- A 2013 documentary on college sports and the NCAA, particularly men's football and
basketball – "Schooled – The Price of College Sports"
- A 2013 documentary on inequality that includes a discussion of -higher education

“Inequality for All”.

6. Updates – Dr. Stephanie Clemmons was awarded the BOG Excellence in Undergraduate Teaching Award! She has served as Chair of Committee on Teaching and Learning and in Fall 2015 will be the Vice Chair of Faculty Council. We are very proud of her!

Respectfully submitted by Dr. Alexandra Bernasek, Faculty Representative from CSU to the Board of Governors of the CSU System.

Bernasek’s report was received.

CONSENT AGENDA

1. UCC Minutes (March 27, 2015; April 3, 10 and 17, 2015)

Carole Makela, Chair, University Curriculum Committee, moved that Faculty Council approve the March 27, 2015; April 3, 10 and 17, 2015 UCC minutes.

The UCC minutes were unanimously approved.

ACTION ITEMS

1. Proposed revisions to the *Graduate and Professional Bulletin* Section E. Graduate Study, E.1.1 The Advisory System – CoSRGE

Mark Zabel, Chair of the Committee on Scholarship, Research and Graduate Education, moved that Faculty Council approve the proposed revisions to the *Graduate and Professional Bulletin*, Section E. Graduate Study, E.1.1 The Advisory System, to be effective immediately, as follows:

ADDITIONS - UNDERLINED - DELETIONS ~~OVERSCORED~~

E.1.1 THE ADVISORY SYSTEM

~~In the case of Plan C master’s students, a common departmental faculty committee serves this advisory function. It is not necessary to have a member from outside the department. are required to have an advisor but not a committee.~~

Zabel explained this language would clarify that Plan C Master’s students only need an advisor and not a committee.

The motion passed adopted by unanimous vote.

2. Proposed revisions to the *General Catalog* Fresh Start Policy – CoSS

Liba Pejchar, Chair of the Committee on Scholastic Standards, moved that Faculty Council approve the proposed revisions to the *General Catalog* Fresh Start Policy, to be effective immediately, as follows:

Please note: additions underlined, deletions ~~over-scored~~.

Scholastic Standards (Section 1.8)

ACADEMIC FRESH START

Former Colorado State undergraduate students may apply for an academic Fresh Start, a policy which allows students to establish a new academic record. A student may be granted a Fresh Start only once.

An academic Fresh Start may be granted ~~only~~ after at least ~~five~~ two years have elapsed since the student's last term of enrollment as an admitted, degree-seeking student, regardless of the number of credits taken. Courses taken through the Division of Continuing Education, as a guest student, or the Colorado State University Summer Session after being dismissed or ceasing enrollment as an admitted degree-seeking student will not count against the ~~two~~five-year interval required for a Fresh Start.

Eligibility for a fresh start can be achieved in one or both of the following ways:

- a. Be successful in a job or volunteer experience and be able to supply strong letters of recommendation from your employer/supervisor (recommendations must not be from a family member or relative).
- b. Take at least 15 credits of academic courses either at another institution or as a guest student at CSU and earn a 2.50 or higher cumulative GPA

Students applying for a Fresh Start will also need to:

1. Submit a Returning Student Application by the deadline for the appropriate semester.
2. Write a statement of motivation on why you would like to return to CSU and why you think you are now ready to succeed. Analyze your past behavior and provide evidence of change and success since you left CSU.
3. In your statement, include an action plan for academic success that you have researched and considered carefully. Describe specifically how you will utilize campus advising and

resources. Review the following website for suggested resources:

<http://osp.casa.colostate.edu/campus-resources.aspx>

4. Submit all information to the Office of Admissions at www.admissions.colostate.edu under Future Students/Returning Students/Undergraduate Intent to Return.

Decisions on applications for a Fresh Start will be made by a committee composed of representatives from Admissions, CASA, and the Committee on Scholastic Standards.

~~Applications for a Fresh Start will be made through the Center for Advising and Student Achievement and should be submitted one semester prior to the academic term in which a student wishes to enroll in the University. Receipt of a Fresh Start does not guarantee admission, but may aid the student in normal admissions procedures.~~

A student granted a Fresh Start and enrolled will have a demarcation on the permanent academic record to delineate the previous record from the new academic record achieved under the Fresh Start policy. Credits for those courses in which a grade of at least C- or S was awarded prior to the Fresh Start may be applied toward graduation requirements under the Fresh Start policy.

Only grades earned after the Fresh Start demarcation will be computed in the new GPA. A Fresh Start may have implications regarding other requirements for graduation, such as upper-division and in-residence requirements. See these sections of the General Catalog for details.

If a student receives a Fresh Start, he or she must successfully complete at least 30 upper-division credits of course-work in residence at CSU after the Fresh Start is granted in order to graduate.

Pejchar explained the policy would allow Fresh Start in 2 (vs 5) years with some qualifications. This change is being driven by the number of appeals being received.

The motion passed unanimously.

3. Proposed revisions to the *Academic Faculty and Administrative Professional Manual* Section I. Academic and Legal Matters, I.15 Responsibilities of Being a Student Group Advisor –CoRSAF

Doherty, on behalf of the Committee on Responsibilities and Standing of Academic Faculty, moved that Faculty Council approve the proposed revisions to *Academic Faculty and Administrative Professional Manual* Section I. Academic and Legal Matters, I.15 Responsibilities of Being a Student Group Advisor as follows:

ADDITIONS – UNDERLINED – DELETIONS ~~OVERSCORED~~

I.15 Responsibilities of Being a Student Group Advisor

An advisor is selected by a student group and serves upon mutual agreement among the student group, the advisor, and the advisor's administrative head. The role of the advisor is to provide guidance in fiscal matters; assistance in attaining group goals; encouragement of open lines of communication among students, faculty members, and staff; and continuity to the group from year to year. When a faculty member or staff member is confirmed as an advisor to a student group, this role as an advisor will constitute an assigned University duty, which will last at least through the academic year, and may be renewed annually at the discretion of all parties.

The motion was unanimously approved, and will be effective pending approval by the Board of Governors.

4. Proposed revisions to the *Academic Faculty and Administrative Professional Manual* Section F.3.16 Parental Leave and Catastrophic Circumstances Leave – CoRSAF

Doherty, on behalf of the Committee on Responsibilities and Standing of Academic Faculty, moved that Faculty Council approve the proposed revisions to the *Academic Faculty and Administrative Professional Manual* Section F.3.16 Parental Leave and Catastrophic Circumstances Leave as follows:

ADDITIONS – UNDERLINED – DELETIONS ~~OVERSCORED~~

F.3.16 Parental Leave and ~~Catastrophic Circumstances Leave~~

Academic Faculty, Administrative Professionals, Post-Doctoral Fellows, Veterinary Interns and Clinical Psychology Interns with an appointment of at least half-time (50%) or greater who satisfy the eligibility requirements for Short Term Disability (STD) are eligible for Parental Leave (see the *Academic Faculty and Administrative Professional Benefits and Privileges Handbook*). An employee who is not in a regular, paid employment status (for example, during a sabbatical or other such absence) or 9-month employees during summer session appointments are not eligible for this leave.

An employee becomes eligible for Parental Leave upon becoming a parent. Parental Leave is not available during the period preceding the birth or placement for adoption, even if absences are due to the expected arrival. Foster care placement is not included; however, foster care as part of adoption is included. Employees may use other types of accrued leave (such as Sick or Annual leave), as applicable, for absences during such periods. Only one Parental Leave benefit per employee is available per birth or adoption. The number of children born or adopted (e.g., twins)

does not increase the amount of the Parental Leave benefit. (If both Parents are employees, each is entitled to use his or her Parental Leave benefit for the same event).

Parental Leave consists of 3 work weeks of paid time off, in addition to the employee's accrued Sick and Annual leave (and any STD benefits to which the birth mother is entitled) to be used for the purpose of caring for and bonding with the child. Parental Leave may be taken anytime within the first year after delivery/placement and it runs concurrently with (is considered part of) Family Medical Leave (FML) for the birth or placement for adoption event. It can be combined with use of Sick and/or Annual leave, as appropriate, to provide income replacement for the FML leave period (up to 12 weeks). This policy is intended to ensure adequate time off for employees with a newborn or newly adopted child, in most circumstances, while providing compensation for at least 9 weeks of the birth mother's 12 week FML period (typically 6 weeks of STD eligibility plus 3 weeks of Parental Leave), or 3 weeks for the non-birth parent. If the employee is eligible for STD, Parental Leave shall not commence until after STD benefits are exhausted. Parental Leave is not intended to be used to fulfill the STD elimination period of 10 continuous working days of absence. Once taken, Parental Leave must be used in a contiguous block (not split into intermittent days off). Prior notice of the intent to take Parental Leave is required at least 30 days in advance (unless such notice is impossible, in which case, as soon as possible). Your supervisor is responsible for timely reporting of Parental Leave in accordance with the Leave Reporting Policy. Illustrative examples of Parental Leave are located in Section 2 of the Human Resources Manual at www.hrs.colostate.edu.

~~The Catastrophic Circumstances Leave may be applicable in extraordinary circumstances where an employee has exhausted all available sick and annual leave and suffers an unforeseen event, such as a catastrophic natural disaster or casualty that displaces the employee from his or her home. As well, the Catastrophic Circumstances Leave may be applicable in the case of a serious illness of the employee or employee's immediate family member for which no other accrued leave is available, or similar event. A department or unit head may authorize up to two work weeks of paid time off. In the rare case that an employee who is eligible for STD does not have enough leave to cover the STD waiting period, such leave must be granted; all other cases are within the discretion of the department head. Any leave granted under this policy must be designated as FML, as applicable in accordance with federal regulations. This policy is not intended to change or conflict with section F.3.14, Special Leave.~~

Note: The Parental Leave and ~~Catastrophic Circumstances Leave~~ Policy may be reviewed at policies.colostate.edu.

F.3.17 Catastrophic Circumstances Leave

The Catastrophic Circumstances Leave may be applicable in extraordinary circumstances where an employee has exhausted all available sick and annual leave and suffers an unforeseen event,

such as a catastrophic natural disaster or casualty that displaces the employee from his or her home. As well, the Catastrophic Circumstances Leave may be applicable in the case of a serious illness of the employee or employee's immediate family member for which no other accrued leave is available, or similar event. A department or unit head may authorize up to two work weeks of paid time off. In the rare case that an employee who is eligible for STD does not have enough leave to cover the STD waiting period, such leave must be granted; all other cases are within the discretion of the department head.
Any leave granted under this policy must be designated as FML, as applicable in accordance with federal regulations. This policy is not intended to change or conflict with section F.3.14, Special Leave.

The motion was unanimously approved, and will be effective pending approval by the Board of Governors.

5. Proposed revisions to the *Academic Faculty and Administrative Professional Manual* Appendix I. Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, Stalking, and Retaliation – CoRSAF

Doherty, on behalf of the Committee on Responsibilities and Standing of Academic Faculty, moved that Faculty Council approve the proposed revisions to the *Academic Faculty and Administrative Professional Manual* Appendix I. Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, Stalking, and Retaliation as follows:

ADDITIONS – UNDERLINED – DELETIONS OVERSCORED

APPENDIX 1: DISCRIMINATION, HARASSMENT, SEXUAL HARASSMENT, SEXUAL MISCONDUCT, DOMESTIC VIOLENCE, DATING VIOLENCE, STALKING, AND RETALIATION (~~last revised August 8, 2014~~)

Purpose of Policy

Colorado State University is committed to providing an environment that respects the dignity and worth of every member of its community. The University strives to create and maintain a work and study environment that is fair, inclusive, and responsible so that each member of the University community is treated with dignity and respect and is rewarded for relevant considerations such as ability and performance. The purpose of this policy is to define the types of conduct that are prohibited by the University as a means of achieving these goals and to prevent harm arising from discrimination, harassment, sexual harassment, sexual misconduct, domestic violence, dating violence, stalking and retaliation.

Colorado State University is committed to providing an environment that is free from discrimination and harassment based on race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or pregnancy. Such an environment is necessary to a

healthy learning, working, and living atmosphere because discrimination and harassment undermine human dignity and the positive connection among all people at our University. Acts of discrimination, harassment, sexual harassment, sexual misconduct, domestic violence, dating violence, stalking, and retaliation will be addressed consistent with this policy.

Consistent with state and federal law, reasonable accommodation will be provided to persons with disabilities. This Policy supersedes all prior University Policies on discrimination, harassment, sexual harassment, sexual misconduct, domestic violence, dating violence, stalking, and retaliation.

Application of Policy

This policy applies to all members of the University community who are subject to the jurisdiction and authority of the University with respect to matters of discrimination, harassment, sexual harassment, sexual misconduct, domestic violence, dating violence, stalking, and retaliation. This includes, without limitation, students, faculty, employees, affiliates, visitors, and (where provided by law or contract) agents, contractors, subcontractors, and grantees of the University. All University business units, wherever located, are covered by this policy.

Exemptions

None

Definitions

As used in this policy, the following terms are to be understood and applied as follows, unless clearly stated otherwise:

a. Action or conduct, as used in this policy, also includes inaction or omission where there is a responsibility to act. Action or conduct that occurs off-campus can be subject to this policy if it involves one or more Covered Persons and (a) causes an impact to any person(s) on campus, (b) reasonably relates to the health, safety and security of the campus or any person(s) on campus, or (c) reasonably relates to the Responding Party's fitness or capacity to act in accordance with his or her obligations and/or the policies of the University (e.g., the Student Conduct Code or any policy or code relating to the conduct of an employee).

b. Consent to sexual activity is consent that is informed, knowing and voluntary. Consent is active, not passive, and requires cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. Silence, in and of itself, cannot be interpreted as consent. Sexual activity with someone known, or who should be known, to be mentally or physically incapacitated by alcohol or other drug use, unconscious or in a state of blackout, or otherwise unable to give consent, is not valid consent. A person is considered to be incapable of giving consent when the person lacks the cognitive ability to make an important life decision, and this measure applies even when the same persons have engaged with one another in consensual sex in the past.

c. Covered Persons are all Colorado State University students, employees (including faculty), visitors, volunteers, affiliates, and (where provided by law or contract) agents, contractors, subcontractors, and grantees.

d. Dating violence means violence committed by a person:

1. who is or has been in a social relationship of a romantic or intimate nature with the impacted party; and
2. where the existence of such a relationship shall be determined based on a consideration of the following factors:

- i. the length of the relationship;
- ii. the type of relationship;
- iii. the frequency of interaction between the persons involved in the relationship.

3. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

e. Discrimination is conduct that is based upon an individual's race, age, creed, color, religion, national origin, ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or pregnancy, and that (a) excludes an individual from participation in, (b) denies the individual the benefits of, (c) treats the individual differently from others in, or (d) otherwise adversely affects a term or condition of an individual's employment, education, living environment or University program or activity. It is unlawful discrimination for an employer to refuse to hire, to discharge, to promote or demote, to harass during the course of employment, or to discriminate in matters of compensation, terms, conditions, or privileges of employment against any person otherwise qualified because of any of these factors. This includes failing to provide reasonable accommodation, consistent with state and federal law, to persons with disabilities.

f. Domestic violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the State of Colorado or other jurisdiction in which this policy applies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

g. Harassment covered under this policy is conduct that demonstrates hostility towards a person (or a group of persons) based upon that person's race, age, creed, color, religion, national origin, ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or pregnancy and has the purpose or effect of:

1. Creating an intimidating or hostile environment in which to work, learn, or participate in a University activity, or unreasonably interfering with or affecting any such activities; or
2. Unreasonably affecting a person's educational or work opportunities. Harassment may take various forms, including name-calling, verbal, graphic or written statements (including the use of electronic means), or other conduct that a reasonable person would find physically threatening, harmful, or humiliating. Harassment does not have to involve the intent to cause harm, be directed at a specific target, or involve repeated incidents in order to be prohibited. Sex-based harassment includes sexual harassment, which is further defined below, and non-sexual harassment based on stereotypical notions of what is female/feminine v. male/masculine or a failure to conform to those gender stereotypes.

h. Impacted Party/Complainant: The person who reports, or is reported by another person, as having been subject to acts constituting discrimination, harassment, sexual harassment, sexual misconduct, domestic violence, dating violence, stalking or retaliation by another.

i. Responding Party: The person reported to have been engaging in acts that may constitute a violation of this policy, including discrimination, harassment, sexual harassment, sexual misconduct, domestic violence, dating violence, stalking or retaliation in violation of this policy.

j. Retaliation is any overt or covert act of reprisal, interference, restraint, penalty, discrimination, intimidation, or harassment, against any person or group for exercising rights under this policy, including opposing any practices forbidden under this policy, filing a complaint, testifying, assisting, or participating in any manner in an investigation or proceeding under this policy. This includes action taken against a bystander who intervened to stop or attempt to stop discrimination, harassment, sexual harassment, sexual misconduct, domestic violence, dating violence, stalking or retaliation. Action is generally deemed retaliatory if it would deter a reasonable person in the same circumstances from opposing practices prohibited by this policy or participating in the complaint processes under this policy.

k. Sexual harassment is harassment that is of an implicitly or overtly sexual nature, or is based on a person's actual or perceived sex, gender, sexual orientation, gender identity, or gender expression. Sexual harassment, including sexual assault, can involve persons of the same or opposite sex, and includes any unwelcome sexual advance, request for sexual favors, or other conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education or participation in a University activity;
2. Submission to, or rejection of, such conduct by an individual is used as the basis for, or a factor in, decisions affecting that individual's employment, education or participation in a University activity; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's employment or academic performance or creating an intimidating, offensive or hostile environment for that individual's employment, education or participation in a University activity.

l. Sexual misconduct is any conduct that constitutes sexual assault, sexual exploitation, or sexual violence, as follows:

1. Sexual assault means an actual or attempted sexual contact with another person without that person's consent. Sexual assault includes, but is not limited to:
 - i. Involvement in any sexual contact when the victim is unable to consent.
 - ii. Intentional and unwelcome touching of, or coercing, forcing, or attempting to coerce or force another to touch a person's intimate parts (defined as genital area, groin, inner thigh, buttocks, or breast).
 - iii. Sexual intercourse without consent, including acts commonly referred to as rape, such as penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
 - iv. Fondling, including the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or temporary or permanent mental incapacity.
 - v. Incest, including sexual intercourse between persons who are related to each other within degrees where marriage is prohibited by law.
 - vi. Statutory rape, including sexual intercourse with a person who is under the statutory age of consent.
2. Sexual exploitation occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses defined herein. Examples of behavior that could rise to the level of sexual exploitation include:

- i. Prostituting another person;
- ii. Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
- iii. Non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
- iv. Going beyond the bounds of consent (such as letting others hide in the closet to watch you having consensual sex);
- v. Engaging in non-consensual voyeurism;
- vi. Knowingly transmitting a sexually transmitted disease, such as HIV, to another without disclosing your STD status;
- vii. Exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals; and
- viii. Possessing, distributing, viewing or forcing others to view illegal pornography.

3. Sexual violence is a severe form of sexual harassment, and refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent, including but not limited to rape, sexual assault, sexual battery, sexual coercion or similar acts in violation of state or federal law.

m. Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for his or her safety or the safety of others, or (b) suffer substantial emotional distress. For the purposes of this definition:

- i. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- ii. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- iii. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

Examples of behaviors by a person stalking another are:

1. Follow you and show up wherever you are.
2. Send unwanted gifts, letters, cards, or e-mails.
3. Damage your home, car, or other property.
4. Monitor your phone calls or computer use.
5. Use technology, like hidden cameras or global positioning systems (GPS), to track where you go.
6. Drive by or hang out at your home, school, or work.
7. Threaten to hurt you, your family, friends, or pets.

8. Find out about you by using public records or online search services, hiring investigators, going through your garbage, or contacting friends, family, neighbors, or co-workers.
9. Posting information or spreading rumors about you on the Internet, through social media, in a public place, or by word of mouth.
10. Other actions that control, track, or frighten you.

Statement of Policy Principles

It is the policy of Colorado State University to maintain an academic and work environment free of discrimination, harassment, sexual harassment, sexual misconduct, domestic violence, dating violence, stalking and retaliation for students, faculty, and employees. Such conduct is contrary to the standards of the University community and common decency. It diminishes individual dignity, impedes equal employment and educational opportunities and equal access to freedom of academic inquiry, and creates barriers to fulfilling the University's scholarly, research, educational, and service missions. Such conduct will not be tolerated at the University.

Discrimination, harassment, sexual harassment, sexual misconduct, domestic violence, dating violence, stalking and retaliation also are illegal; they are prohibited in the employment context by Title VII of the 1964 Civil Rights Act, in the education context by Title IX of the Educational Amendments of 1972, and, in both employment and education contexts, by Colorado's anti-discrimination laws, including, but not limited to, C.R.S. §24-34-401, et seq. Such conduct also can violate federal and state criminal laws.

Colorado State University does not discriminate on the basis of race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, and pregnancy. The University complies with the Civil Rights Act of 1964, as amended, related Executive Orders 11246 and 11375, Title IX of the Education Amendments Act of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Age Discrimination in Employment Act of 1967, as amended, The Pregnancy Discrimination Act of 1978, Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, the ADA Amendments Act of 2008, the Genetic Information Nondiscrimination Act of 2008, and all civil rights laws of the State of Colorado. Accordingly, equal opportunity of employment and admission shall be extended to all persons. The University shall promote equal opportunity and treatment in employment through a positive and continuing affirmative action program for ethnic minorities, women, persons with disabilities, and veterans.

To comply with federal requirements regarding non-discrimination in admissions and operations, the University's approved non-discrimination statement must appear in major University publications such as the General Catalog. A brief required non-discrimination statement also must appear in written advertisements and University publications, including those used to inform prospective students of University programs. The required non-discrimination statements, as well as further information regarding these requirements, are available at the Office of Equal Opportunity.

The University prohibits any act of discrimination, harassment, sexual harassment, sexual misconduct, domestic violence, dating violence or stalking by a Covered Person, and any retaliation related to ~~acts or~~ reports of such acts. The University takes all allegations of such misconduct seriously. When allegations of such acts are reported, and a Covered Person is found to have violated this policy, consequences will result, up to and including dismissal from CSU. Any disciplinary action for a tenured faculty member must follow the procedures outlined in Section E.15: Disciplinary Action for Tenured Faculty, of the Faculty and Administrative Professional Manual.

All members of the CSU community are expected to not infringe upon the rights of others. This Policy has been adopted to reaffirm this principle and to provide support and recourse to those who are impacted by discrimination, harassment, sexual harassment, sexual misconduct, domestic violence, dating violence, stalking, or retaliation perpetrated by a member of the University community. When the Responding Party is determined not to be a Covered Person at the time of the report, he or she may nevertheless be subject to this policy in the event that he or she becomes a Covered Person in the future, as well as being subject to other laws and policies.

Responsibilities and Procedures

1. Title IX Sex-Based Discrimination, Harassment, Misconduct and Retaliation Involving Students

CSU has appointed a Title IX Coordinator and a Deputy Title IX Coordinator to oversee and coordinate its compliance with Title IX of the Education Amendments of 1972, 20 U.S.C. 1681 et seq. (Title IX), and its implementing regulations, 34 C.F.R. Part 106. Title IX prohibits discrimination on the basis of sex in education programs or activities by recipients of federal financial assistance. The Title IX Coordinator is the Executive Director of the Office of Equal Opportunity. The Deputy Title IX Coordinator is the Director of the Office of Support and Safety Assessment.

All CSU employees and volunteers, including faculty, staff and students acting in their employment or volunteer roles, are mandatory reporters of any violations or alleged violations of Title IX. In order to comply with this law and enable the University to proactively respond effectively and stop instances of sex-based discrimination, sexual harassment and sexual misconduct involving students at the University, all University employees must, within 24 hours of receiving the information, report information they have about alleged or possible sex-based discrimination, sexual harassment, sexual misconduct, and retaliation involving students to the Deputy Title IX Coordinator in the Office of Support and Safety Assessment (SSA) or the Office of Equal Opportunity (OEO). Mandatory reporting means that information indicating that a person has allegedly committed or been the target of alleged or possible sex-based discrimination, sexual harassment, and sexual misconduct involving students may not be withheld, even if confidentiality is requested by the reporting party.

Being a mandatory reporter is consistent with having concern for and supporting those involved in violations or alleged violations. It signifies that campus safety is at the forefront of the community's concern. When a Covered Person discloses information, it is best for the employee or volunteer to mention they are a mandated reporter and will have to share the information with the University, but that the Covered Person will still always have the choice whether or not to share their story with others at the University whose responsibility it is to investigate. Examples of mandatory reporters include, but are not limited to:

- a. Faculty member to whom a student reveals an incident of sexual harassment or sexual misconduct involving the student or other Covered Persons protected under this policy.
- b. A Resident Assistant who receives information from one of their residents that they were assaulted by another student at an off campus party
- c. A person who is acting as a volunteer at a CSU-hosted activity who observes another person engaging in sexual contact with a child in the program.

Remember, these are just examples. Sex-based discrimination, harassment, misconduct and retaliation must be reported no matter what the circumstances if they involve students. Employees exempt from these mandatory reporting requirements are only those employees who are statutorily prohibited from reporting such information, for

example, licensed healthcare professionals acting within the scope of the professional-patient relationship, and Sexual Assault Victim Assistance Team members. If you are unsure whether or not you are exempt, you must contact OEO to determine whether or not an exemption applies. Teachers are not exempt from reporting incidents involving students unless one of these special statutory exemptions applies.

Reports of any violation or suspected violation of the protections of Title IX involving a student may be made to the Deputy Title IX Coordinator, whose name and contact information is always available online at <http://www.supportandsafety.colostate.edu/sexual-harassment> or by calling 970-491-7407.

Upon receiving a report of alleged or possible sex-based discrimination, harassment, sexual harassment, sexual misconduct, sexual assault, or retaliation, the Deputy Title IX Coordinator will evaluate the information received and determine what further actions should be taken. Further action may include contacting the CSU Police Department. If, after such evaluation, it reasonably appears that a violation of this policy by a student or an employee has occurred, SSA will follow the appropriate procedures referenced below.

When the Responding Party is a student, the Deputy Title IX Coordinator will determine what further actions shall be taken, which may include investigation of the report and referral to the Office of Conflict Resolution and Student Conduct Services for possible disciplinary action and imposition of sanctions as set forth under the Student Conduct Code.

2. Sexual Misconduct, Domestic Violence, Dating Violence, Stalking and Retaliation Involving Non-Students who are Covered Persons

The Office of Support and Safety Assessment also handles complaints of sexual misconduct, domestic violence, dating violence, stalking, and related retaliation, involving non-students who are Covered Persons under this policy, and may refer such matters (or receive referrals from the CSU Police Department or other law enforcement agencies. Reports of such incidents should be made to SSA or CSUPD.

3. Employment-Related Discrimination, Harassment, and Other Violations

The Office of Equal Opportunity handles reports of discrimination and harassment in employment or educational opportunity, including sexual harassment complaints involving both students and non-student Covered Persons. (Note: student-to-student discrimination and harassment may be reported directly to the Office of Conflict Resolution and Student Conduct Services (CRSCC) at 491-7165).

There are two conditions under which the OEO will take steps, either directly with the Impacted Party or through a reporting employee, to provide information about the University's procedures for filing a complaint:

- a. when the Impacted Party is a student and the Responding Party consists of either faculty, employees, affiliates, or visitors;
- b. when the Impacted Party and the Responding Party are non-students.

The OEO will maintain, publish and follow procedures for the review and resolution of complaints where the Responding Party is not a student.

When the person alleged to have committed the violation is an agent or contractor of the University who is not subject to any disciplinary procedures of the University and it reasonably appears that a violation has occurred, the matter will be referred to the appropriate official or department for further action. This may include, as appropriate, any or all of the following:

- a. The Director of Contracting Services, for action that may be taken under the terms of a university contract, such as contract suspension or termination, demanding a change of personnel working under a contract, or initiation of contractor debarment;
- b. The CSU Police Department, for initiation of a criminal investigation and/or complaint;
- c. An outside law enforcement or governmental agency with actual or apparent jurisdiction over the alleged perpetrator.

4. First Amendment

The protections of the First Amendment must be considered if issues of speech or artistic expression are involved. Free speech rights apply in the classroom and in all other education programs and activities of public institutions, and First Amendment rights apply to the speech of students and teachers. Great care must be taken not to inhibit open discussion, academic debate, and expression of personal opinion, particularly in the classroom. Nonetheless, speech or conduct of a sexual or hostile nature that occurs in the context of educational instruction may exceed the protections of academic freedom and constitute prohibited harassment or sexual harassment if it meets the definition of harassment or sexual harassment as contained in this policy and (1) is reasonably regarded as non-professional speech (i.e., advances a personal interest of the faculty member as opposed to furthering the learning process or legitimate objectives of the course) or (2) lacks accepted pedagogical purpose or is not germane to the academic subject matter.

5. Affirmative Action

The University takes affirmative action to employ qualified women, minorities, veterans, and individuals with disabilities. For information on this Affirmative Action commitment and program, contact the OEO at oeo@colostate.edu or 970-491-5836.

6. Retaliation

Retaliation against members of the University community for making good faith reports of non-compliance with laws, regulations, or University policies is strictly prohibited, and is subject to disciplinary action up to and including termination or dismissal from employment or enrollment at the University. It is prohibited to discharge, demote, suspend, threaten, harass, intimidate or otherwise retaliate against an individual in the terms or conditions of employment or educational opportunity based on the individual's good faith report of potential non-compliance, or based on the individual's cooperation with an investigation or hearing regarding a report of potential non-compliance. Retaliation includes violation of no contact orders as well as contact with the impacted party/complainant through third parties, such as private investigators. Such retaliation is prohibited regardless of whether the matter reported is substantiated.

Colorado State University protects all participants in the complaint and grievance processes from retaliation. No person shall restrain, interfere with, coerce, attempt to intimidate, or take any reprisal against a participant under

these procedures. Failure to comply with this expectation may result in the imposition of University sanctions up to and including termination or dismissal.

Acts or threats of retaliation constitute a serious violation of University policy, and the University encourages prompt reporting of any retaliatory action. Students should report retaliation to OEO, SSA or Conflict Resolution & Student Conduct Services (CRSCS). Employees should normally report retaliation to their supervisor, but, if the supervisor is involved in the matter, or for any reason an individual is uncomfortable speaking with his or her supervisor, the report may be made to the responsible department head, the Office of Equal Opportunity, or by using the CSU System's Compliance Reporting Hotline which may be accessed online (<http://reportinghotline.colostate.edu/>) or by calling, toll-free, 1-855-263-1884. The Hotline allows anonymous reporting if desired.

7. Required Training

Federal law requires that all newly hired CSU employees (including faculty) and incoming students participate in primary prevention and awareness programs, and that students and faculty engage in prevention and awareness programs on an ongoing basis. These programs may be offered by OEO, SSA, the President's Commission on Women and Gender Equity (PCWGE), CRSCS, and other University programs. Sexual Harassment Awareness Training is offered by OEO and may be retaken anytime as a refresher by contacting OEO at oeo@colostate.edu or by calling 970-491-5836.

8. Procedures for Complaints

The University provides fair, understandable, and legally sound procedures for handling all complaints of discrimination, harassment, sexual harassment and sexual misconduct, domestic violence, dating violence, stalking and retaliation. These procedures can vary depending on the nature of the complaint and the status of the persons involved (i.e., student, faculty, employee, or non-employed party). The responsible departments are required to maintain, publish, and follow appropriate procedures.

Filing with External Agencies

Persons who believe that they have been subjected to discrimination, harassment, sexual harassment, sexual misconduct, or stalking may be able to file a complaint with the Colorado Civil Rights Division, the U.S. Equal Employment Opportunity Commission or the U.S. Department of Education's Office for Civil Rights. Information regarding filing charges with any of these agencies may be obtained from the Office of Equal Opportunity.

Expectations for Members of the University Community

Cooperation and participation by the members of the University community in the resolution of a complaint under these procedures is necessary. All University community members asked to participate should do so. If an Impacted Party/Complainant does not participate, the University may continue the investigation, invoke necessary interim and permanent remedies, or conclude the complaint. If a Respondent does not participate, the University will move forward with the complaint with the information it is able to collect and ascertain. The Impacted Party/Complainant(s), Respondent(s), and all witnesses shall be truthful in their testimony. This includes statements made verbally and in writing. Failure to comply with this expectation may result in the implementation of University sanctions.

References

- Colorado State University [Student Conduct Code](#)
- [US Department of Education, Office of Civil Rights – Pamphlet on Sexual Harassment](#)
- [Office of Equal Opportunity](#)

Helpful Resources

An Impacted Party may report confidentially to the following campus resources that provide support and guidance:

- Sexual Assault Victim Assistance Team (970) 492-4242
- Women and Gender Advocacy Center (970) 491-6384
- Women’s Clinic at CSU Health Network (970) 491-1754
- Counseling Services (970) 491-6053

The following are other campus resources. These resources do not provide complete confidentiality.

- Deputy Title IX Coordinator/Director of Support and Safety Assessment (970) 491-7407
- Colorado State University Police Department (970) 491-6425
- Director of Student Case Management & Referral Coordination (970) 491-8051

The motion was unanimously approved, and will be effective pending approval by the Board of Governors.

6. Request to Add Minimum Grade Requirement for the Gerontology Interdisciplinary Minor – UCC

Carole Makela, Chair of the University Curriculum Committee, moved that Faculty Council approve the request to add a Minimum Grade Requirement of C in each course that is core requirement for the Gerontology Interdisciplinary Minor, to be effective Fall 2015.

The motion passed unanimously.

7. Request to Add Minimum Grade Requirement for the Addictions Counseling concentration in the Psychology major – UCC

Carole Makela, Chair of the University Curriculum Committee, moved that Faculty Council approve the request to add a Minimum Grade Requirement of C or better in each of the following: PSY 100; PSY 210; PSY 250; PSY 252; PSY 401; and the three lecture-lab pairings in psychology for the Addictions Counseling concentration in the Psychology major.

Makela noted that the grade requirement is already present for other concentrations in the major.

The motion passed unanimously.

8. Request to Add the Minimum Grade Requirement for the following Human Development and Family Studies concentrations – UCC
 - * Human Development and Family Studies concentration
 - * Early Childhood Professions concentration
 - * Leadership and Entrepreneurial Professions concentration
 - * Pre-Health Professions concentration
 - * Prevention and Intervention Sciences concentration

Carole Makela, Chair of University Curriculum Committee, moved that Faculty Council approve the request to add a Minimum Grade Requirement of C for each course chosen from the concentration lists to fulfill the required credits, and for courses used as substitutions.

Makela noted that on page 9 of the agenda packet, only 4 concentrations were listed. The major has 5 concentrations and this action applies to all 5 concentrations.

The amended (to include all 5 concentrations) motion unanimously passed.

9. Proposed revisions to the *General Catalog* Enrollment Status – UCC

Carole Makela, Chair of the University Curriculum Committee, moved that Faculty Council approve the proposed revisions to the *General Catalog* Enrollment Status as follows:

This Catalog copy change was approved by UCC, April 24, 2015.

The following changes to Catalog language reflecting Enrollment Status are proposed:

(Deletions are in ~~strikeout~~; additions are in underline.)

Section 1.7, page 2, 2015-2016 General Catalog, Full-Time/Half-Time Enrollment Status section.

Enrollment Status

Enrollment status (full-time, three-quarter time, half-time) is determined by the number of credits which the student has completed or is pursuing for the term in which the verification is requested.

Courses from which the student has withdrawn or is auditing are not included. (The following schedule for enrollment status differs from the full-time/part-time schedule for tuition and fees. Details may be found at www.registrar.colostate.edu/tuition-fees) Credit requirements are as follows:

Fall/Spring/Summer Semesters:

Undergraduates

Full-time	12 or more credits
Three-quarter time	9-11 credits
Half-time	6-8 credits
Less than half-time	5 credits or less

Graduate Students

Full-time	9 or more credits
Three-quarter time	7-8 credits
Half-time	5-6 credits
Less than half-time	≥ 4 credits or less

~~Summer Session:~~

~~—Undergraduates~~

Full time	6 or more credits
Three quarter time	5 credits
Half time	3-4 credits
Less than half time	2 credits or less

~~—Graduate Students~~

Full time	5 or more credits
Three quarter time	4 credits
Half time	3 credits
Less than half time	2 credits

For verification of enrollment status go to www.ramweb.colostate.edu and click on “Enrollment Verification Certificate.” For more information, go to www.registrar.colostate.edu/enrollment-verification.

RATIONALE:

Federal student aid regulations require that an institution must apply its definition of full-time status consistently for federal student aid program purposes. Currently, Student Financial Services administers summer financial aid under the same enrollment definitions used in the fall and spring semesters. This presents a conflict within the reporting processes for federal student aid – for example, a student enrolled in 6 undergraduate credits for summer is awarded financial aid as a half-time student while simultaneously being reported as enrolled full-time by the University. The inconsistency in federal student aid awarding relative to University enrollment reporting is a Title IV compliance issue which manifests itself in three ways:

1. Because the primary purpose of enrollment reporting is for federal student aid purposes, the University is not applying its definition of full-time status consistently for federal student aid program purposes.
2. Student Financial Services strongly advocates for continuing to administer summer federal student aid using fall/spring enrollment status definitions. Any change from this would require application of a different Federal Pell Grant calculation formula which could result in less available funding for summer students.
3. New student loan regulations (SULA) limit interest-free loans to no more than 150% of a student's published program length; student usage of these limits is prorated based on enrollment status. The inconsistency in enrollment definitions makes it possible for a student to have an inflated amount of usage within these limits and could result in less-advantageous loans for students.

REFERENCE:

Enrollment Status: <http://ifap.ed.gov/fsahandbook/attachments/1415FSAHbkVol3Ch3.pdf>, page 60

Pell Formula 3: <http://ifap.ed.gov/fsahandbook/attachments/1415FSAHbkVol3Ch3.pdf>, page 60

SULA: <http://ifap.ed.gov/fsahandbook/attachments/1415FSAHbkVol3Ch5.pdf>, page 122

Makela explained that this motion is needed to align with Federal Regulation. Makela noted a correction that needed to be made: graduate students less than half time should be defined as 4 credits or less.

Margarita Lenk (Business) suggested that faculty discuss this in their departments because it might change the motivation and cost to students to take summer classes.

The amended motion was unanimously approved.

10. Shared Governance statement

Doherty, on behalf of Executive Committee, moved that Faculty Council approve the following position statement:

SHARED GOVERNANCE AT COLORADO STATE UNIVERSITY

As Faculty Council approaches its 100th year anniversary, we call on the Administration and Faculty to work together in a manner that reaffirms our commitment to reigniting and strengthening shared governance. To do so will require recognition of faculty for University service, engagement of faculty in decisions that need to be made quickly or confidentially, inclusion of faculty in long-term strategic and financial planning, and frequent and effective

communication so that information is broadly disseminated across campus. Communication, transparency, respect for different viewpoints, and participatory decision-making will be the values upheld and championed by both sides. Today, Faculty Council commits to a new state of shared governance, and asks President Frank and his administration to do the same.

Discussion:

Bob Keller (Economics) shared some history about faculty involvement in shared governance. Keller suggested that the statement should not imply that we do not have shared governance. Stromberger explained that the statement was not meant to imply this, but to state that Faculty should be included more often in decision making going forward – as a call to the Administration.

Van Buren (Anthropology) noted a number of examples that were in Bernasek's report at the last Faculty Council meeting (e.g., grievances overturned, Todos Santos, Stadium) are absent and that the statement implies that faculty just need to do a little bit better; but the problem is not with faculty.

McConnell (Computer Science) asked if this statement was what led to resignations. Van Buren (Anthropology) noted some history and thought a previous statement was stronger. Stromberger explained the statement in today's agenda is meant to guide future actions, not to list past grievances. Lenk (Accounting) explained that the statement by Bernasek was not a consensus statement. Lenk explained that many conversations have occurred and the statement being considered today is about optimistically looking forward and does not change the past, or comment on the past.

Timpson (Education) noted that looking at the past is needed, as well as examining the present, and looking toward the future. Stromberger asked if Timpson had a suggestion. Timpson suggested that the statement be reworked with a recognition of the past.

Gilkey (Environmental and Radiological Health Sciences) noted that the statement is about positively looking towards the future and supports the statement as is.

Deb Young (Bioagriculture Sciences and Pest Management) asked what is hoped to be accomplished with the statement. Stromberger replied that the statement is about a call to action, hopefully getting faculty involved in the strategic and budgetary planning process, about examining the structure of Faculty Council and standing committees, leading to items to work on in the coming year.

Eric Aoki (Communication Studies) thought the statement is about putting in place processes. History is important to processes, but this statement is a call to the administration about putting in place processes to move forward.

Mark Zabel (Microbiology, Immunology and Pathology) asked if those against the statement thought concrete instances/examples need to be included in the statement– not just mechanisms and processes. Keller replied that he thinks everyone is in favor of shared governance. Keller thinks the stadium was a poor discussion and poor process. Keller thought a stronger statement about the faculty not being bulldozed by the administration is needed. Keller asked what we expect to come from administration. Stromberger replied that she expects additional and improved processes to develop.

Roger Culver (College Natural Sciences) questioned what will happen. The administration might not care. Culver does not think the statement will lead to anything more than business as usual. Stromberger replied that she views this as a start of a time clock, and if nothing changes, we would need to have another conversation.

Van Buren explained that actions will need to be measured. Shared governance is not just another committee, but the administration needs to take our opinions into account.

Gilkey explained that President Frank will come to our meetings if we request him to.

Glick (Construction Management) called attention to past Faculty Council meeting notes with reports on INTO, and a visit to INTO in London by Bernasek and suggested that Faculty Council did have input on that decision.

Glick cited past Executive Committee meeting minutes when Carl Patton spoke to EC about the on-campus stadium and wanting to discuss the stadium in Faculty Council. Glick noted that Louis Sharpe presented on the stadium to Faculty Council; President Frank has visited with Faculty Council many times. Glick thought history suggests there was evidence that Faculty Council did have the opportunity for input on decisions. Glick suggested that although some people may not like the final decision, that does not mean input did not occur in the past.

Keller replied that President Frank went back on his promise that if the funding could not be raised privately, then the project would be shelved.

Tim Gallagher (immediate past Chair) explained that during his first term as Chair of Faculty Council the topic of INTO came up and the issue was moving along and a contract was being discussed before faculty could provide input. Gallagher suggested

that the administration should talk to Faculty Council about INTO (which was done). Gallagher's point is that the administration did not think of talking with faculty prior to Gallagher's input. Gallagher (a non-voting member) asked voting members to vote no on the statement because the statement is just sweeping issues under the rug.

Stromberger noted that this discussion is similar to the discussions that have occurred in Executive Committee. Stromberger explained that each faculty person may have concerns (e.g., stadium INTO, Todos Santos, etc), but not every faculty member has the same issues. The commonality is the process for having meaningful faculty input on decisions. The statement refers to improving the processes.

Gilkey called the question and called for a vote. Stromberger asked for a vote to end discussion (2/3rds vote needed). The motion to end discussion passed by a 2/3 vote.

Stromberger called for a vote on the motion to approve the statement on shared governance. The motion passed 24-16.

Stromberger thanked everyone for their service, and especially thanked our parliamentarian, Lola Fehr, for her service.

DISCUSSION

1. None

Stromberger adjourned the meeting at 6:00 p.m.

Mary Stromberger, Chair
Paul Doherty, Vice Chair
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
(Allan Andales substituting Spring 2015)		
<u>Milt Thomas</u>	College-at-Large	2016
Kelly Curl	College-at-Large	2015
Jason Ahola	College-at-Large	2017

Health and Human Sciences

Stephanie Clemons	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
<u>Barb Hooper</u>	Occupational Therapy	2017
Bill Timpson	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
Troy Mumford	Management	2015
(Dawn DeTienne substituting for Troy Mumford)		
Kelly Martin (Spring);	Marketing	2015
Chris Blocker (Oct); Kathleen Kelly (Nov/Dec) (Fall)		

Engineering

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

Liberal Arts

Mary Van Buren	Anthropology	2017
Eleanor Moseman	Art	2017
Elizabeth Williams	Communication Studies	2016
Robert Keller	Economics	2016
Sue Doe	English	2015
Ernesto Sagas	Ethnic Studies	2017
(Joon K. Kim substituting for Ernesto Sagas)		
<u>Antonio Pedros-Gascon</u>	Foreign Languages and Literatures	2015
Adrian Howkins	History	2017
Jangyul Kim	Journalism and Technical Communication	2017
Gary Moody	Music, Theater, and Dance	2016
<u>Michael McCulloch</u>	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 (Fall)	Geosciences	2015
William Sanford (Spring)		
Stuart Cottrell	HDNR in Warner College	2017

Natural Sciences

<u>Tom Santangelo</u>	Biochemistry and Molecular Biology	2016
David Steingraeber	Biology	2015
George Barisas	Chemistry	2017
Ross McConnell	Computer Science	2016
Iuliana Oprea	Mathematics	2017
<u>Mingzhong Wu</u>	Physics	2015
<u>Zinta Byrne</u>	Psychology	2016
<u>Geof Givens</u>	Statistics	2016
<u>Ed DeLosh</u>	College-at-Large	2017
<u>Christos Papadopoulos</u>	College-at-Large	2016
Roger Culver	College-at-Large	2015
<u>Carl Patton</u>	College-at-Large	2015

Veterinary Medicine & Biomedical Sciences

<u>Elaine Carnevale</u>	Biomedical Sciences	2016
<u>Howard Seim</u>	Clinical Sciences	2016
Lucas Argueso	Environmental & Radiological Health Sciences	2017
<u>Alan Schenkel</u>	Microbiology, Immunology and Pathology	2018

<u>Ryan Ferris</u>	College-at-Large	2017
<u>Gerald Callahan</u>	College-at-Large	2016
<u>Pete Hellyer</u>	College-at-Large	2016
David Gilkey	College-at-Large	2016
E.J. Ehrhart	College-at-Large	2016
<u>DN Rao Veeramachaneni</u>	College-at-Large	2016
C. W. Miller	College-at-Large	2015
<u>Ronald B. Tjalkens</u>	College-at-Large	2015
University Libraries		
Nancy Hunter	Libraries	2017
Rachel Erb	At-Large	2016
Ex Officio Voting Members (*Indicates Elected Member of Faculty Council)		
Mary Stromberger	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
Bill Hanneman, Chair*	Committee on Responsibilities & Standing of Academic Faculty	2016
Mark Zabel, Chair	Committee on Scholarship Research and Graduate Education	2016
Melinda Frye, Chair*	Committee on Scholastic Standards	2016
Jeff Willusz, 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

Rick Miranda

Brett Anderson

Mary Ontiveros

Lou Swanson

Robin Brown

Dan Bush

Patrick Burns

Jim Cooney

Tom Milligan

Alan Rudolph

Blanche M. Hughes

Kathleen Pickering

Amy Parsons

Craig Beyroudy

Jeff McCubbin

Ajay Menon

David McLean

Jodie Hanzlik

Ann Gill

Jan Nerger

Mark Stetter

John Hayes

Timothy Gallagher

Toni-Lee Viney

President

Provost/Executive Vice President

Vice President for Advancement

Vice President for Diversity

Vice Provost for Engagement/Director of Extension

Vice President for Enrollment and Access

Vice Provost for Faculty Affairs

Vice President for Information Technology/Dean Libraries

Vice Provost for International Affairs

Vice President for Public Affairs

Vice President for Research

Vice President for Student Affairs

Vice Provost for Undergraduate Affairs

Vice President for University Operations

Dean, College of Agricultural Sciences

Dean, College of Applied Human Sciences

Dean, College of Business

Dean, College of Engineering

Dean, Graduate School

Dean, College of Liberal Arts

Dean, College of Natural Sciences

Dean, College of Vet. Medicine & Biomedical Sciences

Dean, Warner College of Natural Resources

Immediate Past Chair, Faculty Council

Chair, Administrative Professional Council