

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

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

MINUTES
Faculty Council Meeting
October 4, 2016 – 4:00 p.m. – A201 Clark Building

CALL TO ORDER

The Faculty Council meeting was called to order at 4:03 p.m. by Mary Stromberger, Chair.

ANNOUNCEMENTS

1. Next Faculty Council Meeting – November 1, 2016 – Eddy 212 – 4 p.m.

Stromberger announced that the next Faculty Council meeting would be held on November 1, 2016 at 4:00 p.m. in Eddy 212.

2. Executive Committee Meeting Minutes located on FC website – August 23, 2016; September 13, 2016

[\(http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/\)](http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/)

3. Campus Climate Survey

Stromberger announced that the Campus Climate survey will come out very soon—around October 11. Faculty should receive an email to participate from the Office of Diversity. Stromberger encouraged all faculty to participate as the survey addresses valuable concerns, etc., to improve CSU work life. Once it comes out, Stromberger will send out a reminder email.

MINUTES TO BE APPROVED

1. Faculty Council Meeting Minutes – September 6, 2016

By unanimous consent, the minutes of the September 6, 2016 Faculty Council meeting were approved. The minutes will be placed on the FC website.

UNFINISHED BUSINESS

The Standing Committee Elections for Graduate Students Representatives and University Committee Elections were listed under Unfinished Business. However, Stromberger asked if faculty had any objections moving these two items under Action Items because they are new elections for this year, not unfinished business from last spring.

Stromberger's request was unanimously approved by Faculty Council.

1. Standing Committee Elections – Graduate Student Representatives

Committee on Intercollegiate Athletics **Term Expires**

SHANE GARLAND Graduate Student 2017

Committee on Scholarship, Research, and Graduate Education

ANDREW FELTON Graduate Student 2017

Committee on Strategic and Financial Planning

HANNAH PAULY Graduate Student 2017

Committee on Teaching and Learning

LINDSAY LAMMERS Graduate Student 2017

Committee on University Programs

ALISTAIR COOK Graduate Student 2017

University Curriculum Committee

KEVIN JABLONSKI Graduate Student 2017

2. University Committee Elections

Term Expires

MICHAEL LEFSKY Warner College of Natural Resources 2019

REPORTS TO BE RECEIVED

1. Provost/Executive Vice President – Rick Miranda

Miranda reported on the following:

- A. COD looked at new degree proposals at a mini retreat last week. Like to have a meeting once a year to look at curriculum. Some programs may overlap so good to look at.
- B. Miranda attended the evening sessions of last week’s diversity symposium. He was impressed with excellent presentations.
- C. The CSU system is fostering more collaboration between universities in the system (CSU, CSU Global, and CSU-Pueblo). These are three very different

institutions with different missions, student populations, etc. There are about 6 academic programs where there might opportunities for joint programs –Early Childhood, Construction Management, Ag Business, Social Work, Wildlife Biology, and Ethnic Studies. Perhaps we may bring new graduate programs or 3+1 programs. Not sure what the mechanisms will be. Faculty are getting together and talking about system issues in the faculty realm.

- D. Miranda gave an update on Semester at Sea. The Fall 16 voyage is the first one hosted by CSU. Things are going well so far. Toni Zimmerman is our Academic Dean on ship. Bob Kling will be the Academic Dean next semester.
- E. Miranda gave a presentation on student enrollment data. The presentation will be posted on the Faculty Council web site. 33,000 students total; 28,000 students on campus.
 - 1. Largest overall enrollment ever (over 33,000). This includes resident and non-resident students, including online students and semester at sea students.
 - 2. Most non-residents enrolled.
 - 3. We have the largest transfer class.
 - 4. Most racially diverse class at CSU.
 - 5. Natural Sciences, Liberal Arts and CHHS received the highest additional enrollments.
 - 6. Increased numbers of Pell-eligible freshmen.
 - 7. 1,220 veteran students.
 - 8. Average GPA did not change; same range for ACT and SAT – academic metrics are holding steady.
 - 9. Projections for fall 2017; statistics of the “funnel”; yield rate = 42%. It is lowest in international students and domestic out-of-state students. Yield is going down because of the common application and easy electronic access encourages students to apply at many multiple institutions. Perhaps the lower yield is due to financial aid packages. If you want an entering class of 5,000 and the yield is lowering, then you need to invite more students to apply. We received 2,000 more applications this year.
 - 10. Retention rate = 87%. We were at low 80’s in 2007. We have stalled at this percentage for last couple years. Every point is about 40 students. Our goal is to hit 90%. However, the student demographic is changing towards greater numbers of underrepresented populations. There are many risk factors for our newer students such as financial need first generation, and minority status. It means we have to work harder to retain our students. So holding steady in retention is actually good news.
 - 11. We look at the 6 year graduation rate. We also look at the 4 year rate; many benefits to do so. The overall 6 year rate at CSU is improving, mainly because of the increased percentage of students graduating in 4 years. This is very dramatic. This relates to student debt. It costs more to stay every semester. The trend is going to get better for the 6 year rate because they don’t want additional debt load.
 - 12. Retention and graduation rates; these are for those students with risk factors (See slide).

13. We want to look at the gaps related to retention. This is where we will be concentrating the next few years. "Close the gaps" on these charts.
14. Paul Thayer has done great things at CSU for student success. Although Paul has retired, he is working part time with CSU to help with gap elimination.
15. 45% of our students graduate with zero debt. For those who graduate with some debt, it is on average \$22,000.

Robert Keller (Economics): What about the financial model related to 35,000 students?

Miranda: It was a modeling exercise; model said 80//20 for residents/non-residents. We would have to change the mix of resident and non-residents to 70/30, which would mean 10% fewer Colorado students and we would need 10% more non-residents. We are the land-grant institution in the state. So, we want to get to 35,000 students to keep our percentage of residents the same.

Antonio Pedros-Gascon (CLA at-large): How fast is the state de-funding us?

Miranda: The state has restored \$25 million to CSU. We're not back to the level of funding we once had, but it's not going down. So, we took our foot off the gas of the aggressive enrollment plan.

Antonio Pedros-Gascon (CLA at-large): Will there be negative consequences if we let the Governor know we are planning for de-funding?

Miranda: We never take that message to the Governor; however, it is no secret that we do these model exercises to ensure our viability.

Michael Pante (Anthropology): What is the financial impact of Amendment 69 (University Health Care), if it passes?

Miranda: I'm not sure if this would impact CSU adversely.

Miranda's report was received.

2. Faculty Council Chair – Mary Stromberger

Stromberger reported on the following:

A. Committee Updates

1. CoNTTF – Is meeting with stakeholders to present the committee's Central Tenets. This will be the discussion item for today's Faculty Council meeting. Committee seeking feedback and support. Will begin drafting *Manual* language to codify processes for hiring, career promotions, and shared governance.

2. CoTL – CoTL and EC members met with Dr. Philip Stark, Professor of Statistics from UC Berkeley, yesterday to learn more about his research on student course surveys, and why most course surveys are inadequate measures of teaching effectiveness. Dr. Stark concluded from his research that 1) student course surveys are an important tool to provide students a voice in evaluations; 2) students should be asked questions that provide useful information to faculty AND of which they are qualified to answer, and; 3) results from student course surveys should never be used as a tool to measure teaching effectiveness or in employment decisions. CoTL is finalizing its recommendations to Faculty Council for the student course survey redesign.

3. UCC – UCC is looking at current AUCC courses to identify those with learning objectives related to diversity, race, ethnicity and gender. Discussions will begin soon with VPUA Kelly Long on longer-term goals of integrating diversity content throughout the curriculum.

B. Employee Council Updates

1. Parking – Martin Carcasson, Director of the Center for Public Deliberation, will host several employee forums this month to discuss parking. The forums will be announced in SOURCE, but look for an email from me as well, with the dates and times. One forum is scheduled for Tuesday, October 11, at 4 p.m.

2. Bullying Policy - The Standing Committee on the Status of Women Faculty has drafted several documents to improve the bullying policy. These include guidelines on how bullying complaints should be made (in writing, with documentation to support the claims, etc.), steps that supervisors should take to informally look into complaints of bullying (what to do and what not to do), and clear procedures for supervisors to follow when conducting a formal investigation. These documents are currently being reviewed by the leadership of the three employee councils, the UGO, the Ombuds office, Human Resources, Dan Bush, and Bob Schur.

C. Other Updates

9/27 Cabinet Meeting – Rebecca Martin, National Association of System Heads, visited CSU last week to discuss our leadership in student success initiatives. One student success goal discussed in Cabinet was eliminating gaps in student retention and graduation rates. Martin encouraged us to consider current practices that are successful in retaining and graduating underrepresented student populations – key communities, HIPs, etc. – and putting resources into them to expand them and make them available to all underrepresented students. For example, key communities serve only a fraction of students. Some HIPs may be voluntary (internships, research experiences, etc.) so consider making them mandatory so that all students participate. Overall, it was a very positive meeting. Rebecca praised CSU for our efforts. We are

seen as the national leader in student success because we have institutionalized many best practices for student success. If anyone can eliminate gaps, it is CSU.

Stromberger's report was received.

3. Board of Governors Faculty Representative – Paul F. Doherty, Jr.

Doherty reported the following:

- A. BOG will meet this Thursday and Friday on the CSU campus. Faculty/public is welcome to attend the public comment session at 1:40 p.m. on Friday at Lory Student Center, Long's Peak room.
- B. President Di Mare, CSU-Pueblo, is retiring in June 2017.

Antonio Pedros-Gascon (CLA at-large): Could we extend an invitation to the BOG to visit Faculty Council one time a year?

Doherty: I can extend the invitation, although the meeting agendas are generally full and they might not be able to attend.

Doherty's report was received.

4. Faculty Council Standing Committee 2015-16 Annual Reports
a. Committee on Libraries

COMMITTEE ON LIBRARIES

Annual Report - for September 1, 2015 to - June 30, 2016

Members: Susan Baker (Health and Human Sciences), Patrick Burns (Dean, University Libraries – ex officio), Kellie Enns (Agricultural Sciences), Antero Garcia (Liberal Arts), Martin Gelfand (Natural Sciences), Kelsey Hatley (graduate student representative), Nancy Hunter (University Libraries), Laurence Johnson (Business), Jake Loughridge (undergraduate student representative), Jerry Magloughlin, Chair (Natural Resources), Noreen Reist (Veterinary Medicine and Biomedical Sciences), Mary Stromberger (Chair, Faculty Council – ex officio). There was no faculty representative from the College of Engineering.

Meetings:	September 29, 2015	October 20, 2015
	November 17, 2015	December 8, 2015
	February 11, 2016	March 10, 2016

April 14, 2016

May 5, 2016

Attendance:

	9/29	10/20	11/17	12/8	2/11	3/10	4/14	5/5
Susan Baker	X	X				X		X
Kellie Enns (sabbatical leave spring semester – substitute Michael Martin)		X		X	SUB	SUB	SUB	SUB
Antero Garcia	X	X	X	X	X	X	SUB	X
Martin Gelfand	X	X	X	X	X	X	X	X
Kelsey Hatley		X					X	X
Nancy Hunter	X	X	X	X	X	X	X	X
Laurence Johnson	X	X	X	X	X		SUB	X
Jake Loughridge	X	X	X	X	X		X	X
Jerry Magloughlin	X	X	X	X	X	X	X	X
Noreen Reist	SUB	X	X	X	X	X	X	X

Substantive matters (issues) brought to the committee:

- Unizin joint subcommittee activities
 - Two committee members were also members of the Unizin committee, and COL was frequently updated on discussions of that committee.
- Unizin early adopter program
- ORCID
 - Brought to the attention of the committee at several junctures. Committee voted on and approved the concept of all CSU personnel who publish in journals having an ORCID. Further ideas on how to better publicize this and encourage signing up remained unfinished business.
- Open textbooks
- Open access activities
- Open Access Research and Scholarship funding
 - Discussed the progress of this program and voted on and approved a modified model so as to better distribute funds. Concluded the program is helping researchers publish open access articles.
- Collection reductions
 - Major item and repeated discussions through the year. Models were considered on how to cut the libraries budget, principally involving the proportions of journals, databases, and books (materials). A total of \$205,000 in reductions was enacted with COL involvement. This FY, it was possible to cut mostly relatively low-use journals. Future cuts will grow progressively more painful.
 - Fiscal result of breaking up a small bundle (the Mary Ann Liebert collection) still pending; this has important implications as to whether or not the breaking up of journal bundles is a possible cost-saving strategy.
- Impact of books/monographs cuts
 - Discussed the decrease such that purchases are down to about 60% of past years,

- and falling. E-book spending now accounts for about 75% of book \$s.
- Materials expenditures (FY14) places us 102nd out of 115 ARL libraries, and second from the bottom among our peer institutions.
- Another impact of this is that CSU borrows more items from other institutions than all except 6 other ILL intuitions.
- Impact of select database cuts
 - Discussed loss of unique content and losing indexing for thousands of journals.
- Libraries budget / funding issues
 - A letter unanimously approved by COL was sent to CoSFP
- Graduate student submission of data sets
 - Discussed with the recommendation that in some fashion, a plan ought to be included in student GS-6 forms. To be revisited in 2016-2017.
- University research data policy
 - Reviewed and discussed by COL with no significant objections.
- Data retention policy
 - Discussed with a recommendation to circulate widely to faculty, especially regarding implications for graduate student data sets.
- Interlibrary loan
 - Discussed potential fiscal limitations, and encouraged CSU libraries to make better known the cost of ILL materials.
- Semester at Sea
 - Information only: summer 2016 relocation to CSU.
- University accessibility policy
 - Discussed and considered fiscal impacts on the university
- Committee membership – ex-officio representative from the VPR office
 - COL voted to approve adding a representative from the VPR office as an ex-officio member, modified language in section C.2.1.9.5.d, and forwarded on to Don Estep of CFG.

Stromberger presented the above written annual report to Faculty Council. The report was received.

CONSENT AGENDA

1. UCC Minutes – August 19 and 26, 2016; September 2, 9 and 16, 2016

Carole Makela, Chair of University Curriculum Committee, moved that Faculty Council approve the consent agenda.

Makela's motion was unanimously approved.

ACTION ITEMS

1. Standing Committee Elections – Graduate Student Representatives

Stephanie Clemons, Vice Chair, Faculty Council, moved that Faculty Council elect the following graduate student representatives to their respective Standing Committees:

<u>Committee on Intercollegiate Athletics</u>		Term Expires
<u>SHANE GARLAND</u>	Graduate Student	2017
<u>Committee on Scholarship, Research, and Graduate Education</u>		
<u>ANDREW FELTON</u>	Graduate Student	2017
<u>Committee on Strategic and Financial Planning</u>		
<u>HANNAH PAULY</u>	Graduate Student	2017
<u>Committee on Teaching and Learning</u>		
<u>LINDSAY LAMMERS</u>	Graduate Student	2017
<u>Committee on University Programs</u>		
<u>ALISTAIR COOK</u>	Graduate Student	2017
<u>University Curriculum Committee</u>		
<u>KEVIN JABLONSKI</u>	Graduate Student	2017

Clemons' motion was adopted and the nominees were elected to their respective committees, starting July 1, 2016 through June 30, 2017.

2. University Committee Elections

Stephanie Clemons, Vice Chair, Faculty Council, moved that Faculty Council elect the Parking Services Committee nominees:

		Term Expires
<u>MICHAEL LEFSKY</u>	Warner College of Natural Resources	2019

Stromberger asked for nominations from the floor. Hearing no nominations, the nominations were closed.

Clemons' motion was adopted and the nominee was elected to a three-year term on the Parking Service Committee, starting July 1, 2016 through June 30, 2019.

3. Proposed revisions to the *Graduate and Professional Bulletin* – Evaluation of Graduate Students – CoSRGE

Bill Sanford, Chair, CoSRGE, moved that Faculty Council approved the proposed revisions to the *Graduate and Professional Bulletin*, Evaluation of Graduate Students, as follows:

ADDITIONS - UNDERLINED - DELETIONS ~~OVERSCORED~~

EVALUATION OF GRADUATE STUDENTS

Graduate students are students, apprentices to the professions, and, when they hold an assistantship or other paid position, student employees. Each of these roles has its own rights and responsibilities. Graduate students are responsible for knowing any special expectations and requirements of their department and program. They are expected to remain in good academic standing by making satisfactory progress toward the degree (see Scholastic Standards) and must at all times have an advisor. In the event that an advisor resigns from that position, it is the student's responsibility to obtain a replacement.

Rationale: The HR Manual references Graduate Assistants as *students* receiving an assistantship and paid a stipend. Human Resources recommends that we say “student employees”, to avoid any confusion that they are common law employees of the university.

The motion was unanimously approved by FC.

4. Proposed revisions to the *Graduate and Professional Bulletin* – CSU Student Conduct Code – CoSRGE

Bill Sanford, Chair, CoSRGE, moved that Faculty Council approved the proposed revisions to the *Graduate and Professional Bulletin*, CSU Student Conduct Code, as follows:

ADDITIONS - UNDERLINED - DELETIONS ~~OVERSCORED~~

Graduate and Professional Bulletin

The *Graduate and Professional Bulletin* is designed to provide post baccalaureate students and prospective students with the information which is most essential. It is not a comprehensive source. A complete listing of graduate programs and degrees may be found by visiting the Graduate School (<http://graduateschool.colostate.edu/prospective-students/degrees.aspx>).

The policies and procedures in the Graduate and Professional Bulletin apply to all graduate students, except for Doctor of Veterinary Medicine (DVM) students. The policies and procedures for DVM students are found at the DVM Student Resource Page (<http://csucvmb.colostate.edu/dvm-program/Pages/dvm-studentresources.aspx>).

CSU reserves the right at any time, without notice, to change, modify, or cancel any course, program, procedure, policy, financial requirement, or disciplinary arrangement set forth in this catalog whenever, in its sole discretion, it determines such action to be appropriate. Furthermore, CSU will not be responsible for any failure to present or complete any course or program or to perform any other activity, function, or obligation mentioned in this catalog. Since changes may occur at any time, students must check the relevant website (as noted throughout this catalog). Changes can be found on the Catalog Updates page.

CSU Student Conduct Code

The Student Conduct Code (<http://www.conflictresolution.colostate.edu/conduct-code>) exists to notify students, faculty, and staff of the specific expectations Colorado State University holds related to student behavior and the rights and responsibilities that accompany being a student and participating in student clubs or organizations.

Rationale: The CSU Student Conduct Code does not currently exist in the Graduate & Professional Bulletin, however, it is in the Catalog. This inclusion is to make graduate students aware that the policy applies to them as well.

The motion was unanimously approved by FC.

5. New CIOSU: Earth System Modeling and Education Institute (ESMEI) – CUP

Eric Prince, Chair of CUP, moved that Faculty Council approve the new CIOSU: Earth System Modeling and Education Institute (ESMEI). Professor David Randall will be the Director of ESMEI.

The motion was unanimously approved by Faculty Council.

DISCUSSION

1. Recommendations from the Committee on Non-Tenure Track Faculty

Dr. Jen Aberle; past chair, CoNTTF, introduced the discussion and gave a brief history of the efforts to improve the work life of non-tenure track faculty. Ten years ago, Dr. Frank put together a Task Force on Special and Temporary Faculty. From that Force emerged a proposal to Faculty Council, and the Advisory Committee on Non-Tenure Track Faculty was formed. In 2013, President Frank charged faculty to look at issues re: NTTF. A comprehensive proposal to improve the status of NTTF was developed and delivered to the Provost. Since then, incremental steps have been taken to address concerns. In 2015, President Frank said he has not seen a comprehensive proposal to make bigger changes. Jen Aberle and CoNTTF took 7 months to look at various models on other campuses. A comprehensive overhaul is proposed. Assurance: what comes up in the conversation is that there are T/T faculty who are not happy in their jobs. There are concerns there “is not enough” to go around for both T/T and NTTF. Aberle believes the FC is smart enough to figure out how to make this work.

Jenny Morse, Chair, CoNTTF, gave a PowerPoint presentation on CoNTTF's central tenets (see slides). Foundational things...that all faculty at CSU need to have. If we can accept this as a starting point, then we can see how we can make proposed changes.

The central tenets identify needs to NTTF, to be institutionalized across all units. They address issues related to hiring, retention, career pathways, and shared governance.

- Since 2010, NTTF have grown by about 200 people. T/T have grown by 119 people. NTTF sector is growing without unified approach. How do we create a unified approach?
- There is 728 NTTF now, counting temporary, special, and senior teaching appointments.
- NTTF teach 44% of the UG credit hours; majority has been here for 3 years or more. How do we apply standards to these people?
- Based on survey results from Center for Study of Academic Labor, 82% of NTTF are glad to be here.
- 81% do not have a contract right now. The law indicates that they can have a contract. Contracts indicate they have access to a grievance process.
- 58% report that they do not feel secure with their employment. Non-renewal; you are not hired next year with no indications why. No reasons given. How can we create fair treatment for them?
- 51% are not sure if they are eligible for merit pay increases.
- Many do not have service load. And yet, some do offer service.
- How do we create a career path for NTTF and to move into the CSU community?
- How do they get hired? They get here in a way that is not consistent.
- Once here, what promotions are available?
- Many NTTF are not consistently evaluated, or know the criteria by which they are evaluated. Not being evaluation suggests that you have no value.
- Retention; once in the community, how do we keep NTTF here?
- Funding: merit pay/promotional increases would be provided by central administration. Vice Provost Dan Bush has confirmed this commitment.
- Searches: CoNTTF advocates that all searches would go through OEO.
- Evaluations: lay out how people will be evaluated
- Offer letters will list responsibilities
- NTTF will have access to resources; e.g. professional development, workshops/training.
- CoNTTF advocates for office space for all NTTF so that they have a place to meet students.
- Voting rights; NTTF want to be part of shared governance. Not just vote for their representatives to Faculty Council, but also to vote at the department level in matters appropriate to them (curricular issues, etc.).
- Grievance; non-renewal causes fear in NTTF. For fairness, hope there would be a grievance process and not be open to arbitrary actions.

Antonio Pedros-Gascon (CLA at-large): I congratulate you on the work done. We have NTTF faculty – many in CLA. Professional development is \$12,000/year for all faculty in the department. Could the Provost offer additional financial assistance?

Sue Doe (FC rep to CLA and CoNTTF member): The English Department has 80 faculty, 40 of which are NTTF. Only so many travel grants are available. Yes, the money is equally distributed among TT and NTT faculty. We've had to create our own revenue streams for the funds.

Robert Keller (Economics): There is a revenue stream. The new students bring additional monies. Where does that money go? How much revenue is associated with NTTF credit hours generated? How is the new revenue allocated?

Anton Betten (Natural Sciences): Working with CoTL. The heavy lifting in freshmen teaching is done by NTTF. How do we increase the retention rate of freshmen? We need their expertise. The FC has not given membership to NTTF. They need to be included so that so they can serve on CoTL and other standing committees.

Michael Pante (Anthropology): Nice job on the presentation. These requests are so modest. You should shoot higher. Anthropology is incorporating NTTF in voting. Why aren't NTTF receiving higher pay? Every time we advertise for T/T faculty, the NTTF in the department are not given fair consideration for the position. Is there a way to prioritize NTTF who are serving for the T/T positions? NTTF should be getting equal pay.

Morse: By changing the search process, the salaries will increase.

Natalie Barnes (NTTF): This is not a modest change. Not every department treats NTTF like Anthropology does. Just by being "non-renewed" without a reason is really huge. There is no rank in some departments. Why can't we be called an assistant professor rather than an instructor? These are not modest changes.

Morse: There is no consistency across the departments.

David Greene (Occupational Therapy): "Which CSU do you work for?" Our main desire is to make change in CSU. Topic hasn't even come up in some depts.

Antonio Pedros-Gascon (CLA at-large): What model of evaluation are you proposing, for promotion? Would promotion be decided solely based on the department head?

Morse: Details are to come, but we will propose a promotion committee to review and make recommendations on promotion of NTTF.

Joseph DiVerdi (Natural Sciences): Questions about why are we having these questions here? We are. This is the first stop on a long path forward. Looking to build support, understanding and comradery. We need support of the faculty. There is a lot of strategy going on with this. We have studied many models out there.

Carole Makela (Chair, UCC): What perception is there that there are so few who have contracts? Can we set some goals? For example: 80% of NTTF on contracts?

Morse: We don't know why this situation is in place re: hiring. But yes, our goal is to have about 80% NTTF on multi-year contracts.

Natalie Barnes (History): Who is monitoring the department heads? The department chairs are not being held to what they are supposed to be doing.

Dan Bush (Vice Provost for Faculty Affairs): There has been a big push in getting NTTF on multi-year contracts. There are many more NTTF contracts than the 2014 statistic cited in the presentation. There are also more open contracts that do not require renewal. Today, let's ask ourselves if this proposal is the right thing to do? In my mind, it is the right thing to do.

Morse: It is important that there is an end date on a contract. Clear about end dates of their appointment.

Stephan Kroll (Ag Sciences): If the increase in TTF is not keeping pace with the increase in NTTF, are we institutionalizing the preferential hiring of NTTF, and is FC fine with this?

Stromberger: Hiring decisions are made at the department level. NTTF are going to be part of the "Faculty Family." The days are gone of having a few temporary NTTF to handle a bump in student enrollment. But this is another discussion we must have, can we have tenure track positions with high teaching loads?

Sue Doe (FC rep to CLA and CoNTTF member): The NTTF Committee is supportive of tenure. Tenure still matters. There are two realities simultaneously being lived. While supporting tenure, we have to support NTTF.

Antonio Pedros-Gascon (CLA at-large): It is not the department who decides for tenure/NTT – it is the dean.

Stromberger: Is there general support of FC to move forward? Yes. The NTTF council will be making a presentation to COD. FC will have a discussion in the future of the details. We need a major change with our NTTF. The end will significantly improve the lives on campus at CSU.

Stromberger adjourned the meeting 5:57 p.m.

Mary Stromberger, Chair
Stephanie Clemons, Vice Chair
Rita Knoll, Executive Assistant

October 4, 2016

ATTENDANCE
BOLD INDICATES PRESENT AT MEETING
UNDERLINE INDICATES ABSENT AT MEETING

ELECTED MEMBERS	REPRESENTING	TERM
Agricultural Sciences		
Stephan Kroll	Agricultural and Resource Economics	2019
Stephen Coleman	Animal Sciences	2018
<u>Scott Nissen</u>	Bioagricultural Sciences & Pest Management	2018
Adam Heuberger	Horticulture & Landscape Architecture	2019
<u>Francesca Cotrufo</u>	Soil and Crop Sciences	2017
<u>Jane Choi</u>	College-at-Large	2019
Jason Ahola	College-at-Large	2017
Bradley Goetz	College-at-Large	2019
Health and Human Sciences		
<u>Anna Perry</u>	Design and Merchandising	2019
Brian Tracy	Health and Exercise Science	2018
David Sampson	Food Science and Human Nutrition	2019
Lisa Daunhauer	Human Development and Family Studies	2018
Scott Glick	Construction Management	2017
Barb Hooper	Occupational Therapy	2017
Tom Chermak	School of Education	2018
Eunhee Choi	School of Social Work	2019
Business		
<u>Bill Rankin</u>	Accounting	2019
Stephen Hayne	Computer Information Systems	2018
Tianyang Wang	Finance and Real Estate	2019
Troy Mumford	Management	2018
<u>Kelly Martin</u>	Marketing	2018
(substituting for Tuba Ustuner-Fall 2016 sabbatical)		
Lisa Kutcher	College-at-Large	2019
John Hoxmeier	College-at-Large	2019
Engineering		
Russ Schumacher	Atmospheric Science	2018
Travis Bailey	Chemical and Biological Engineering	2019
Rebecca Atadero	Civil and Environmental Engineering	2018
Siddharth Suryanarayanan	Electrical and Computer Engineering	2019
Bret Windom	Mechanical Engineering	2017
(substituting for Shantanu Jathar)		
<u>J. Rockey Luo</u>	College-at-Large	2019
<u>Steven Reising (excused)</u>	College-at-Large	2019
Ted Watson	College-at-Large	2018

October 4, 2016

Liberal Arts

Michael Pante	Anthropology	2017
<u>Marius Lehene</u>	Art	2017
<u>Julia Khrebtan-Horhager</u>	Communication Studies	2019
Robert Keller	Economics	2017
Sue Doe	English	2018
Albert Bimper	Ethnic Studies	2019
TBD	Languages, Literatures and Cultures	2018
Thaddeus Sunseri	History	2017
(substituting for Adrian Howkins Fall 2016)		
TBD	Journalism and Technical Communication	2017
<u>Wesley Ferreira</u>	Music, Theater, and Dance	2019
Moti Gorin	Philosophy	2019
Kyle Saunders	Political Science	2018
Tara Opsai	Sociology	2019
Antonio Pedros-Gascon	College-at-Large	2019
Mohammed Hirchi	College-at-Large	2017
<u>David Riep (excused)</u>	College-at-Large	2018
Angela Christian	College-at-Large	2018
Lori Peek	College-at-Large	2018

Natural Resources

Monique Rocca	Ecosystem Science and Sustainability	2017
Julie Savidge (Fall 2016; Barry Noon (thru Spring 2018))	Fish, Wildlife, & Conservation Biology	2018
Maria Fernandez-Gimenez	Forest and Rangeland Stewardship	2017
William Sanford	Geosciences	2017
Richard Knight	HDNR in Warner College	2017

Natural Sciences

TBD	Biochemistry and Molecular Biology	2019
<u>Melinda Smith</u>	Biology	2018
George Barisas	Chemistry	2017
Ross McConnell	Computer Science	2019
Gerhard Dangelmayr	Mathematics	2017
<u>Mingzhong Wu</u>	Physics	2017
Silvia Canetto	Psychology	2019
Mary Meyer	Statistics	2019
<u>Ed DeLosh</u>	College-at-Large	2017
Anton Betten	College-at-Large	2019
Janice Moore	College-at-Large	2018
Brad Conner	College-at-Large	2018
Alan Van Orden	College-at-Large	2018

Veterinary Medicine & Biomedical Sciences

C.W. Miller	Biomedical Sciences	2019
Dean Hendrickson	Clinical Sciences	2019
Lucas Argueso	Environmental & Radiological Health Sciences	2017
Jennifer McLean (substituting for Alan Schenkel)	Microbiology, Immunology and Pathology	2018
<u>Ryan Ferris</u>	College-at-Large	2017
<u>Gerald Callahan</u>	College-at-Large	2017
<u>Patrick McCue</u>	College-at-Large	2018
<u>Stuart Tobet</u>	College-at-Large	2018
DN Rao Veeramachaneni	College-at-Large	2018
<u>Marie Legare</u>	College-at-Large	2019
<u>Anne Avery</u>	College-at-Large	2019
<u>Tod Clapp</u>	College-at-Large	2019
Dawn Duval	College-at-Large	2019

University Libraries

Nancy Hunter	Libraries	2019
Naomi Lederer substituting (Fall 2016) for Michelle Wilde	At-Large	2019

***Ex Officio* Voting Members**

Mary Stromberger	Chair, Faculty Council/Executive Committee	2017
Stephanie Clemons	Vice Chair, Faculty Council	2017
Paul Doherty, Jr.	BOG Faculty Representative	2017
Don Estep, Chair	Committee on Faculty Governance	2017
Todd Donovan, Chair	Committee on Intercollegiate Athletics	2017
Nancy Hunter, Chair	Committee on Libraries	2017
Jenny Morse, Chair	Committee on Non-Tenure Track Faculty	2017
Bill Hanneman, Chair	Committee on Responsibilities & Standing of Academic Faculty	2017
William Sanford, Chair	Committee on Scholarship Research and Graduate Education	2017
Karen Barrett, Chair	Committee on Scholastic Standards	2017
Katharine Leigh, Chair	Committee on Strategic and Financial Planning	2017
Matt Hickey, Chair	Committee on Teaching and Learning	2017
Eric Prince, Chair	Committee on University Programs	2017
Carole Makela, Chair	University Curriculum Committee	2017

Ex-Officio Non-Voting Members

Anthony Frank	President
Rick Miranda	Provost/Executive Vice President
Brett Anderson	Vice President for Advancement
Mary Ontiveros	Vice President for Diversity
Louis Swanson	Vice Provost for Engagement/Director of Extension
Robin Brown	Vice President for Enrollment and Access
Dan Bush	Vice Provost for Faculty Affairs
Patrick Burns	Vice President for Information Technology/Dean Libraries
Jim Cooney	Vice Provost for International Affairs
Tom Milligan	Vice President for Public Affairs
Alan Rudolph	Vice President for Research
Blanche M. Hughes	Vice President for Student Affairs
Kelly Long	Vice Provost for Undergraduate Affairs
Lynn Johnson	Vice President for University Operations
Ajay Menon	Dean, College of Agricultural Sciences
Jeff McCubbin	Dean, College of Health and Human Sciences
Beth Walker	Dean, College of Business
David McLean	Dean, College of Engineering
Jodie Hanzlik	Dean, Graduate School
Ben Withers	Dean, College of Liberal Arts
Jan Nerger	Dean, College of Natural Sciences
Mark Stetter	Dean, College of Vet. Medicine & Biomedical Sciences
John Hayes	Dean, Warner College of Natural Resources
Toni-Lee Viney	Chair, Administrative Professional Council