

**PLEASE NOTE:** Members, when addressing Faculty Council, please stand and identify yourselves. Guests wishing to speak please fill out a guest card to be handed to the Chair prior to speaking.

**PLEASE NOTE:** Members planning to introduce amendments are requested to provide copies to the Faculty Council Office, 18A Administration, at least 24 hours before this meeting.

**AGENDA**  
**Faculty Council Meeting**  
**Tuesday, March 7, 2017 – 4:00 p.m. – A101 Behavioral Sciences**

**I. Faculty Council Agenda – March 7, 2017 – A101 BSB- 4:00 p.m.**

**A. ANNOUNCEMENTS**

1. Next Faculty Council Meeting, April 4, 2017– A101 Behavioral Sciences – 4:00 p.m.
2. Executive Committee Meeting Minutes located on FC website – January 24 and 31, 2017; February 14, 2017  
(<http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/>)
3. Election of faculty to Faculty Council standing committees, University Grievance Panel, and University Disciplinary Panel – Committee on Faculty Governance – April 4, 2017
4. Standing Committee on the Status of Women Faculty forum on “Female Faculty’s Experiences and Perceptions of CSU Culture and Climate”, March 20, 2017 - 3:00-5:00 p.m., LSC Ballroom A
5. Introduce Kathryn Rickard, Faculty Ombuds

**B. MINUTES TO BE APPROVED**

1. Faculty Council Meeting Minutes – February 7, 2017 (pp. 3-30)

**C. UNFINISHED BUSINESS**

**D. REPORTS TO BE RECEIVED**

1. Provost/Executive Vice President – Rick Miranda
2. Faculty Council Chair – Mary Stromberger
3. Board of Governors Faculty Representative – Paul Doherty, Jr.

**E. CONSENT AGENDA**

1. UCC Minutes – February 3, 10, 17, and 24, 2017 (pp. 31-95)
2. Approval of Degree Candidates – Spring and Summer Semesters (p. 96)

**F. ACTION ITEMS**

1. Election – Faculty Council Chair – Committee on Faculty Governance - Stephanie Clemons and Tim Gallagher Nominated (pp. 97-99)

2. Election – Faculty Council Vice Chair – Committee on Faculty Governance – Sue Doe and Dan Turk Nominated (pp. 100-103)
3. Election – Board of Governors Faculty Representative – Committee on Faculty Governance – Margarita Lenk Nominated (p. 104)
4. Proposed revisions to the *Graduate and Professional Bulletin* – Graduate Certificate Program – CoSRGE (p. 105)
5. Proposed revisions to the *Graduate and Professional Bulletin* – Graduate Assistantships – Terms and Conditions of Appointment – CoSRGE (pp. 106-107)
6. Proposed revisions to Section E.9 Faculty Productivity of the *Academic Faculty and Administrative Professional Manual* – CoRSAF (pp. 108-109)
7. Proposed revisions to Section F.3.2.1 Sick Leave Accrual of the *Academic Faculty and Administrative Professional Manual* – CoRSAF (pp. 110-111)
8. Proposed revisions to Section I.19 Policies Regarding Controlled Substances, Illicit Drugs, and Alcohol of *the Academic Faculty and Administrative Professional Manual* – CoRSAF (pp. 112-113)
9. New CIOSU: Regional Economic Development Institute at CSU, or REDI@CSU – CUP (pp. 114-121)

## G. DISCUSSION

1. Proposals related to Non-Tenure Track Faculty  
-Jenny Morse, Chair, CoNTTF  
Action Plan (pp. 122-126)  
Draft Section E (pp. 127-141)  
Draft Section C (pp. 142-149)

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**Secretary's Note:** Please detach at this line, print your name, and leave in attendance box at the Faculty Council Meeting. If you must be absent, you are encouraged to send a substitute representative of academic faculty status in order to provide proper representation at the meeting. Substitutes should turn in the attendance slip at the meeting and indicate on the slip whom they are representing. Members will find it helpful to have copies of the Faculty Council, University Curriculum Committee and Executive Committee minutes available for reference at the meeting.

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 ~~ever scored~~.

**MINUTES  
Faculty Council Meeting  
February 7, 2017– 4:00 p.m. – A201 Clark**

**CALL TO ORDER**

The Faculty Council meeting was called to order at 4:00 p.m. by Mary Stromberger, Chair.

**ANNOUNCEMENTS**

1. Next Faculty Council Meeting – March 7, 2017 – A101 BSB – 4 p.m.

Stromberger announced that the next Faculty Council meeting would be held on March 7, 2017 at 4:00 p.m. in A101 BSB.

2. Executive Committee Meeting Minutes located on FC website – December 13, 2017; January 17, 2017 (<http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/>)
3. Elections for Faculty Council Chair, Vice Chair, and Board of Governors Faculty Representative – March 7, 2017 – Committee on Faculty Governance. *Nominations close February 15, 2017.*
4. President Frank – Open Forum – Wednesday, February 8, 2017 – 3:00-4:00 p.m. Cherokee Park room

Stromberger announced President Frank's Open Forum tomorrow, February 8. It's an excellent time for faculty to ask questions.

5. Stromberger announced the new Faculty Council Ombuds – Kathryn Rickard, who was unable to attend today's meeting, however will be at the March 7, 2017 FC meeting. She will introduce herself and share her philosophy as FC Ombuds.
6. The Multicultural Staff and Faculty Network Distinguished Service Award nominations are due March 3, 2017. Includes \$1,000 honorarium.

**MINUTES TO BE APPROVED**

1. Faculty Council Meeting Minutes – December 6, 2016

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

## **UNFINISHED BUSINESS**

1. None.

## **REPORTS TO BE RECEIVED**

1. Provost/Executive Vice President – Rick Miranda

Miranda reported on the following:

Budget hearings were one week ago. The draft incremental E & G budget for FY18 has not changed much since presented to FC last fall. Balanced budget has to be presented to the Board by the end of April.

P and T cases. Approximately 80 or so cases this year. Mostly regular faculty and some special faculty promotions as well. Reviewed all the cases in detail. Will bring 6 to 10 cases to Council of Deans meeting next week. This will be done before making recommendations to President Frank.

There have been several academic presentations made to the Board of Governors (BOG) this year. Miranda has given presentations on academic freedom in the classroom and at the last meeting did Accreditation, both at the University level (Higher Learning Commission) and for discipline-specific programs. Next presentation will be on how faculty works with instructional designers and course developers for course improvements, moving courses online, and incorporating hybrid techniques and other new instructional methodologies. Miranda is working with Pueblo and Global for another presentation to BOG in May on this.

Aware of restrictions on student visas, etc. We are trying to be on top of things. Office of International Programs is messaging campus community and giving international students advice. One student was abroad but is back in the U.S. again.

Questions:

Mary Meyers (Statistics): Is CSU going to indicate how appalled we are? Re: travel ban.

Miranda: CSU is working through their associations, including APLU, to add CSU's support of students in statements made by national organizations.

Silvia Canetto (Psychology): Why not put out a more explicit statement?

Miranda: Tony Frank's idea is that we are stronger together than apart. A stronger message will be given working through special organizations such as APLU, who is

representing 200+ universities. We don't know what is around the corner. Please stay tuned.

Legislative matters: Legislature began session after first of the year. There are a few bills we are looking at:

Senate Bill 62: free speech on higher ed campuses; advocating that community members and students can speak out with fewer restrictions. Making sure we can still preserve spaces that are not public, etc. We want to avoid demonstrations in our classrooms. The definition of "private spaces" and "open spaces" should be protected to avoid negative impact on our students.

Loan Forgiveness Bill for DVM grads. DVM graduates that work in rural Colorado would have increasing amount of loan forgiveness.

CORA Bill. Sponsored by Senator Kefalas. Makes sure the records we have at the university are available in electronic form.

Paul Doherty was involved in providing information for the game and wildlife bill.

Graywater Bill. May give more control to faculty over graywater research pilot programs rather than public health.

Long bill. We have very little insight as to what is going to happen. The Governor has projected a modest increase for higher education, but we just don't know yet what the state budget will look like.

Questions:

Tom Chermak (School of Education): Is the university considering different approaches on how to plan for future issues? There are different ways to plan for unknowns.

Miranda: We are watching which way we can lean. We don't know what policies might come forward that affect Higher Ed. The primary federal fiscal impact would be through the PELL grants – program for low-income funding. Those changes would impact our students. For example, we have a lot of environmental research going on.

Chermak: Alternative scenarios? Is there someone on campus thinking about the impact? Who does the responsibility reside with?

Miranda: Administration and Cabinet members mostly.

Chermak: Committee on Strategic and Financial Planning -- Are they dealing with some of these issues as well?

Miranda: Not that I am directly aware of.

Chermak: There are different ways to think of the future. There are tools designed for this environment to help CSU to look ahead.

Miranda: Maybe we should talk about those.

Chermak: We should.

Silvia Canetto (Psychology): Would you give us some details re: university and electronic records. Is the university moving that way?

Miranda: The CORA revision is written in such a way that it's not as easy as it sounds. In a sense, we have the data, but the production of a report is different. CORA has been restricted to paper reports, or emails. The information is behind a database wall and is a very complex structure. The request for a report may be complicated to satisfy. There are technical issues related to expense and work.

Ross McConnell (Computer Science): There are copies in the library and in electronic format. Little expense, so why hasn't the University gone along with it?

Miranda: We thought about going ahead with it. We consulted with all three employee councils. We were told it was not a popular move. So, it was respectfully declined.

Ross McConnell (Computer Science): So this is why the bill is coming forward again?

Miranda: It didn't make it through last year; it has been revised and the sponsors are trying again.

Mohammed Hirchi (CoLA): Is there a new model-- salary equity study?

Miranda: The committee met and it is about to be published.

Robert Keller (Economics): Will it be released in time for salary exercises?

Miranda: Yes

Silvia Canetto (Psychology): Will faculty have the same access to the report at the same time as the Chairs? If there is a salary gap, what will the administration be prepared to do?

Miranda: The committee is not only to suggest the statistical methodology, but how to use it. I'm not sure what the recommendations will be, but I expect we will be using their recommendations. Level of complexity for each college is not known.

Sue Doe (English): There is a statistical model. The information will be conveyed in a way that will make it accessible for individual faculty members and through the university system. The report is in its finalization phase. It should be released shortly for review. There will be opportunity to review this and revise...it is a living document. We believe this report will draw light to inequities.

Miranda: We will be putting central resources forward to address inequities. We are also looking at the AP reports as well for inequities.

Antonio Pedros-Gascon (CoLA at-Large): As for promotion of assistant professors to associate professors, the pay increase now is greater than it was before. This will create compression. Perhaps compression could be addressed as well.

Miranda: It is fair game to use the formula in all ranks, and look for inequities.

Marius Lehene (Art): Is this a matter of numbers or treated as inequity and injustice, discrimination--or is it just a matter of looking at numbers?

Miranda: The two rounds that we did for equity adjustments did take into effect productivity, etc. Did we get it right? Probably not completely. The new formula should be better at looking at all variables related to equity

Marius Lehene (Art): Is this a matter of numbers or treated as inequity and injustice, discrimination—or is it just a matter of looking at numbers?

Miranda: With two rounds that we did for equity adjustments did take into effect productivity, etc. Did we get it right? Probably not completely. The new formula should be better at looking at all variables related to equity.

Marius Lehene (Art): With course surveys, is this a similar finding with the process?

Miranda: With course surveys, research indicates women are penalized. Is this the same in salary equity? It is well documented that there are differences in male/female professors in their path to promotion.

Miranda: A lot of research on obstacles for promotion; less research re: the moment of promotion. There are differences between paths to promotion.

Stromberger: We need to move on.

Miranda: We were supposed to enjoy the presence of Rebecca Martin with NASH (National Association of System Heads) this afternoon. She is someone who knows our campus well and the national scene for student success. She is in contact with universities all over the country re: student success. She wanted to start the conversation about what we are doing at CSU. She was very complimentary about what we have been able to do over the past 10 years. We are investing a lot of resources into student success. It's good for everyone to be aware of what is going on.

We have been moving the needle steadily for years; improving retention rates, etc. Martin wanted me to share her thoughts on why CSU is moving the needle on student success: we set ambitious goals, we have campus-wide engagement; we intentionally use data; we have institutionalized best practices; there is ongoing investment; and we've made striking outcomes.

Antonio Pedros-Gascon (CLA at-Large): Is there any similar data re: retention for minorities?

Miranda: Yes, there is a report written every year re: student demographics. BOG receives that report every August.

Antonio Pedros-Gascon (CLA at-Large): Is there a similar trend with faculty?

Miranda: It is less done at the university level. Individual retention is the responsibility of the department.

Antonio Pedros-Gascon (CLA at-Large): Are the figures improving?

Miranda: We win much more than we lose re: retention.

Tom Chermak (School of Education): Is there any comments from Rebecca re: diversity of student body?

Paul Thayer (Associate VP for Student Affairs): Yes—an upward projection. I will be presenting specific data shortly.

Miranda's report was received.

## 2. Faculty Council Chair – Mary Stromberger

Stromberger reported on the following:

Council updates:

Joint effort among employee councils to get feedback on employee experiences

related to compensation and benefits. I will send a link to an anonymous survey via email. Individual answers will be compiled and aggregated. We will report thematic trends to University leadership and utilize the data collected to inform goals for advocating for employees.

Nancy Hunter (Libraries): Is each council sending out to constituents at same time?

Stromberger: Yes. Each survey is a little bit tailored to the different employee groups.

Committee updates:

CoNTTF – drafting language to proposed revisions to the Manual, Section C, E, and K. Meeting this month with various committees – CoFG, CoRSAF, CoTL, Council of Deans, and Executive Committee. Would like the proposed Manual language to be discussed in Faculty Council next month.

CoRSAF – will soon receive a draft revision to the Bullying Policy for their review.

CoTL – demonstrations of platforms to deliver course surveys online.

Executive Committee — Professor Steve Mumme, Political Science, came to EC and discussed a statement that would go to DREAMERS on campus, to communicate to these students that Faculty Council supports these students, and that we also support Tony Frank's efforts with APLUA and other national organizations to protect the DACA executive order. Given the ever-shifting focus of Trump administration's attention – from whether or not DACA will be rescinded to the recent executive order that temporarily bans entry into the US people from certain countries – EC wanted to take action quickly. Therefore, EC approved a statement of support, not just to DACA students and DREAMERS, but also to those students whose visa status impedes their ability to pursue education in the US. This letter of support was sent, on behalf of EC, to each student affected and to Tony Frank. The letter has also been posted on the Faculty Council website.

Also leads us into a quandary of what to do about politically related statements in general, to take them to Faculty Council or not. Here is one about the DREAMERS and international students from the 7 Middle Eastern countries. Also been a letter circulating on campus - CSU Faculty in Support of Climate Change Action, posted on SoGES' website. The pledge affirms our responsibility, as faculty, to deploy our knowledge on climate change in service of society, in Colorado and beyond.

Who knows how many things will be done in the next few months that will upset us.

People will want to react and respond in some way. Stromberger expect there will be requests for Faculty Council to sign numerous statements related to President Trump's policies and executive orders. Should they all be brought to FC? Formal action? I need to hear your thoughts.

Nancy Hunter (Libraries): FC meets monthly. The issues arise hourly. I am more in favor of moving forward without waiting each month. Things are moving so quickly, yet the crisis had abated by the time our letter went out.

Stromberger: Communicate more through email?

Nancy Hunter (Libraries): Yes.

Antonio Pedros-Gascon (CLA at Large): Presume that it is signed as "FC" may not be ideal.

Stromberger: I won't sign Faculty Council's name without it coming to the FC body for a vote.

Don Estep (Chair, CoFG): This letter, if you want faculty to be informed, might be better to have a webpage re: specific bills to phone the senators. Calls are the most effective.

Stromberger: Thank you. If you do call your senator, do so as a civilian and not a representative of CSU.

Mary Meyer (Statistics): Next meeting; vote for chair and vice chair? Can each candidate speak?

Stromberger: Every candidate will submit a written statement. I've asked for assistance from the Parliamentarian, Lola Fehr. According to our procedures, there will be no campaigning and testimonials at the March meeting. However, if a person has not been nominated, that person would be given time to speak. If more than one candidate, we will have a secret ballot to vote. You can reach out to nominees and ask questions via email. The time in FC is for the election--not testimonials.

Antonio Pedros-Gascon (CLA at-Large): Can you organize a forum to have a conversation with nominees?

Stromberger can ask nominees if they are willing to do that.

Stromberger's report was received.

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

Doherty provided the following written report:

**Board of Governors – Faculty Council Representative Report**

**Respectfully submitted by Paul F. Doherty, Jr.**

**The Board of Governors (BOG) met December 8-9, 2017 in Denver at the CSU System Office and February 1-2, 2017. Below are my highlights from these meetings. Full BOG meeting minutes are available on the BOG web site.**

**December 8-9, 2017 Meeting**

- 1) Stadium update
  - a. The new stadium is on budget and on time with an expected September opening date.
  - b. Hughes Stadium
    - i. Tim Romani (ICON Venue Group) explained the process for advising the next steps with the old stadium. No environmental problems exist on the site. Talks are ongoing with the city and county. Public outreach will occur with neighbors. Ultimately, a call for proposals will occur in ~May.
  - c. Veterans Services
    - i. Mark Gill, Marc Barker, and Maggie Walsh described the services available for veterans and how successful CSU has been with such programs (e.g., ranked #4 for Best Colleges for Vets by the Military Times).
- 2) Academic and Student Affairs Committee
  - a. New Graduate Certificates approved
    - i. Performance Management – College of Natural Sciences
    - ii. Organizational Development – College of Natural Sciences
  - b. Sabbatical requests (45) approved.
  - c. Program review summary for 2015-16. 68 degree/certificate programs in 15 departments were reviewed.
  - d. Enrollment and student success report was presented.
    - i. Last year we awarded 7,181 degrees (5,049 bachelor's degrees) and had 28,297 students on campus (2.7% increase)
    - ii. 86.2% retention rate from freshman year.
    - iii. 4-year graduation rate is 44.8% and 6 year rate is 66.8%
    - iv. CSU-Pueblo had 3,987 students, with a 66% 1<sup>st</sup> year retention rate and 17.3% 4-year graduation rate and 32.6% 6-year graduation rate.
  - e. A discussion on academic freedom in the classroom was led by Provost Miranda and focused on what is academic freedom, important legal precedents, and recent controversies in the classroom from around the country.
- 3) Real Estate/Facilities Committee
  - a. A discussion of Public-Private Partnerships occurred and how such partnerships are being explored for the South and Foothills campuses.
- 4) Strategic planning update
  - a. Continued meetings around best practices and collaboration between Fort Collins and Pueblo related to IT.

- b. The AP and State-classified council representatives from across the System met together.
  - c. Academic system-wide integration opportunities continue to make progress.
- 5) National Western Center update and stock show agenda was presented.
- 6) Finance and Audit Committee
- a. Debt capacity was discussed.
  - b. The Governor's proposed budget includes \$20.5 million increase for higher education institutions (CSU share would be \$3.9 million). Resident undergrad tuition rate would be capped at 6%.
  - c. Draft campus budgets were presented.
  - d. CSU contributed \$2.7 million and CSU-Global contributed \$27 million to the System reserve.
    - i. The first withdrawal (\$2.9 million) from the reserve occurred
      - 1. Shared IT system initiatives (\$125k)
      - 2. CSU-Pueblo housing debt (\$1.4 million)
      - 3. Repayment of CSU-Pueblo loan to CSU-Global (\$1.3 million)
      - 4. Establishment of five academic programs at CSU-Pueblo (\$50k).
- 7) Joe Zimlich (the BOG Representative from Fort Collins) is term-limited and went off the BOG. Governor Hickenlooper will appoint a new member.
- 8) Mike Nosler (General Counsel) retired and Jason Johnson will replace him.

### **February 1-2, 2017 Meeting**

- 1) Innovation and Quality in Online Education presentation by Jeffery Selingo. Mr. Selingo presented trends in higher education enrollments, state funding, job skills, return on investment, as well as how higher education is responding (MOOCs, open loop enrollment, micro credentials, unbundling, project-based degrees, collaborative teaching alliances)
- 2) Operational Overview – metrics and tracking
  - a. System has ~60,000 students across all units and types of students – this number equates to ~36,000 full time student equivalents
  - b. Increases in enrollment have helped stabilize the funding situation
  - c. International student numbers have dropped from 7.2% to 7.0%
  - d. Many other graphs and tables were presented (e.g., percent minority, retention rates, graduation rates, tuition rates, research productivity, philanthropy, salaries, facilities, etc.)
- 3) Strategic Plan Updates
  - a. CSU-Pueblo is slowing turning around their enrollment and financial situation
  - b. Cooperative programs between CSU-Pueblo and CSU being developed
  - c. IT collaboration between CSU-Pueblo and CSU
  - d. Future Learn partnership
- 4) Audit and Finance Committee
  - a. Incremental budget/tuition update – same projections as in December. Waiting on clarity with the State's budget.
- 5) Academic and Student Affairs Committee
  - a. New Degree programs approved
    - i. Plan C Master of Addiction Counseling (Dept. of Psychology) approved
    - ii. New Graduate Certificate programs approved
      - 1. Adult Basic Education (College of Health and Human Sciences)
      - 2. Sustainable Military Lands Management (Warren College of Natural Resources)
  - b. Sabbatical summaries
    - i. 55 summaries were presented, (Board enjoys reading them)
  - c. Faculty *Manual* changes

- i. Section D.3.6, Section D.5.1, and Appendix 1 (bringing *Manual* into line with Federal Law about not discriminating concerning pregnancy status)
  - ii. Section I.11 – Assistance to Students Called to Active Duty is provided by Adult Learner and Veteran Services
  - d. Presentation on Accreditation for the Board
    - i. CSU-Pueblo is currently undergoing 10 year accreditation
- 6) Chancellors report
- a. System is paying attention to the new Federal administration as cabinet gets appointed
    - i. Federal budget changes unknown
    - ii. 20 executive orders so far – CSU is monitoring impacts to our students and programs
  - b. Western Stock Show had good CSU representation and presence
- 7) Real Estate and Facilities Committee
- a. Renovation Plan for Corbett-Parmelee Dining Hall and Lobby was approved
  - b. Long-term project development plan for South Campus and Foothills Campus was approved

*Next Board meeting will May 2-3, 2017 on the Fort Collins Campus.*

Doherty's report was received.

#### 4. University Grievance Officer Report – Richard Eykholt

##### Annual Report of the University Grievance Officer for 2016

One duty of the UGO is to oversee the disciplinary process for tenured faculty, as described in Section E.15 of the Manual. During calendar year 2106, this process was never initiated.

Another duty of the UGO is to manage the grievance process, as described in Section K of the Manual. During calendar year 2016, the UGO dealt with 24 cases from 22 faculty members and 4 cases from 4 administrative professionals. The distribution of the 22 faculty members by college is as follows:

Agricultural Sciences	2
Business	3
Engineering	2
Health & Human Sci.	2
Liberal Arts	5
Natural Sciences	6
Natural Resources	1
Vet. Med.& Biom. Sci.	1

The distribution of the 4 administrative professionals is as follows:

Student Affairs	2
Vet. Med. & Biom. Sci.	2

Before summarizing these cases, it is important to note that, if a case is ruled not to be grievable, then it cannot be pursued through the grievance process. However, the UGO can choose to hold off on making this determination in order to have discussions with the persons involved and even to allow the case to proceed to formal mediation. On the other hand, a case cannot proceed to a formal hearing unless it is ruled to be grievable.

For the 4 cases involving administrative professionals, one case involved termination for cause, one case involved a reassignment of duties with a reduction in pay, one case involved the manner in which an investigation was handled, and, for the remaining case, the employee contacted the UGO via email, but then decided that it was best not to pursue the issue through Section K, so the issue was never discussed with the UGO. Since administrative professionals are at-will employees, the first case was not grievable. For the second case, it turned out that the employee's position was eliminated, but the employee was then offered a new position at a lower pay with different duties, so this was not grievable either. For the third case, it turned out that an investigation had led to a recommendation that the employee be terminated for cause. The employee decided to resign instead, so this was not grievable. None of these cases led to formal mediation or a formal hearing.

For the 22 faculty members, 15 were tenured faculty, 3 were tenure-track faculty, 3 were special faculty, and 1 was a temporary faculty. For the 1 temporary faculty, the case involved a lack of renewal. Since temporary faculty are at-will, this case was not grievable. For the 3 special faculty, two cases involved termination for cause. Since special faculty are at-will, these two cases were not grievable. The remaining case involved a conflict over the accommodation of a student with a disability. This conflict was resolved through discussions between the UGO and the persons involved. For the 3 cases involving tenure-track faculty, all three cases involved recommendations to deny tenure. In one of these cases, the faculty member decided to accept the denial of tenure and not file a grievance (this case began last year and finished up this year). The other two cases began this year and are still working their way through the tenure process. In two of these three cases, I worked closely with the faculty members involved to help them with written responses at the various stages of the process. None of these 7 cases involving non-tenured faculty led to formal mediation or a formal hearing (but two of the tenure cases could still lead to a formal hearing).

For the 15 tenured faculty members, there were 17 cases. Two of these cases involved the denial of promotion to full professor. In one of these cases, the faculty member decided to accept the denial of promotion and not file a grievance. The other case led to a formal grievance hearing, and the hearing committee found in favor of the grievant and recommended promotion. This recommendation from the hearing committee was accepted by both the Provost and the President, and the faculty member was promoted to full professor.

Five of these cases involved challenges to annual evaluations. One of these cases was resolved through discussions between the UGO and the persons involved. Two of these cases were resolved through formal mediation. The remaining two cases led to formal grievance hearings. In one of these two hearings, the hearing committee found in favor of the supervisor. In the other hearing, the hearing committee found in favor of the grievant on some issues and in favor of the supervisor on other issues. For each of these two hearings, the recommendation from the hearing committee was accepted by both the Provost and the President.

Two of these cases involved letters of reprimand. In one case, the faculty member decided not to pursue a grievance. The other case was resolved through discussions between the UGO and the persons involved.

One case involved the termination of an administrative appointment. This case was resolved through discussions between the UGO and the persons involved. Another case involved a faculty member having a lower salary than they felt was deserved. In this case, the person decided not to pursue a grievance. In another case, a faculty member had received the incorrect pay on multiple occasions, although the pay had always been corrected later. This issue was ruled not to be grievable, but the UGO did talk with the persons involved to try to make sure that the situation does not keep recurring.

One case involved a charge of bullying. This case was resolved through discussions between the UGO and the persons involved. Another case involved a claim of defamation by the department chair. This case was resolved through discussions between the UGO and the persons involved. Another case involved a request for a transitional appointment of four years that was granted only for two years. This case was ruled not to be grievable.

One case involved a claim of an unfair teaching assignment. In this case, the person decided not to pursue a grievance. Another case involved a claim of an unfair workload. This case was resolved through discussions between the UGO and the persons involved.

In summary, for the 17 cases involving tenured faculty, in four cases, the faculty member decided not to pursue a grievance; two cases were ruled not to be grievable; six cases were resolved through discussions between the UGO and the persons involved; two cases were resolved through formal mediation; and three cases led to formal grievance hearings. One of these three hearings found for the grievant, one of these hearings found for the supervisor, and the remaining hearing found for the grievant on some issues and for the supervisor on other issues. For each of these three hearings, both the Provost and the President accepted the recommendations of the hearing committee.

Submitted by: Richard Eykholt, University Grievance Officer

The report was unanimously received by Faculty Council.

### **CONSENT AGENDA**

1. UCC Minutes – November 11, 2016; December 2 and 9, 2016; January 20 and 27, 2017

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

The consent agenda was unanimously approved by Faculty Council.

### **ACTION ITEMS**

1. Elections – University Committees

Don Estep, Chair, Committee on Faculty Governance, moved that Faculty Council elect the following faculty to the University Grievance Panel:

**BALLOT**  
**University Committee Nominations**  
**UNIVERSITY GRIEVANCE PANEL**  
**February 7, 2017**

	<b>Term Expires</b>
<u>JENNIFER NYBORG</u> (Nominated by Committee on Faculty Governance)	CNS 2020
<u>MARY VAN BUREN</u> (Nominated by Committee on Faculty Governance)	CLA 2020

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

Estep's motion was adopted and the nominees were elected to their respective University Committees, starting July 1, 2016 through June 30, 2019 (for three-year terms).

2. Proposed revisions to Section E.15.1 of the *Academic Faculty and Administrative Professional Manual* – CoRSAF

Dan Turk, Chair, CoRSAF, moved that Faculty Council approved the proposed revisions to Section E.15.1 of the *Academic Faculty and Administrative Professional Manual*.

Deletions ~~Overscored~~ Additions Underlined

### **E.15.1 Initiating the Process**

The disciplinary process shall be initiated when a written and signed statement (hereinafter termed the “Statement”), which specifies with reasonable particularity the alleged grounds for disciplinary action, is filed with the UGO by one or more of the following individuals: ~~tenured faculty member(s) from the Tenured Faculty Member’s department~~, the academic supervisor, the college dean, or the Provost. Anyone may write the Statement, but one or more of the individuals listed in the previous sentence shall file it with the UGO in order to initiate the disciplinary process. Upon receipt of the Statement, the UGO shall notify the person(s) who filed the Statement that the disciplinary process has been initiated. Also, when the process has been completed, the UGO shall notify the person(s) who filed the Statement of the final outcome. In both cases, the person(s) who filed the Statement shall notify the person(s) who wrote the Statement.

#### **Rationale:**

Allowing a tenured faculty member to initiate the E.15 disciplinary process allows for such action to be used as harassment. If any other person who is allowed to initiate the process attempts to initiate such action in bad faith, they can be removed from their position by their supervisor. However, this is not the case for a tenured faculty member; in such a case, it would be possible for the faculty member to continue to initiate disciplinary action against people repeatedly with no mechanism to put a stop to this.

If a tenured faculty member feels that discipline is needed, they can go to the supervisor and make the case for why they believe it is needed. (If an unsatisfactory response is given, then the faculty member could, if they chose, appeal to others up the administrative chain.) Ultimately, if no supervisor/administrator can be convinced that there is a problem that warrants discipline, then none would have been applied, even if the faculty member had been able to initiate the process, since it would be the supervisor/administrator(s) that would carry out the discipline.

Thus, the change being proposed should prevent potential serious abuses of this process, while at the same time not preventing the ability to recommend disciplinary processes if they are actually warranted.

Dan Turk (Chair, CoRSAF): Rationale says the proposed change is to try to avoid problems in the past. Tenured members of a department harassing another tenured member. Anyone can bring concerns to the supervisor and chair, and the supervisor can initiate the process. (If an unsatisfactory response is given, then the faculty member could, if they chose, appeal to others up the administrative chain.)

Chermak (School of Education): What if the people are from two different departments?

Pedros-Gascon (CLA at-Large): How many times has this happened? Only once?

Dan Turk: I will ask the UGO.

Richard Eykholt (Grievance Officer): It has come up more than once. There is no way to prevent that. We have departments with internal feuds. No one has the authority to say it's frivolous and can dismiss the action.

Marius Lehene (Art): Such an action would be harassment? Does this mean our harassment policies are not doing what they are supposed to?

Richard Eykholt: The faculty *Manual* overrides all other policies.

Antonio Pedros-Gascon: What if the administration doesn't want to engage?

Richard Eykholt: Ultimately, if no supervisor/administrator can be convinced that there is a problem that warrants discipline, then none would have been applied, even if the faculty member had been able to initiate the process, since it would be the supervisor/administrator(s) that would carry out the discipline. Thus, the change being proposed should prevent potential serious abuses of this process, while at the same time not preventing the ability to recommend disciplinary processes if they are actually warranted.

Turk's motion was approved by a majority of the Faculty Council with two nay votes.

3. Proposed revisions to Section C.2.1.9.3 Membership and Organization of the Academic Faculty and Administrative Professional Manual – CoFG

Don Estep, Chair, CoFG moved the Faculty Council approve the proposed revisions to Section C.2.1.9.3 Membership and Organization of the Academic Faculty and Administrative Professional Manual.

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

**C.2.1.9.3 Membership and Organization (*last revised August 8, 2014*)**

The membership of each standing committee is specified to fit the functions of that committee. The Chair of the Committee on Non-Tenure-Track Faculty (or designee on the CoNTTF), administrators, administrative professionals, classified staff, undergraduate student members representing the Associated Students of Colorado State University (ASCSU), and graduate student members representing the University Graduate Student Council shall be authorized for certain standing committees. Faculty membership on specialized standing committees shall be limited to regular full-time, regular part-time, transitional, and non-tenure track faculty members who do not hold an administrative appointment of more than half-time (0.5) at the level of assistant/associate dean or above. Faculty membership on regular standing committees shall be limited to regular full-time, regular part-time, and transitional faculty members who do not hold an administrative appointment of more than half-time (0.5) at the level of assistant/associate dean or above. A member of a standing committee who becomes ineligible shall cease to hold this position.

Standing committees are expected to consult regularly with those administrators, members of the faculty, or others who can provide information necessary for effective deliberation. Each standing committee may name ex officio or associate members who are expected to attend committee meetings regularly. The appointments shall be reviewed by the standing committee annually. Each standing committee shall identify in its annual report to the Faculty Council its ex officio and associate members and others with whom it has regularly conferred. All ex officio and associate members shall be non-voting, unless specified otherwise.

**Rationale:**

In general, specific Faculty Council Committees may routinely deal with issues that involve non-tenure-track faculty in a significant way, and hence should include formal representation of non-tenure-track faculty. The Chair of the Chair of the Committee on Non-

Tenure-Track Faculty already serves as a voting ex officio member of Faculty Council and is well positioned to represent non-tenure-track faculty interests. However, it may be infeasible for the Chair of the Committee on Non-Tenure Track Faculty to participate in all Standing Committee meetings. The proposed change allows the Chair to appoint an representative.

Some standing committees include ex officio members, and have noted that certain ex officio members have voting rights. The addition of “unless specified otherwise” removes the inconsistencies between the current language in C.2.1.9.3 (ex officio is non-voting) with language in C.2.1.9.5 standing committee descriptions that designate some members as “ex officio, voting”.

Estep’s motion was unanimously approved by Faculty Council.

4. Proposed revisions to C.2.1.9.5.h Committee on Strategic and Financial Planning of the *Academic Faculty and Administrative Professional Manual* - CoFG

Don Estep, Chair, CoFG moved the Faculty Council approve the proposed revisions to C.2.1.9.5.h Committee on Strategic and Financial Planning of the *Academic Faculty and Administrative Professional Manual*

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

*h. Committee on Strategic and Financial Planning (~~last revised August 2, 2013~~)*

The Committee on Strategic and Financial Planning shall consist of one (1) faculty representative from each college and the Libraries, one (1) undergraduate student, one (1) graduate student, one (1) dean (*ex officio*), the Provost (*ex officio*), the Vice President for Finance (*ex officio*), the chair of the Administrative Professional Council (*ex officio voting*), the chair of the Committee on Non-Tenure Track Faculty or designated member of the Committee on Non-Tenure Track Faculty (*ex officio voting*), and the Chair of the Classified Personnel Council (*ex officio, voting*). The duties of this standing committee shall be:

1. To recommend policies to the Faculty Council related to planning and budgeting activities that affect the academic function of the University.
2. To review the procedures, outcomes, and accountability of the University's strategic planning processes and plans.
3. To present the standing committee's evaluations and recommendations on such planning processes and plans to the Faculty Council for approval or disapproval on a semiannual basis.
4. To review University proposals, policies and procedures as they affect the academic programs and structure of the institution.
5. To review new academic program proposals from a strategic and financial planning perspective and report recommendations to Faculty Council.
6. To recommend priorities for resource allocations to achieve University academic planning goals.
7. To recommend policies for the distribution of faculty compensation increases.
8. To monitor the on-going financial status of the University and inform Faculty Council of any conditions likely to result in financial exigency. The Committee should collect information about procedures used in other universities faced with financial exigency and any other

information that would aid in developing reasonable plans to deal with current conditions of financial exigency.

9. To consult with the President of the University regarding the declaration of the condition of financial exigency; should a recommendation of financial exigency be made by the President to the Board, the CoSFP chair shall present the views of the committee to the Board.

**Rationale:**

The Committee on Strategic and Financial Planning often considers issues that affect non-tenure-track faculty. Adding the Chair of the Committee on Non-Tenure-Track Faculty will strengthen the representation of non-tenure track faculty when such issues are considered. This change is in line with including the chair of the Administrative Professional Council (*ex officio* voting) and the Chair of the Classified Personnel Council (*ex officio*, voting).

The addition of the two charges aligns the list of CoSFP charges with language in the Manual, Section E.16.2 Declaration of Financial Exigency and E.16.5 Responsibility of Committee on Strategic and Financial Planning.

Section E.16.2 states that “Any declaration of a condition of financial exigency shall be made by majority action of the Board. (Such a declaration is not subject to challenge by faculty members under the University mediation and grievance procedure.) The President of the University may recommend the declaration of a condition of financial exigency at any time after consultation with the Committee on Strategic and Financial Planning. When the President makes such a recommendation to the Board, the chairman or other member designated by each of these committees shall present the views of their respective committees to the Board.”

Section E.16.5 states “The Committee on Strategic and Financial Planning should monitor the ongoing financial status of the University and keep the Faculty Council informed of any conditions which are likely to result in a condition of financial exigency. The Committee should collect information about procedures used in other universities faced with financial exigencies and any other information that would aid in developing reasonable plans to deal with any emergent condition of financial exigency.”

The Committee on Non-Tenure Track Faculty has approved the motion regarding membership. The Committee on Strategic and Financial Planning has approved this motion.

Pedros-Gascon moved to divide the question. The motion was seconded by Silvia Canetto (Psychology).

Pedros-Gascon's motion was approved.

Antonio Pedros-Gascon (CLA at-Large): Requesting elaboration on this specific need to add language in 8 and 9 regarding CoSFP's duties. Are we expecting financial exigency?

Estep: To my understanding, CoSFP found in Section E, certain things they are supposed to do. They simply felt adding this language in Section C reinforces their statements. 8 and 9 matches Section E with the rationale.

Antonio Pedros-Gascon (CLA at-Large): I don't see this solving the situation. I feel this is not really closing the loophole of how CoSFP conducts 8 and 9.

Stromberger: How they practice 8 & 9 is beyond the scope of our knowledge. We can take this back to them.

Don Estep: If the *Manual* has guiding principles, they just want language in Sections C and E to be parallel to each other. This motion is to make sure the code is coherent. We should fix this. Antonio, the issue you are discussing should be brought as a different vote.

Pedros-Gascon: My sense is that the situation may not be resolved.

Don Estep: The motion here is to clarify what is in the *Manual*—to make the code coherent. Your issue is different but I am willing to accept a change in the future.

Stromberger: Antonio, you can email Don with your concern re: C.2.1.9.5.h.

Don Estep: That would be fine.

Estep's motion to add language in 8 and 9 to the list of CoSFP duties was approved by 2/3 majority vote, with 5 opposed.

5. Proposed revisions to Section C.2.1.9.5.i Committee on Teaching and Learning of the *Academic Faculty and Administrative Professional Manual* – CoFG

Don Estep, Chair, CoFG moved that Faculty Council approve the proposed revisions to Section C.2.1.9.5.i Committee on Teaching and Learning of the *Academic Faculty and Administrative Professional Manual*

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

- i. Committee on Teaching and Learning (last revised June 4, 2008)

The Committee on Teaching and Learning shall consist of one (1) faculty member from each college and the Libraries, one (1) graduate student, one (1) undergraduate student, the chair of the Committee on Non-Tenure Track Faculty or designated member of the Committee on Non-Tenure Track Faculty (ex officio voting), the Provost or his or her designee (ex officio), the Vice President for Student Affairs or his or her designee (ex officio), and the Director of The Institute for Learning and Teaching (ex officio).

**Rationale:**

The Committee on Teaching and Learning often considers issues that affect non-tenure-track faculty. Adding the Chair of the Committee on Non-Tenure-Track Faculty will strengthen the representation of Non-Tenure Track Faculty when such issues are considered.

The Committee on Non-Tenure Track Faculty and the Committee on Teaching and Learning have approved this motion.

Estep's motion was unanimously approved by Faculty Council.

6. Biennial Review for Discontinuance and Continuance of Centers, Institutes, and Other Special Units (CIOSUs) for the academic year 2016 (Reporting Period FY15 and FY16) – CUP

Eric Prince, Chair, CUP, moved that Faculty Council approve the Biennial Review for Discontinuance and Continuance of Centers, Institutes, and Other Special Units (CIOSUs) for the academic year 2016 (Reporting Period FY15 and FY16)

**The Committee on University Programs reviewed 35 Centers, Institutes, and Other Special Units (CIOSUs) as part of the biennial review oversight process for CIOSUs for the academic year 2016.**

**The CUP recommendations to Faculty Council are to approve as follows:**

**New CIOSUs**

The Committee on University Programs approved an application for an Earth System Modeling and Education Institute (COE\_ESMEI)

**CIOSUs Consolidated, Discontinued or Denied Approval**

The following CIOSUs are reported discontinued :

COE - IAC	Industrial Assessment Center
CLA – ISLEC	Institute of Society, Landscape, and Ecosystem Change

CLA – GR Center	International Center for German-Russian Studies
CVMBS – VDL	Veterinary Diagnostic Laboratories

The following CIOSUs are reported as deferred to 2017 to accommodate reorganization/replacement plans:

CVMBS – CEM	Center for Environmental Medicine
CVMBS – APHI	Animal Population Health Institute
CHHS – HSAP	Human Services Assessment Project

The Committee on University Programs denied approval for a CSU Photovoltaics Center. (The application did not offer sufficient data to meet the criteria for a new CIOSU).

#### **Continuing CIOSUs:**

The 35 Centers, Institutes, and Other Special Units listed as follows, were reviewed by the Committee on University Programs and are recommended for continuance by the Committee on University Programs:

<b>College of Business</b>	
<b>CIOSU</b>	<b>Centers and Institutes</b>
COB_CMSI	Center for Marketing and Social Issues
<b>College of Engineering</b>	
<b>COISU</b>	<b>Centers and Institutes</b>
COE_CSITS	Center for Sustainable and Intelligent Transportation Systems
<b>College of Health and Human Sciences</b>	
<b>CIOSU</b>	<b>Centers and Institutes</b>
CHHS_ATRC	Assistive Technology Resource Center
CHHS_CCP	Center for Community Partnerships
CHHS_ECC	Early Childhood Center
<b>College of Liberal Arts</b>	
<b>CIOSU</b>	<b>Centers and Institutes</b>
CLA_CFAT	Center for Fair and Alternative Trade
CLA_CLP	Center for Literary Publishing
CLA_CPD	Center for Public Deliberation
<b>College of Natural Sciences</b>	
<b>CIOSU</b>	<b>Centers and Institutes</b>
CNS_CSUMAP	Center for Sustainable Monomers and Polymers
CNS_CIF	Central Instrument Facility
CNS_EOC	College of Natural Sciences Education and Outreach Center
CNS_FMIAC	Florescence Microscopy/Image Analysis Center

CNS_GRAYBILL	Franklin A. Graybill Statistical Laboratory
CNS_MMAML	Magnetic Materials and Applied Magnetics Laboratory
CNS_SAL	Software Assurance Laboratory
CNS_TEC	Tri-Ethnic for Prevention Research
	College of Veterinary Medicine and Biomedical Sciences
CIOSU	Centers and Institutes
CVMBS_ARBL	Animal Reproduction and Biotechnology Laboratory
CVMBS_AIDL	Arthropod-Borne and Infectious Diseases Laboratory
CVMBS_ORC	Orthopaedic Research Center
CVMBS_PRC	Prion Research Center
CVMBS_CCAS	Center for Companion Animal Studies
	Warner College of Natural Resources
CIOSU	Centers and Institutes
WCNR_AIRIE	Applied Isotope Research for Industry and the Environment
WCNR_CEMML	Center for Environmental Management of Military Lands
WCNR_CPAMT	Center for Protected Area Management and Training
WCNR_CRU	Colorado Cooperative Fish and Wildlife Research Unit
WCNR_CFRI	Colorado Forest Restoration Institute
WCNR_CNHP	Colorado Natural Heritage Program
WCNR_ELC	Environmental Learning Center
WCNR_GDPE	Graduate Degree Program in Ecology
WCNR_LFL	Larval Fish Laboratory
WCNR_NREL	Natural Resource Ecology Laboratory
	Office of the Provost and Executive Vice President
CIOSU	Centers and Institutes
Provost_CWI	Colorado Water Resources Research Institute
Provost_SOGES	School of Global Environmental Sustainability
	Division of Continuing Education
CIOSU	Centers and Institutes
DCE_OLLI	Osher Lifelong Learning Institute at CSU

Prince's motion was unanimously approved by Faculty Council.

## DISCUSSION

1. Engaging Faculty in Student Success  
-Paul Thayer, Associate Vice President for Student Affairs

Thayer's PowerPoint presentation was posted on the Faculty Council website.

Stromberger adjourned the meeting at 6:05 p.m.

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

ATTENDANCE  
**BOLD INDICATES PRESENT AT MEETING**  
UNDERLINE INDICATES ABSENT AT MEETING

ELECTED MEMBERS	REPRESENTING	TERM
<b>Agricultural Sciences</b>		
<b>Stephan Kroll</b>	Agricultural and Resource Economics	2019
<b>Stephen Coleman</b>	Animal Sciences	2018
<u>Scott Nissen</u>	Bioagricultural Sciences & Pest Management	2018
<u>Adam Heuberger</u>	Horticulture & Landscape Architecture	2019
<b>Francesca Cotrufo</b>	Soil and Crop Sciences	2017
<b>Jane Choi</b>	College-at-Large	2019
<b>Jason Ahola</b>	College-at-Large	2017
<b>Bradley Goetz</b>	College-at-Large	2019
<b>Health and Human Sciences</b>		
<b>Anna Perry</b>	Design and Merchandising	2019
<b>Brian Tracy</b>	Health and Exercise Science	2018
<b>David Sampson</b>	Food Science and Human Nutrition	2019
<b>Gloria Luong</b> (substituting for Lisa Daunhauer – family leave)	Human Development and Family Studies	2018
<b>Scott Glick</b>	Construction Management	2017
<b>Barb Hooper</b>	Occupational Therapy	2017
<b>Tom Chermak</b>	School of Education	2018
<b>Eunhee Choi</b>	School of Social Work	2019
<b>Business</b>		
<b>Bill Rankin</b>	Accounting	2019
<b>Stephen Hayne</b>	Computer Information Systems	2018
<b>Tianyang Wang</b>	Finance and Real Estate	2019
<b>Troy Mumford</b>	Management	2018
<b>Kelly Martin</b> (substituting for Tuba Ustuner-thru Spring '17)	Marketing	2018
<b>Lisa Kutcher</b>	College-at-Large	2019
<u>John Hoxmeier</u>	College-at-Large	2019
<b>Engineering</b>		
<b>Russ Schumacher</b>	Atmospheric Science	2018
<b>Travis Bailey</b>	Chemical and Biological Engineering	2019
<b>Rebecca Atadero</b>	Civil and Environmental Engineering	2018
<b>Siddharth Suryanarayanan</b>	Electrical and Computer Engineering	2019
<b>Shantanu Jathar</b>	Mechanical Engineering	2017
<u>J. Rockey Luo</u>	College-at-Large	2019
<b>Steven Reising</b>	College-at-Large	2019
<u>Ted Watson</u>	College-at-Large	2018

**Liberal Arts**

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

**Natural Resources**

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

**Natural Sciences**

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

**Veterinary Medicine & Biomedical Sciences**

<b>C.W. Miller</b>	Biomedical Sciences	2019
<u>Dean Hendrickson</u>	Clinical Sciences	2019
<b>Lucas Argueso</b>	Environmental & Radiological Health Sciences	2017
<b>Alan Schenkel</b>	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
<b>Stuart Tobet</b>	College-at-Large	2018
<u>DN Rao Veeramachaneni</u>	College-at-Large	2018
<b>Marie Legare</b>	College-at-Large	2019
<b>Anne Avery</b>	College-at-Large	2019
<u>Tod Clapp</u>	College-at-Large	2019
<b>Dawn Duval</b>	College-at-Large	2019

**University Libraries**

<b>Nancy Hunter</b>	Libraries	2019
<b>Michelle Wilde</b>	At-Large	2019

***Ex Officio Voting Members***

<b>Mary Stromberger</b>	Chair, Faculty Council/Executive Committee	2017
<b>Stephanie Clemons</b>	Vice Chair, Faculty Council	2017
<b>Paul Doherty, Jr.</b>	BOG Faculty Representative	2017
<b>Don Estep, Chair</b>	Committee on Faculty Governance	2017
Todd Donavan, Chair	Committee on Intercollegiate Athletics	2017
<b>Nancy Hunter, Chair</b>	Committee on Libraries	2017
<b>Jenny Morse, Chair</b>	Committee on Non-Tenure Track Faculty	2017
<b>Bill Hanneman, Chair</b>	Committee on Responsibilities & Standing of Academic Faculty	2017
<b>Dan Turk, Chair</b>	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
<b>Eric Prince, Chair</b>	Committee on University Programs	2017
<b>Carole Makela, Chair</b>	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

A regular meeting of the University Curriculum Committee was held on February 3, 2017 at 2:00 p.m.

**Members present:** Chair Carole Makela, Professors Ed DeLosh, Bradley Goetz, Brad Reisfeld, Paul Mallette, Howard Ramsdell, Sally Sutton, Mike Hogan, and VPUA Kelly Long (ex-officio).

**Curriculum Unit:** Shelly Ellerby and Kayleen Allen.

**Guests:** Julia Murphy (Registrar's Office) and Linda Selkirk (CSU Online).

**Absent:** Kevin Jablonski, Graduate Student Representative, Beth Oehlerts and Undergraduate Student Representative.

### Minutes

The Minutes of January 27, 2017 were approved electronically on January 30, 2017.

### Consent Agenda

The Consent Agenda was approved.

<i>New Courses</i>	<i>Effective Term</i>
<b>ART 421 Art and Environment 3(0-3-0) As Needed</b>	Fall 2017
<b>Prerequisite:</b> ART 136; ART 160; ART 170; 6 credits of 200-level art courses.	
<b>Registration Information:</b> Required field trips. Credit allowed for one of the following: ART 380A1, ART 421, ART 521 or ART 680A1.	
<b>Description:</b> Interdisciplinary studio/seminar course investigating art's relationship to the environment through readings, field trips, presentations and studio practice.	
<b>Grade Mode:</b> Traditional	
<hr/> <b>ART 521 Art and Environment – Advanced Study 3(0-3-0) As Needed</b>	<hr/> Fall 2017
<b>Prerequisite:</b> None.	
<b>Registration Information:</b> Graduate standing in the Art and Art History Department. Required field trips. Credit allowed for only one of the following: ART 380A1, ART 421, ART 521 or ART680A1.	
<b>Description:</b> Interdisciplinary studio/seminar course investigating art's relationship to the environment through readings, field trips, presentations and studio practice.	
<b>Grade Mode:</b> Traditional.	
<b>Offering Term:</b> As Needed.	
<hr/> <b>EDHE 640A Study Abroad: Global Perspectives on Student Affairs 3(1-0-2) S</b>	<hr/> Spring 2018
<b>[Permanent course – 4<sup>th</sup> offering]</b>	
<b>Prerequisite:</b> None.	
<b>Registration Information:</b> 1 credit for in-class lectures/2 credits for study abroad. Credit not allowed for both EDHE 640A and IE 692.	
<b>Description:</b> Study abroad experience preparing student affairs professionals to work with culturally diverse student, staff, and faculty populations; students who study abroad and the transitional challenges of returning from international experiences; growing populations of international undergraduate and graduate students, and the increasing demands from the federal government and education institutions for internationalization of higher education.	
<b>Grade Mode:</b> Traditional	
<hr/> <b>FW 373A Travel Abroad: Wildlife Conservation-Baja California Sur 3(0-0-3) S</b>	<hr/> Fall 2017
<b>[Permanent course – 3<sup>rd</sup> offering]</b>	
<b>Prerequisite:</b> None.	
<b>Registration Information:</b> Written consent of instructor. Students need a minimum of a 2.500 GPA per Education Abroad standards. Credit allowed for only one of the following: FW 373A, FW 382, or FW 382A.	
<b>Description:</b> Study tour of various overseas ecosystems and natural resources conservation programs; discussions with local ecologists/managers.	
<b>Grade Mode:</b> Traditional	

**MECH 533 Composites Product Development 3(2-2-0) F**

Fall 2017

**Prerequisite:** MECH 331; CIVE 360.**Registration Information:** Graduate standing. Must register for lecture and laboratory. Credit not allowed for both MECH 533 and MECH 580A6.**Description:** Practical application of advanced fiber reinforced materials in mechanical design, including composite constituent materials selection, performance, analysis, and manufacturing.**Grade Mode:** Traditional**PHIL 354 Philosophy and Science Fiction 3(3-0-0) As Needed**

Fall 2017

**Prerequisite:** CO 150.**Registration Information:** Sophomore standing.**Description:** Science fiction offers students the chance to consider difficult philosophical questions with real-world relevance. Students will read science fiction to stimulate thinking about three questions: (1) What does it mean for human technology to be natural or unnatural, and how should technology and nature be related? (2) What constitutes possession of rationality and/or intelligence? (3) What are space and time, and how should humans understand the spatiality and temporality of our own lives?**Grade Mode:** Traditional***Major Changes to Courses******Effective Term*****HDFS 497E Group Study - Rites of Passage Mentoring Program Black/African American**

Fall 2017

**Cultural Center 1Var[1-3](0-0-1) F, S****Prerequisite:** None.**Restriction:** Must be a: Graduate, Professional.**Registration Information:** Written consent of instructor. ~~Written consent of department required. A maximum of 3 credits may count toward a student's concentration. Course may be repeated up to nine times for elective credit.~~**Description:** Peer mentoring, assisting with a retreat for incoming first year students, attending seminars/community building forums, community service involvement, providing academic resource information, and leadership development. The goal of this course is to improve the academic performance and retention rate of African American first-year and transfer students. ~~Application of human development skills in a variety of settings.~~**Grade Mode:** Instructor Option ~~S/U Sat/Unsat Only~~***New Interdisciplinary Minor******Effective Fall 2017*****Intra-University  
Department of Global Environmental Sustainability  
Interdisciplinary Minor in Sustainable Energy****Students must satisfactorily complete the total credits required for the minor. Minors and interdisciplinary minors require 12 or more upper-division (300- to 400-level) credits.****Additional coursework may be required due to prerequisites.**

Code	Title	Credits
<b>Required Core Courses</b>		
<b><u>GES 101</u></b>	Foundations of Environmental Sustainability	3
<b><u>GES 141</u></b>	Introduction to Sustainable Energy	3

Code	Title	Credits
<u><a href="#">GES 441</a></u>	Analysis of Sustainable Energy Solutions	3
<b>Social and Economic Issues Course List</b> (3-6 credits must be upper-division – see list below) <sup>1</sup>		6
<b>Science and Technology Course List</b> (3-6 credits must be upper-division – see list below) <sup>1</sup>		6
<b>Program Total Credits:</b>		<b>21</b>

### Social and Economic Issues Course List<sup>1</sup>

Code	Title	Credits
<b>Lower Division:</b>		
<u><a href="#">AREC 202</a></u> or <u><a href="#">ECON 202</a></u>	Agricultural and Resource Economics (GT-SS1) Principles of Microeconomics (GT-SS1)	3
<u><a href="#">AREC 240/ECON 240</a></u>	Issues in Environmental Economics (GT-SS1)	3
<u><a href="#">POLS 101</a></u>	American Government and Politics (GT-SS1)	3
<b>Upper Division:</b>		
<u><a href="#">ECON 444/AREC 444</a></u>	Economics of Energy Resources	3
<u><a href="#">ESS 542</a></u>	Greenhouse Gas Policies	2
<u><a href="#">NR 320</a></u>	Natural Resources History and Policy	3
<u><a href="#">POLS 364</a></u>	U.S. Energy Policy Analysis	3

### Science and Technology Course List<sup>1</sup>

Code	Title	Credits
<b>Lower Division:</b>		
<u><a href="#">ATS 150</a></u>	Science of Global Climate Change	3
<u><a href="#">BZ 104</a></u> & <u><a href="#">BZ 105</a></u>	Basic Concepts of Plant Life (GT-SC2) and Basic Concepts of Plant Life Laboratory (GT-SC1) <sup>2</sup>	4
<u><a href="#">BZ 120</a></u>	Principles of Plant Biology (GT-SC1)	4
<u><a href="#">CBE 210</a></u>	Thermodynamic Process Analysis	3
<u><a href="#">CHEM 103</a></u>	Chemistry in Context (GT-SC2)	3
May select one course from the following:		
<u><a href="#">CHEM 107</a></u>	Fundamentals of Chemistry (GT-SC2)	
<u><a href="#">CHEM 111</a></u>	General Chemistry I (GT-SC2)	
<u><a href="#">CHEM 117</a></u>	General Chemistry I for Chemistry Majors	
<u><a href="#">ESS 210/GR 210</a></u>	Physical Geography	3
May select one course from the following:		
<u><a href="#">GEOL 120</a></u>	Exploring Earth: Physical Geology (GT-SC2)	
<u><a href="#">GEOL 122</a></u>	The Blue Planet: Geology of Our Environment (GT-SC2)	
<u><a href="#">GEOL 150</a></u>	Physical Geology for Scientists and Engineers	

Code	Title	Credits
<b>LIFE 102</b>	Attributes of Living Systems (GT-SC1)	4
May select 1-2 courses from the following: <sup>3</sup>		
<b>PH 110</b>	Descriptive Physics (GT-SC2)	
<b>PH 121</b>	General Physics I (GT-SC1)	
<b>PH 141</b>	Physics for Scientists and Engineers I (GT-SC1)	
<b>Upper Division:</b>		
<b>ATS 350</b>	Introduction to Weather and Climate	2
<b>ATS 351</b>	Introduction to Weather and Climate Laboratory	1
<b>ATS 555</b>	Air Pollution	3
<b>BZ 332</b>	Introductory Phycology	4
<b>BZ 353/NR 353</b>	Global Change Ecology, Impacts and Mitigation	3
<b>BZ 440</b>	Plant Physiology	3
<b>CIVE 424/GEOL 424</b>	Modern Gas and Oil	3
<b>CON 476</b>	Sustainable Practice-Design and Construction	3
<b>ECE 465</b>	Electrical Energy Generation Technologies	3
<b>ENGR 501</b>	Foundations of Systems Engineering	3
<b>ENGR 530</b>	Overview of Systems Engineering Processes	3
<b>ESS 311</b>	Ecosystem Ecology	3
<b>ESS 524</b>	Foundations for Carbon/Greenhouse Gas Mgmt	3
<b>LIFE 320</b>	Ecology	3
<b>MECH 303</b>	Energy Engineering	3
<b>MECH 337</b>	Thermodynamics	4
<b>MECH 463</b>	Building Energy Systems	3
<b>MECH 575</b>	Solar and Alternative Energies	3
<b>PH 361</b>	Physical Thermodynamics	3

<sup>1</sup> At least 9 of the 12 credits required between the two Course Lists must be upper-division (300- to 400- level) credits.

<sup>2</sup> Credit not allowed for students who have already taken BZ 120 or LIFE 102 or LIFE 103.

<sup>3</sup> Credit not allowed for both PH 110 and PH 121; or for both PH 121 and PH 141. Credit is allowed for both PH 110 and PH 141.



### ***Major Changes to Existing Programs***

**College of Agricultural Sciences  
Department of Animal Sciences  
Certificate in Animal Nutrition**

**Effective Fall 2017**

**Effective Fall 2016 Fall 2017**

A minimum grade of C (2.000) is required in each course with the traditional grade mode and a Satisfactory for each course with the S/U grade mode.

**Additional coursework may be required due to prerequisites.**

<b>Code</b>	<b>Title</b>	<b>Credits</b>
<u><a href="#">ANEQ 345</a></u>	Principles of Nutrition: Equine Applications	3
<u><a href="#">ANEQ 476</a></u>	Feedlot Systems	3
<u><a href="#">ANEQ 420</a></u>	Applied Nutrition--Computer Diet Formulation	3
<u><a href="#">ANEQ 487A</a></u> or <u><a href="#">ANEQ 495</a></u>	Internship: Animal Independent Study	1
<u><a href="#">BC 351</a></u>	Principles of Biochemistry	4
<b>Program Total Credits:</b>		<b>14</b>



**College of Agricultural Sciences  
Department of Animal Sciences  
Certificate in Beef Feedlot Management**

**Effective Spring 2017**

**Effective Spring 2017**

A minimum grade of C (2.000) is required in each course with the traditional grade mode and a Satisfactory for each course with the S/U grade mode.

Approved Shared Content from /shared/minor-additional-coursework/

**Additional coursework may be required due to prerequisites.**

<b>Code</b>	<b>Title</b>	<b>Credits</b>
<u><a href="#">ANEQ 420</a></u>	Applied Nutrition--Computer Diet Formulation	3
<u><a href="#">ANEQ 476</a></u>	Feedlot Systems	3
<u><a href="#">ANEQ 487A</a></u>	Internship: Animal <sup>1</sup>	1
<u><a href="#">AREC 310</a></u>	Agricultural Marketing	3
<u><a href="#">AREC 412</a></u>	Agricultural Commodities Marketing	3
<b>Program Total Credits:</b>		<b>13</b>

<sup>1</sup> Internship in beef feedlot management.



**College of Agricultural Sciences  
Department of Animal Sciences  
Certificate in Beef Production Systems**

**Effective Spring 2017**

## Effective Spring 2017

A minimum grade of C (2.000) is required in each course with the traditional grade mode and a Satisfactory for each course with the S/U grade mode.

**Additional coursework may be required due to prerequisites.**

<b>Code</b>	<b>Title</b>	<b>Credits</b>
<u><a href="#">ANEQ 300N</a></u>	Topics in Animal Sciences: Seedstock Merchandising	2
<u><a href="#">ANEQ 470</a></u>	Meat Processing Systems	4
<u><a href="#">ANEQ 476</a></u>	Feedlot Systems	3
<u><a href="#">ANEQ 478</a></u>	Beef Systems	3
<u><a href="#">ANEQ 487A</a></u>	Internship: Animal <sup>1</sup>	1
<b>Program Total Credits:</b>		<b>13</b>

<sup>1</sup> Internship in beef production systems.



**College of Agricultural Sciences  
Department of Animal Sciences  
Certificate in Meat Science**

**Effective Fall 2017**

## Effective Fall 2016 Fall 2017

A minimum grade of C (2.000) is required in each course with the traditional grade mode and a Satisfactory for each course with the S/U grade mode.

**Additional coursework may be required due to prerequisites.**

<b>Code</b>	<b>Title</b>	<b>Credits</b>
<u><a href="#">ANEQ 362</a></u>	Advanced Meat Product Evaluation	1
<u><a href="#">ANEQ 450</a></u>	Processed Meats	3
<u><a href="#">ANEQ 460</a></u>	Meat Safety	2
<u><a href="#">ANEQ 470</a></u>	Meat Processing Systems	4
Select one course from the following:		1
<u><a href="#">ANEQ 487A</a></u>	Internship: Animal <sup>1</sup>	
<u><a href="#">ANEQ 495</a></u>	Independent Study <sup>1</sup>	
<u><a href="#">ANEQ 496</a></u>	Group Study <sup>1</sup>	1

**Program Total Credits:**

**12**

<sup>1</sup> Must be related to meat evaluation, meat processing technology, product quality, microbiology, and/or food safety.



**College of Agricultural Sciences  
Department of Agricultural and Resource Economics  
Minor in Agricultural Business and Resource Economics**

**Effective Fall 2017**

**Effective Fall 2017**

Code	Title	Credits
<b><u>Required Courses</u></b>		
<b><u>AREC 202</u></b>	Agricultural and Resource Economics (GT-SS1)	<b>3</b>
<b><u>Upper Division</u></b>		
<b><u>Agricultural Economics Electives</u></b>		<b>15</b>
<b><u>Additional Course<sup>+</sup></u></b>		<b>3</b>
<b><u>AREC 305</u></b>	<u>Agricultural and Resource Enterprise Analysis</u>	<b>3</b>
<b><u>Elective Courses</u></b>		
<b><u>Select 15 credits from the following:</u></b>		
<b><u>AREC 310</u></b>	<u>Agricultural Marketing</u>	
<b><u>AREC 325</u></b>	<u>Personnel Management in Agriculture</u>	
<b><u>AREC 328</u></b>	<u>Small Agribusiness Management</u>	
<b><u>or AREC 428</u></b>	<u>Agricultural Business Management</u>	
<b><u>AREC 375</u></b>	<u>Agricultural Law</u>	
<b><u>AREC 405</u></b>	<u>Agricultural Production Management</u>	
<b><u>AREC 412</u></b>	<u>Agricultural Commodities Marketing</u>	
<b><u>AREC 478</u></b>	<u>Agricultural Policy</u>	

**Program Total Credits:** **21**

<sup>+</sup> To be determined in consultation with minor program coordinator.



**College of Business**  
**Department of Finance and Real Estate**  
**Minor in Real Estate**

**Effective Fall 2017**

**Effective Fall 2017**

Code	Title	Credits
<b>Lower Division</b>		
<a href="#"><u>ACT 205</u></a>	<a href="#"><u>Fundamentals of Accounting</u></a>	<a href="#"><u>3</u></a>
<a href="#"><u>AREC 202</u></a> or <a href="#"><u>ECON 202</u></a>	Agricultural and Resource Economics (GT-SS1) Principles of Microeconomics (GT-SS1)	3
<a href="#"><u>BUS 205</u></a> or <a href="#"><u>BUS 260</u></a>	Legal and Ethical Issues in Business Social-Ethical-Regulatory Issues in Business	3
<a href="#"><u>ECON 204</u></a>	Principles of Macroeconomics (GT-SS1)	3
<b>Upper Division</b>		
<a href="#"><u>FIN 305</u></a>	<a href="#"><u>Fundamentals of Finance</u></a>	<a href="#"><u>3</u></a>
<a href="#"><u>REL 360</u></a>	Real Estate Principles	3
<a href="#"><u>Real Estate Courses – Select 6 credits from the following:</u></a>		<a href="#"><u>6</u></a>
<a href="#"><u>REL 367</u></a>	Real Estate Law	
<a href="#"><u>REL 435</u></a>	<span style="border: 1px solid red; padding: 2px;">Course REL 435 Not Found!</span>	<span style="color: red;">2</span>
<a href="#"><u>REL 430</u></a>	<a href="#"><u>Real Estate Market Analysis</u></a>	
<a href="#"><u>AREC 452/REL 452</u></a>	Real Estate Appraisal Principles	
<a href="#"><u>REL 455</u></a>	Real Estate Finance	
<a href="#"><u>REL 460</u></a>	<a href="#"><u>Real Estate Investment</u></a>	

**Program Total Credits:** 2421



**College of Health and Human Sciences**  
**Department of Food Sciences and Human Nutrition**  
**Major in Hospitality Management**

**Effective Fall 2017**

**Effective Fall 2017 2015**

	AUCC	CREDITS
Select one group from the following:		4
Group A:		
<a href="#"><u>BZ 110</u></a>	Principles of Animal Biology (GT-SC2)	3A
<a href="#"><u>BZ 111</u></a>	Animal Biology Laboratory (GT-SC1)	3A
Group B:		

<u>BZ 120</u>	Principles of Plant Biology (GT-SC1)	3A	
<u>CO 150</u>	College Composition (GT-CO2)	1A	3
<u>CS 110</u>	<del>Personal Computing</del>	-	4
<u>ECON 202</u>	Principles of Microeconomics (GT-SS1)	3C	3
<u>FSHN 150</u>	Survey of Human Nutrition		3
<u>MATH 101</u>	<u>Math in the Social Sciences (GT-MA1)</u>	<u>1B</u>	<u>3</u>
<u>MATH 117</u>	College Algebra in Context I (GT-MA1)	1B	1
<u>MATH 118</u>	<del>College Algebra in Context II (GT-MA1)</del>	<del>1B</del>	<del>4</del>
<u>MATH 124</u>	<del>Logarithmic and Exponential Functions (GT-MA1)</del>	<del>1B</del>	<del>4</del>
<u>NRRT 270</u>	Principles of Natural Resource Tourism		3
Select one from the following:			3
<u>PSY 100</u>	General Psychology (GT-SS3)	3C	
<u>SOC 100</u>	General Sociology (GT-SS3)	3C	
<u>RRM 101</u>	Hospitality Industry		3
<u>Foundations and Perspectives</u> <sup>1</sup>			<u>3B, 3D, 3E</u>
<b>Total Credits</b>			<b>29</b>
<b>SOPHOMORE</b>			
<u>ACT 205</u>	Fundamentals of Accounting		3
<u>BUS 205</u>	Legal and Ethical Issues in Business		3
<u>Select one course from the following:</u>			<u>3-4</u>
<u>CHEM 103</u>	<u>Chemistry in Context (GT-SC2)</u>	<u>3A</u>	-
<u>CHEM 107</u>	Fundamentals of Chemistry (GT-SC2)	3A	
<u>CHEM 107</u>	<del>Fundamentals of Chemistry (GT-SC2)</del>	<del>3A</del>	<del>4</del>
<u>ECON 204</u>	Principles of Macroeconomics (GT-SS1)	3C	3
<u>RRM 200</u>	Hotel Operations		3
<u>RRM 310</u>	Food Service Systems-Operations		3
<u>RRM 340</u>	Restaurant Operations		4
<u>SPCM 200</u>	Public Speaking		3
<u>STAT 204</u>	<del>Statistics for Business Students</del>	-	<del>3</del>
<u>Foundations and Perspectives</u> <sup>1</sup>			<u>3B, 3D, 3E</u>
<u>Elective</u>		-	<u>2-3</u>
<b>Total Credits</b>			<b><u>3132</u></b>
<b>JUNIOR</b>			
<u>FSHN 300</u>	Food Principles and Applications		3
<u>FSHN 301</u>	Food Principles and Applications Laboratory	4A	2

<u>Select one course from the following:</u>		3
<u>JTC 300</u>	Professional and Technical Communication (GT-CO3)	2
<u>LB 300</u>	<u>Specialized Professional Writing</u>	<u>2</u>
<u>JTC 300</u>	<del>Professional and Technical Communication (GT-CO3)</del>	<del>2</del> <del>3</del>
<u>MGT 305</u>	Fundamentals of Management	3
<u>MGT 310 or RRM 312</u>	Human Resource Management Hospitality Human Resource Management	3
<u>MKT 305</u>	Fundamentals of Marketing	3
<u>RRM 311</u>	Food Service Systems-Production and Purchasing	3
<u>RRM 330</u>	Alcohol Beverage Control and Management	2
<u>RRM 345</u>	<u>Food, Beverage, and Labor Cost Control</u>	<u>-</u> <u>3</u>
<u>Foundation and Perspectives</u> <sup>1</sup>		3B, 3D, 3E
	<b>Total Credits</b>	<b>31</b>
<b>SENIOR</b>		
<u>FIN 305</u>	Fundamentals of Finance	3
<u>FTEC 400</u>	<u>Food Safety</u>	<u>-</u> <u>3</u>
<u>RRM 400</u>	Food and Society	4B
<u>RRM 410</u>	<u>Food Safety Management</u> (New course approved by UCC 1/20/17)	<u>-</u> <u>2</u>
<u>RRM 492</u>	Seminar on Hospitality Management	4C
<u>Foundations and Perspectives</u> <sup>1</sup>		<del>3B, 3D, 3E</del> <u>3</u>
Electives <sup>2</sup>		<u>18+13</u>
	<b>Total Credits</b>	<b>29<del>28</del>28</b>
<b>Program Total Credits:</b>		
<b>120</b>		

<sup>1</sup> Select one course each from the list in category 3D and 3E and two courses from category 3B of the All-University Core Curriculum (AUCC). A total of 12 credits must be selected.

<sup>2</sup> Select enough elective credits to bring the program total to 120, of which a minimum of 42 credits must be upper-division (300- to 400-level). At least 3 elective credits must be upper-division.



**College of Intra-University  
Department of Provost/Academic Vice President  
Minor in Military Science**

**Effective Fall 2017**

Students must satisfactorily complete 21 of the total credits offered for the minor. Minors and interdisciplinary minors require 12 or more upper-division (300- to 400-level) credits.

**Minor in Military Science** ROTC students can earn a minor in Military Science. The minor requires 27 credits, which encompass approximately 87% of the military science courses, a military history course, and summer training. This minor allows ROTC students to compete in the University Honors Program or complete majors that also require a minor.

**Effective Fall 2017 Spring 2015**

In order to receive a minor in Military Science, students must commission as 2nd Lieutenants in the U.S. Army upon graduation from CSU.

Code	Title	Credits
<b>Lower Division</b>		
Select 8 credits from the following:		8
Choose 2 to 8 credits from the list below:		
<a href="#"><u>MLSC 101</u></a>	Leadership and Personal Development	
<a href="#"><u>MLSC 102</u></a>	Introduction to Tactical Leadership	
<a href="#"><u>MLSC 201</u></a>	Innovative Team Leadership	
<a href="#"><u>MLSC 202</u></a>	Foundations of Tactical Leadership	
<a href="#"><u>MLSC 250</u></a>	Basic Camp Leader Internship <sup>1-2</sup>	
Credit awarded for prior military service <sup>23</sup>		
<b>Upper-Division</b>		
Choose 13-19 credits from the list below.		13-19
<a href="#"><u>MLSC 301</u></a>	<a href="#"><u>Adaptive Tactical Leadership</u></a>	
<a href="#"><u>MLSC 302</u></a>	<a href="#"><u>Leadership in Changing Environments</u></a>	
<a href="#"><u>MLSC 357/HIST 357</u></a>	<a href="#"><u>The American Military Experience</u></a>	
<a href="#"><u>MLSC 396</u></a>	<a href="#"><u>Military Science Group Study V</u></a>	
<a href="#"><u>MLSC 397</u></a>	<a href="#"><u>Military Science Group Study VI</u></a>	
<a href="#"><u>MLSC 401</u></a>	<a href="#"><u>Developing Adaptive Leaders</u></a>	
<a href="#"><u>MLSC 402</u></a>	<a href="#"><u>Leadership in a Complex World</u></a>	
<a href="#"><u>MLSC 496</u></a>	<a href="#"><u>Military Science Group Study VII</u></a>	
<a href="#"><u>MLSC 497</u></a>	<a href="#"><u>Military Science Group Study VIII</u></a>	
<a href="#"><u>MLSC 301</u></a>	Adaptive Tactical Leadership (Choose at least 13 credits from the list below.) <sup>4</sup>	3
<a href="#"><u>MLSC 302</u></a>	<a href="#"><u>Leadership in Changing Environments</u></a> <sup>4</sup>	3
<a href="#"><u>MLSC 357/HIST 357</u></a>	<a href="#"><u>The American Military Experience</u></a>	3

Code	Title	Credits
<u>MLSC 396</u>	Military Science Group Study V	+ <sup>1</sup>
<u>MLSC 397</u>	Military Science Group Study VI	+ <sup>1</sup>
<u>MLSC 401</u>	Developing Adaptive Leaders <sup>5</sup>	3
<u>MLSC 402</u>	Leadership in a Complex World <sup>5</sup>	3
<u>MLSC 496</u>	Military Science Group Study VII	+ <sup>1</sup>
<u>MLSC 497</u>	Military Science Group Study VIII	+ <sup>1</sup>

**Program Total Credits:** 21<sup>27</sup>

- <sup>1</sup> MLSC 250 requires attendance at the five-week basic camp and can be applied toward lower division credits. Taken between the student's sophomore and junior years, the five week Basic Camp (MLSC 250) will meet commissioning requirements for MLSC 101, MLSC 102, MLSC 201, MLSC 202. The number of 100- and 200-level MLSC courses taken will determine the number of credits awarded for MLSC 250.
- <sup>2</sup> Students may be given transfer credit for prior military service that can be applied to lower division credits. Students who have taken all of the Basic Course (MLSC 101, MLSC 102, MLSC 201, MLSC 202) or have completed Basic Training as a prior service member are not eligible to take MLSC 250.
- <sup>3</sup> Students may be given transfer credit for prior military service that can be applied to lower division credits.
- <sup>4</sup> Students may substitute MLSC 395 for MLSC 301 and MLSC 302 with approval from advisor and instructor.
- <sup>5</sup> Students may substitute MLSC 495 for MLSC 401 and MLSC 402 with approval from advisor and instructor.



Warner College of Natural Resource  
 Department of Forest & Rangeland Stewardship  
 Master of Natural Resources Stewardship, Plan C, Ecological Restoration Specialization

Effective Fall 2017

Code	Title	Credits
<b>Core Courses</b>		
Select one course from the following:		3
<u>F 520</u>	Advanced Quantitative Methods in Forestry I	
<u>NR 566</u>	Natural Resource Inventory and Data Analysis	
<u>RS 532</u>	Rangeland Ecosystem Sampling	
<u>NR 444</u> or <u>NR 568</u>	Fire Economics and Policy Economics of Forests, Restoration and Fire	3
<u>NR 565</u> or <u>NR 578</u>	Principles of Natural Resources Ecology Ecology of Disturbed Lands	3
<u>NR 578</u>	Ecology of Disturbed Lands	3
<u>NR 567</u>	Analysis of Environmental Impact	3

Code	Title	Credits
<b><u>NR 693</u></b>	Natural Resources Stewardship Seminar	2

**Ecological Restoration Specialization**

Select a minimum 9 credits from the following:	9
<b><u>BSPM 551</u></b>	Advanced Integrated Pest Management
<b><u>BSPM 556</u></b>	Biological Control of Plant Pests
<b><u>BZ 572</u></b>	Phytoremediation
<b><u>CIVE 613</u></b>	River Restoration Design
<b><u>ECOL 505</u></b>	Foundations of Ecology
<b><u>ESS 575</u></b>	Models for Ecological Data
<b><u>ESS 660</u></b>	Biogeochemical Cycling in Ecosystems
<b><u>FW 544</u></b>	<u>Ecotoxicology</u>
<b><u>NR 577</u></b>	Wetland Ecology and Restoration
<b><u>NR 678</u></b>	Advanced Ecological Restoration
<b><u>SOCR 441</u></b>	<u>Soil Ecology</u>
<b><u>SOCR 567</u></b>	Environmental Soil Chemistry

No more than one of the following three courses may count towards the 9 credits above:

<b><u>F 624</u></b>	<u>Fire Ecology</u>
<b><u>NR 552</u></b>	Ecology of Military Lands
<b><u>RS 565</u></b>	<u>Riparian Ecology and Management</u>

Electives <sup>1</sup>

7

**Program Total Credits:** **30**

A minimum of 30 credits are required to complete this program.

<sup>1</sup> Select courses with approval of advisor and graduate committee.



**Fall 2017**

**Warner College of Natural Resource Effective  
Department of Forest & Rangeland Stewardship  
Master of Natural Resources Stewardship, Plan C, Forest Sciences Specialization**

**Effective Fall 2017 Spring 2016**

Code	Title	Credits
<b>Core Courses</b>		
Select one course from the following:		3
<u>F 520</u>	Advanced Quantitative Methods in Forestry I	
<u>NR 566</u>	Natural Resource Inventory and Data Analysis	
<u>RS 532</u>	Rangeland Ecosystem Sampling	
<u>NR 444</u> or <u>NR 568</u>	Fire Economics and Policy Economics of Forests, Restoration and Fire	3
<u>NR 565</u> or <u>NR 578</u>	Principles of Natural Resources Ecology Ecology of Disturbed Lands	3
<u>NR 567</u>	Analysis of Environmental Impact	3
<u>NR 578</u>	Ecology of Disturbed Lands	3
<u>NR 693</u>	Natural Resources Stewardship Seminar	2
<b>Forest Sciences Specialization</b>		
Select a minimum of 9 credits from the following:		9
<u>BSPM 521</u>	Forest Health Issues	
<u>F 421</u>	Forest Stand Management	
<u>F 326</u>	Wildland Fire Behavior and Management	
<u>F 466</u>	Urban and Community Forestry	
<u>F 510</u>	Ecophysiology of Trees	
<u>F 521</u>	Advanced Quantitative Methods in Forestry II	
<u>F 524</u>	Forest Fire Meteorology and Behavior	
<u>F 525</u>	Silvicultural Practices	
<u>F 624</u>	Fire Ecology	
<u>F 625</u>	Ecology of Forest Production	
<u>F 721</u>	Forest Policy	
<u>GR 448</u>	Forest Biogeography and Climate Change	
<u>SOCR 442</u>	Forest and Range Soils	
Electives <sup>1</sup>		7
<b>Program Total Credits:</b>		<b>30</b>

A minimum of 30 credits are required to complete this program.

<sup>1</sup> Select courses with approval of advisor and graduate committee.



Warner College of Natural Resource

Department of Forest & Rangeland Stewardship

Master of Natural Resources Stewardship, Plan C, Rangeland Ecology and Management Ecosystems

Specialization

Effective Fall 2017

Effective Fall 2017 2014

Code	Title	Credits
<b>Core Courses</b>		
Select one course from the following:		3
<u>F 520</u>	Advanced Quantitative Methods in Forestry I	
<u>NR 566</u>	Natural Resource Inventory and Data Analysis	
<u>RS 532</u>	Rangeland Ecosystem Sampling	
<u>NR 444</u> or <u>NR 568</u>	Fire Economics and Policy Economics of Forests, Restoration and Fire	3
<u>NR 565</u> or <u>NR 578</u>	<u>Principles of Natural Resources Ecology</u> <u>Ecology of Disturbed Lands</u>	3
<u>NR 578</u>	<u>Ecology of Disturbed Lands</u>	3
<u>NR 567</u>	Analysis of Environmental Impact	3
<u>NR 693</u>	Natural Resources Stewardship Seminar	2

#### Rangeland Ecology and Management Ecosystems Specialization

Select a minimum 9 credits from the following:	9
<u>NR 625</u>	Community-Based Natural Resource Management
<u>RS 452</u>	Rangeland Herbivore Ecology and Management
<u>RS 500</u>	Advanced Rangeland Management
<u>RS 531</u>	World Grassland Ecogeography
<u>RS 552</u>	Range Animal Production and Management
<u>RS 565</u>	Riparian Ecology and Management
<u>RS 630</u>	Ecology of Grasslands and Shrublands
<u>RS 651</u>	Primary Production and Decomposition

No more than two of the following five courses may count towards the 9 credits above:

<u>SOCR 440</u>	Pedology
<u>SOCR 442</u>	<u>Forest and Range Soils</u>
<u>SOCR 455</u>	<u>Soil Microbiology</u>
<u>SOCR 540</u>	Soil-Plant-Nutrient Relationships
<u>SOCR 571</u>	Foundations of Soil Science

Code	Title	Credits
Electives <sup>1</sup>		7
<b>Program Total Credits:</b>		<b>30</b>

A minimum of 30 credits are required to complete this program.

<sup>1</sup> Select courses with approval of advisor and graduate committee.



**College of Veterinary Medicine and Biomedical Sciences  
Department of Environmental & Radiological Health  
Master of Science in Environmental Health, Epidemiology Specialization, Plan A**

**Effective Fall 2017**

**Effective Fall 2017 Spring 2008**

Code	Title	Credits
<a href="#"><u>ERHS 505</u></a>	Epidemiologic Research	<u>1</u>
<a href="#"><u>ERHS 532</u></a>	Epidemiologic Methods	<u>3</u>
<a href="#"><u>ERHS 542</u></a>	<del>Biostatistical Methods for Qualitative Data</del>	<del>3</del>
<a href="#"><u>ERHS 544/STAT 544</u></a>	<del>Biostatistical Methods for Quantitative Data</del>	<del>3</del>
<a href="#"><u>ERHS 534</u></a>	<u>SAS and Epidemiologic Data Management</u>	<u>3</u>
<u>or ERHS 535</u>	<u>R Programming for Research</u>	
<a href="#"><u>ERHS 640</u></a>	Advanced Epidemiology	<u>3</u>
<a href="#"><u>ERHS 642</u></a>	Applied Logistic Regression	<u>3</u>
<a href="#"><u>STAT 511</u></a>	<del>Course STAT 511 Not Found</del>	
<a href="#"><u>STAT 512</u></a>	<del>Design and Data Analysis for Researchers II</del>	
<a href="#"><u>STAT 523/NR 523</u></a>	<del>Quantitative Spatial Analysis</del>	
<a href="#"><u>STAT 525</u></a>	<del>Analysis of Time Series I</del>	
<a href="#"><u>STAT 526</u></a>	<del>Analysis of Time Series II</del>	
<a href="#"><u>STAT 547/CIVE 547</u></a>	<del>Statistics for Environmental Monitoring</del>	
<a href="#"><u>STAT 560</u></a>	<del>Applied Multivariate Analysis</del>	
<b>Thesis</b>		
<a href="#"><u>ERHS 658</u></a>	Environmental/Occupational Epidemiology	<u>3</u>
<a href="#"><u>ERHS 693A</u></a>	Research Seminar: Epidemiology <sup>+</sup>	<u>1</u>
<del>Epidemiology related courses<sup>2</sup></del>		<del>2</del>
<del>Out of department requirement<sup>3</sup></del>		<del>3</del>
<b>One course from ONE of the following areas (3 or more credits):</b>		<b>3</b>
<del>Environmental/Occupational Health</del>		

Code	Title	Credits
<u><a href="#">ERHS 520</a></u>	<u>Environmental and Occupational Health Issues</u>	
<u><a href="#">ERHS 526</a></u>	<u>Industrial Hygiene</u>	
<u><a href="#">ERHS 536</a></u>	<u>Advanced Occupational Health</u>	
<u><a href="#">ERHS 540</a></u>	<u>Principles of Ergonomics</u>	
<u>Toxicology/Cancer Biology</u>		
<u><a href="#">ERHS 502</a></u>	<u>Fundamentals of Toxicology</u>	
<u><a href="#">ERHS 510</a></u>	<u>Cancer Biology</u>	
<u><a href="#">ERHS 611</a></u>	<u>Cancer Genetics</u>	
<u><a href="#">ERHS 733</a></u>	<u>Environmental Carcinogenesis</u>	
<u>Microbiology<sup>4</sup></u>		
<u><a href="#">MIP 420</a></u>	<u>Medical and Molecular Virology</u>	
<u><a href="#">MIP 530</a></u>	<u>Advanced Molecular Virology</u>	
<u><a href="#">MIP 651</a></u>	<u>Immunobiology</u>	
<u><a href="#">MIP 760</a></u>	<u>Mechanisms of Bacterial Pathogenesis</u>	
<u>Statistics<sup>4</sup></u>		
<u><a href="#">STAT 511A</a></u>	<u>Design and Data Analysis for Researchers I: R Software</u>	<u>4</u>
<u>or <a href="#">STAT 511B</a></u>	<u>Design and Data Analysis for Researchers I: SAS Software</u>	
<u>Electives<sup>1</sup></u>		<u>3</u>
<u><a href="#">ERHS 699</a></u>	<u>Thesis</u>	<u>6</u>
<b>Program Total Credits:</b>		<b>30</b>

A minimum of 30 credits are required to complete this program.

<sup>1</sup> Requires approval by graduate advisor and graduate advisory committee. Registration every semester is strongly recommended.

<sup>2</sup> Other courses in epidemiology or related areas, as approved by graduate advisory committee.

<sup>3</sup> Graduate level (500 or above) course work approved by graduate advisory committee.

<sup>4</sup> Non-ERHS courses cannot be used to meet these requirements and out-of-department requirements.



**College of Veterinary Medicine and Biomedical Sciences  
Department of Environmental & Radiological Health  
Master of Science in Environmental Health, Epidemiology Specialization, Plan B**

**Effective Fall 2017**

**Effective Fall 2017 Spring 2008**

Code	Title	Credits
<a href="#"><u>ERHS 505</u></a>	<a href="#"><u>Epidemiologic Research</u></a>	<a href="#"><u>1</u></a>
<a href="#"><u>ERHS 532</u></a>	Epidemiologic Methods	<a href="#"><u>3</u></a>
<a href="#"><u>ERHS 542</u></a>	<a href="#"><u>Biostatistical Methods for Qualitative Data</u></a>	<a href="#"><u>3</u></a>
<a href="#"><u>ERHS 544/STAT 544</u></a>	<a href="#"><u>Biostatistical Methods for Quantitative Data</u></a>	<a href="#"><u>3</u></a>
<a href="#"><u>ERHS 534</u></a>	<a href="#"><u>SAS and Epidemiologic Data Management</u></a>	<a href="#"><u>3</u></a>
<a href="#"><u>or ERHS 535</u></a>	<a href="#"><u>R Programming for Research</u></a>	
<a href="#"><u>ERHS 640</u></a>	Advanced Epidemiology	<a href="#"><u>3</u></a>
<a href="#"><u>ERHS 642</u></a>	Applied Logistic Regression	<a href="#"><u>3</u></a>
<a href="#"><u>STAT 511</u></a>	<a href="#"><u>Course STAT 511 Not Found</u></a>	
<a href="#"><u>STAT 512</u></a>	<a href="#"><u>Design and Data Analysis for Researchers II</u></a>	
<a href="#"><u>STAT 523/NR 523</u></a>	<a href="#"><u>Quantitative Spatial Analysis</u></a>	
<a href="#"><u>STAT 525</u></a>	<a href="#"><u>Analysis of Time Series I</u></a>	
<a href="#"><u>STAT 526</u></a>	<a href="#"><u>Analysis of Time Series II</u></a>	
<a href="#"><u>STAT 547/CIVE 547</u></a>	<a href="#"><u>Statistics for Environmental Monitoring</u></a>	
<a href="#"><u>STAT 560</u></a>	<a href="#"><u>Applied Multivariate Analysis</u></a>	
<a href="#"><u>Research<sup>5</sup></u></a>		<a href="#"><u>6</u></a>
<a href="#"><u>ERHS 658</u></a>	Environmental/Occupational Epidemiology	<a href="#"><u>3</u></a>
<a href="#"><u>ERHS 693A</u></a>	Research Seminar: Epidemiology <sup>1</sup>	<a href="#"><u>1</u></a>
<a href="#"><u>Epidemiology related courses<sup>2</sup></u></a>		<a href="#"><u>12</u></a>
<a href="#"><u>Out of department requirement<sup>3</sup></u></a>		<a href="#"><u>3</u></a>
<a href="#"><u>One course from ONE of the following areas (3 or more credits):</u></a>		<a href="#"><u>3</u></a>
<a href="#"><u>Environmental/Occupational Health</u></a>		
<a href="#"><u>ERHS 520</u></a>	<a href="#"><u>Environmental and Occupational Health Issues</u></a>	
<a href="#"><u>ERHS 526</u></a>	<a href="#"><u>Industrial Hygiene</u></a>	
<a href="#"><u>ERHS 536</u></a>	<a href="#"><u>Advanced Occupational Health</u></a>	
<a href="#"><u>ERHS 540</u></a>	<a href="#"><u>Principles of Ergonomics</u></a>	
<a href="#"><u>Toxicology/Cancer Biology</u></a>		
<a href="#"><u>ERHS 502</u></a>	<a href="#"><u>Fundamentals of Toxicology</u></a>	
<a href="#"><u>ERHS 510</u></a>	<a href="#"><u>Cancer Biology</u></a>	
<a href="#"><u>ERHS 611</u></a>	<a href="#"><u>Cancer Genetics</u></a>	

Code	Title	Credits
<a href="#"><u>ERHS 733</u></a>	<a href="#"><u>Environmental Carcinogenesis</u></a>	
<a href="#"><u>Microbiology<sup>4</sup></u></a>		
<a href="#"><u>MIP 420</u></a>	<a href="#"><u>Medical and Molecular Virology</u></a>	
<a href="#"><u>MIP 530</u></a>	<a href="#"><u>Advanced Molecular Virology</u></a>	
<a href="#"><u>MIP 651</u></a>	<a href="#"><u>Immunobiology</u></a>	
<a href="#"><u>MIP 760</u></a>	<a href="#"><u>Mechanisms of Bacterial Pathogenesis</u></a>	
<a href="#"><u>Statistics<sup>4</sup></u></a>		
<a href="#"><u>STAT 511A</u></a>	<a href="#"><u>Design and Data Analysis for Researchers I: R Software</u></a>	<a href="#"><u>4</u></a>
<a href="#"><u>or STAT 511B</u></a>	<a href="#"><u>Design and Data Analysis for Researchers I: SAS Software</u></a>	
<a href="#"><u>Electives<sup>1</sup></u></a>		<a href="#"><u>2</u></a>
<a href="#"><u>ERHS 695A</u></a>	<a href="#"><u>Independent Study: Epidemiology<sup>2</sup></u></a>	<a href="#"><u>6</u></a>
<a href="#"><u>ERHS 695B</u></a>	<a href="#"><u>Independent Study: Occupational and Environmental Health</u></a>	
<a href="#"><u>ERHS 695C</u></a>	<a href="#"><u>Independent Study: Toxicology</u></a>	
<a href="#"><u>ERHS 695D</u></a>	<a href="#"><u>Independent Study: Radiation Chemistry</u></a>	
<a href="#"><u>ERHS 695E</u></a>	<a href="#"><u>Independent Study: Radiation Ecology</u></a>	
<a href="#"><u>ERHS 695F</u></a>	<a href="#"><u>Independent Study: Cancer Biology</u></a>	
<a href="#"><u>ERHS 695G</u></a>	<a href="#"><u>Independent Study: Health Physics</u></a>	
<a href="#"><u>ERHS 695H</u></a>	<a href="#"><u>Independent Study: Exposure Assessment</u></a>	
<a href="#"><u>ERHS 695I</u></a>	<a href="#"><u>Independent Study: Small Animal Radiology</u></a>	
<a href="#"><u>ERHS 695J</u></a>	<a href="#"><u>Independent Study: Large Animal Radiology</u></a>	
<a href="#"><u>ERHS 695K</u></a>	<a href="#"><u>Independent Study: Special Techniques in Radiology</u></a>	
<a href="#"><u>ERHS 695L</u></a>	<a href="#"><u>Independent Study: Radiation Therapy</u></a>	
<a href="#"><u>ERHS 695M</u></a>	<a href="#"><u>Independent Study: Computed Tomography</u></a>	
<a href="#"><u>ERHS 695N</u></a>	<a href="#"><u>Independent Study: Magnetic Resonance Imaging</u></a>	
<a href="#"><u>ERHS 695O</u></a>	<a href="#"><u>Independent Study: Ultrasound</u></a>	
<a href="#"><u>ERHS 695P</u></a>	<a href="#"><u>Independent Study: Nuclear Medicine</u></a>	

**Program Total Credits:** [36](#)[40](#)

A minimum of [36](#)[40](#) credits are required to complete this program.

<sup>1</sup> [Requires approval by graduate advisor and graduate advisory committee. Registration every semester is strongly recommended.](#)

<sup>2</sup> [Students are required to take ERHS 695A for the professional paper credits. Other courses in epidemiology or related areas, as approved by graduate advisory committee.](#)

<sup>3</sup> [Graduate level \(500 or above\) course work approved by graduate advisory committee.](#)

<sup>4</sup> [Non ERHS courses cannot be used to meet these requirements and out of department requirements.](#)

<sup>5</sup> [Minimum of 6 credits, for preparation of professional paper.](#)



College of Veterinary Medicine and Biomedical Sciences  
 Department of Environmental & Radiological Health  
 Ph.D. in Environmental Health, Epidemiology Specialization

Effective Fall 2017

Effective Fall 2017 ~~Effective Spring 2008~~

Code	Title	Credits
<a href="#"><u>ERHS 505</u></a>	<a href="#"><u>Epidemiologic Research</u></a>	<u>1</u>
<a href="#"><u>ERHS 532</u></a>	Epidemiologic Methods	3
<a href="#"><u>ERHS 542</u></a>	<del>Biostatistical Methods for Qualitative Data</del>	<del>3</del>
<a href="#"><u>ERHS 544/STAT 544</u></a>	<del>Biostatistical Methods for Quantitative Data</del>	<del>3</del>
<a href="#"><u>ERHS 534</u></a>	<a href="#"><u>SAS and Epidemiologic Data Management</u></a>	3
<a href="#"><u>ERHS 535</u></a>	<a href="#"><u>R Programming for Research</u></a>	<u>3</u>
<a href="#"><u>ERHS 640</u></a>	Advanced Epidemiology	3
<a href="#"><u>ERHS 642</u></a>	<a href="#"><u>Applied Logistic Regression</u></a>	<u>3</u>
<a href="#"><u>ERHS 658</u></a>	Environmental/Occupational Epidemiology	3
<a href="#"><u>ERHS 693A</u></a>	Research Seminar: Epidemiology <sup>+</sup>	<del>2</del> <u>3</u>
<a href="#"><u>STAT 511A</u></a> or <a href="#"><u>STAT 511B</u></a>	<a href="#"><u>Design and Data Analysis for Researchers I: R Software</u></a> <a href="#"><u>Design and Data Analysis for Researchers I: SAS Software</u></a>	4
<a href="#"><u>Electives</u></a> <sup>1</sup>		<u>9</u>
<a href="#"><u>ERHS 799</u></a>	Dissertation <sup>2</sup>	1-18Var
<a href="#"><u>Dissertation</u></a>		
<a href="#"><u>Epidemiology related courses</u></a> <sup>3</sup>		<u>12</u>
<a href="#"><u>Out of department requirement</u></a> <sup>10</sup>		<u>6</u>
<a href="#"><u>One course from TWO of the following areas (6 or more credits):</u></a> <sup>5</sup>		<u>6</u>
<a href="#"><u>ERHS 520</u></a>	<a href="#"><u>Environmental and Occupational Health Issues</u></a>	
<a href="#"><u>ERHS 526</u></a>	<a href="#"><u>Industrial Hygiene</u></a>	
<a href="#"><u>ERHS 536</u></a>	<a href="#"><u>Advanced Occupational Health</u></a>	
<a href="#"><u>ERHS 540</u></a>	<a href="#"><u>Principles of Ergonomics</u></a>	
<a href="#"><u>Toxicology/Cancer Biology</u></a>		
<a href="#"><u>ERHS 502</u></a>	<a href="#"><u>Fundamentals of Toxicology</u></a>	
<a href="#"><u>ERHS 510</u></a>	<a href="#"><u>Cancer Biology</u></a>	
<a href="#"><u>ERHS 611</u></a>	<a href="#"><u>Cancer Genetics</u></a>	

Code	Title	Credits
<u><a href="#">ERHS 733</a></u>	Environmental Carcinogenesis	
Microbiology <sup>5</sup>		
<u><a href="#">MIP 530</a></u>	Advanced Molecular Virology	
<u><a href="#">MIP 651</a></u>	Immunobiology	
<u><a href="#">MIP 760</a></u>	Mechanisms of Bacterial Pathogenesis	
Statistics <sup>5</sup>		
<u><a href="#">STAT 511</a></u>	Course STAT 511 Not Found	
<u><a href="#">STAT 512</a></u>	Design and Data Analysis for Researchers II	
<u><a href="#">STAT 523/NR 523</a></u>	Quantitative Spatial Analysis	
<u><a href="#">STAT 525</a></u>	Analysis of Time Series I	
<u><a href="#">STAT 526</a></u>	Analysis of Time Series II	
<u><a href="#">STAT 547/CIVE 547</a></u>	Statistics for Environmental Monitoring	
<u><a href="#">STAT 560</a></u>	Applied Multivariate Analysis	
<u>Total program credits</u>		<u>72</u>

A minimum of 72 credits are required.

<sup>1</sup> Requires approval by graduate advisor and graduate advisory committee. Minimum of three credits (three semesters). Registration every semester is strongly recommended.

<sup>2</sup> Minimum of 12 credits. Use dissertation credits to bring total program credits to 72. Minimum of 27 credits.

<sup>3</sup> Other courses in epidemiology or related areas, as approved by graduate advisory committee.

<sup>4</sup> Graduate level (500 or above) course work approved by graduate advisory committee.

<sup>5</sup> Non ERHS courses cannot be used to meet these requirements and out of department requirements.



College of Veterinary Medicine and Biomedical Sciences  
 Department of Environmental & Radiological Health  
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Effective Fall 2017

**Grandfather Effective Fall 2017**

Code	Title	Credits
<b>Core Courses</b>		
<u><a href="#">ERHS 520</a></u>	Environmental and Occupational Health Issues	3
<u><a href="#">ERHS 526</a></u>	Industrial Hygiene	3
<u><a href="#">ERHS 527</a></u>	Industrial Hygiene Laboratory	1
<u><a href="#">ERHS 528</a></u>	Occupational Safety	3
<u><a href="#">ERHS 532</a></u>	Epidemiologic Methods	3

Code	Title	Credits
<b>Select one from the following:</b>		<b>1-4</b>
<b><u>ERHS 536</u></b>	Advanced Occupational Health	<u>3</u>
<b><u>ERHS 540</u></b>	Principles of Ergonomics	<u>3</u>
<b><u>ERHS 637</u></b>	Environment, Safety, and Health Management	<u>3</u>
<b><u>ERHS 679</u></b>	Occ Env Health Interdisciplinary Symposium <sup>1</sup>	<u>2</u>
<b><u>ERHS 699</u></b>	Thesis	<u>3</u>
<b><u>Out-of-Department Elective</u></b> <sup>2</sup>		<u>2</u>
Statistics <sup>34</sup>		<u>3</u>
<b>Elective Courses</b>		<b><u>3</u></b>
<b>Select a minimum of 9 credits from the following:</b>		<b><u>9</u></b>
<u>Choose a minimum of 3 credits from the following in consultation with your advisor:</u>		
<b><u>ERHS 502</u></b>	Fundamentals of Toxicology <sup>5</sup>	
<b><u>ERHS 503</u></b>	Toxicology Principles	
<b><u>ERHS 504</u></b>	Occupational and Environmental Toxicology	
<b><u>ERHS 530</u></b>	Radiological Physics and Dosimetry I	
<b><u>ERHS 541</u></b>	Ergonomics in Product and Process Design	
<b><u>ERHS 547</u></b>	Equipment and Instrumentation	
<b><u>ERHS 549</u></b>	Environmental Health Risk Assessment	
<b><u>ERHS 550</u></b>	Principles of Radiation Biology	
<b><u>ERHS 636</u></b>	Industrial Hygiene Control Methods	
<b><u>ERHS 656</u></b>	Occupational Noise Control	
<b><u>ERHS 693B</u></b>	Research Seminar: Industrial Hygiene <sup>2</sup>	
<b><u>ERHS 698</u></b>	Research	
<b><u>ERHS 726</u></b>	Aerosols and Environmental Health	
<b>Thesis</b>		
<b><u>PSY 692D</u></b>	<u>Seminar: Industrial/Organizational Psychology</u>	
<b>RCR</b>		
<b>Responsible Conduct Research Training<sup>6</sup></b>		<b><u>0</u></b>
<u>Responsible Conduct Research Training is required of all master's students enrolled in the program</u>		<u>0</u>
<b>Program Total Credits:</b>		<b><u>35 30</u></b>

A minimum of 35 **30**-credits are required to complete this program.

<sup>1</sup> Required for MAP ERC Trainees are required to take 4 credits.

- 2 One additional course approved by student's committee. Maximum of 4 credits allowed.
- 3 Select three credits of statistics with approval of advisor and graduate committee.
- 4 Select three credits of statistics with approval of advisor and graduate committee.
- 5 EHOH 6616 is an acceptable substitution for ERHS 502%7C from the Colorado School of Public Health at University of Colorado Denver.
- 6 Required of all master's students enrolled in the program.



**College of Veterinary Medicine and Biomedical Sciences  
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**Effective Fall 2017**

**Effective Fall 2017**

~~Grandfather Program requires a minimum of 40 semester credits with a professional paper and an internship; or one year of professional experience in occupational or environmental health related areas.~~

**Core Courses**

<b><u>ERHS 520</u></b>	Environmental and Occupational Health Issues	3
<b><u>ERHS 526</u></b>	Industrial Hygiene	3
<b><u>ERHS 527</u></b>	Industrial Hygiene Laboratory	1
<b><u>ERHS 528</u></b>	Occupational Safety	<u>3</u>
<b><u>ERHS 532</u></b>	Epidemiologic Methods	3

Select one from the following: 1-4

<b><u>ERHS 536</u></b>	Advanced Occupational Health	<u>3</u>
<b><u>ERHS 540</u></b>	Principles of Ergonomics	<u>3</u>
<b><u>ERHS 637</u></b>	Environment, Safety, and Health Management	<u>3</u>
<b><u>ERHS 679</u></b>	Occ Env Health Interdisciplinary Symposium <sup>1</sup>	<u>2</u>
<b><u>ERHS 695B</u></b>	Independent Study: Occupational and Environmental Health <sup>2</sup>	<u>4</u>
<b><u>ERHS 695C</u></b>	<del>Independent Study: Toxicology</del>	
<b><u>ERHS 695D</u></b>	<del>Independent Study: Radiation Chemistry</del>	
<b><u>ERHS 695E</u></b>	<del>Independent Study: Radiation Ecology</del>	
<b><u>ERHS 695F</u></b>	<del>Independent Study: Cancer Biology</del>	
<b><u>ERHS 695G</u></b>	<del>Independent Study: Health Physics</del>	
<b><u>ERHS 695H</u></b>	<del>Independent Study: Exposure Assessment</del>	
<b><u>ERHS 695I</u></b>	<del>Independent Study: Small Animal Radiology</del>	
<b><u>ERHS 695J</u></b>	<del>Independent Study: Large Animal Radiology</del>	
<b><u>ERHS 695K</u></b>	<del>Independent Study: Special Techniques in Radiology</del>	

<u><a href="#">ERHS 695L</a></u>	Independent Study: Radiation Therapy	
<u><a href="#">ERHS 695M</a></u>	Independent Study: Computed Tomography	
<u><a href="#">ERHS 695N</a></u>	Independent Study: Magnetic Resonance Imaging	
<u><a href="#">ERHS 695O</a></u>	Independent Study: Ultrasound	
<u><a href="#">ERHS 695P</a></u>	Independent Study: Nuclear Medicine	
<u><a href="#">Out-of-Department Elective</a></u> <sup>3</sup>		<u><a href="#">2-4</a></u>
Statistics ( <a href="#">select at least 3 credits</a> ) <sup>4</sup>		3
<b>Elective Courses</b>		<b>6</b>
<b>Select a minimum of 12 credits from the following:</b>		<b>12</b>
Choose a minimum of <u><a href="#">6</a></u> <sup>12</sup> credits from the following <a href="#">in consultation with your advisor</a> :		
<u><a href="#">ERHS 502</a></u>	Fundamentals of Toxicology	
<u><a href="#">ERHS 503</a></u>	Toxicology Principles	
<u><a href="#">ERHS 504</a></u>	Occupational and Environmental Toxicology	
<u><a href="#">ERHS 530</a></u>	Radiological Physics and Dosimetry I	
<u><a href="#">ERHS 541</a></u>	Ergonomics in Product and Process Design	
<u><a href="#">ERHS 547</a></u>	Equipment and Instrumentation	
<u><a href="#">ERHS 549</a></u>	Environmental Health Risk Assessment	
<u><a href="#">ERHS 550</a></u>	Principles of Radiation Biology	
<u><a href="#">ERHS 636</a></u>	Industrial Hygiene Control Methods	
<u><a href="#">ERHS 656</a></u>	Occupational Noise Control	
<u><a href="#">ERHS 687</a></u>	Internship <sup>5</sup>	
<u><a href="#">ERHS 693B</a></u>	Research Seminar: Industrial Hygiene <sup>2</sup>	
<u><a href="#">Directed Electives</a></u> <sup>3</sup>		<u><a href="#">Var</a></u>
<u><a href="#">ERHS 698</a></u>	Research	
<u><a href="#">ERHS 726</a></u>	Aerosols and Environmental Health	
<u><a href="#">PSY 692D</a></u>	<a href="#">Seminar: Industrial/Organizational Psychology</a>	
<u><a href="#">PSY 792D</a></u>	Advanced Seminar: Industrial/Organizational Psychology	
<b>Independent Study</b>		<b>4</b>
<u><a href="#">ERHS 695A</a></u>	Independent Study: Epidemiology	
<b>RCR</b>		
<u><a href="#">Responsible Conduct Research Training</a></u> <sup>7</sup>		<u><a href="#">0</a></u>
<u><a href="#">Responsible Conduct Research Training is required of all master's students enrolled in the program</a></u>		<u><a href="#">0</a></u>
<b>Program Total Credits:</b>		<b><u><a href="#">39-41</a></u><sup>40</sup></b>

A minimum of [39](#) <sup>40</sup> credits are required to complete this program.

<sup>1</sup> Required for MAP ERC Trainees [are required to take 4 credits](#).

- <sup>2</sup> ~~The Plan B program requires the submission of a professional paper in lieu of a thesis. Students are required to take ERHS 695B for the professional paper credits. Maximum of 4 credits allowed.~~
- <sup>3</sup> ~~One Two additional courses~~ approved by student's committee.
- <sup>4</sup> Select ~~three credits of statistics~~ courses with approval of advisor and graduate committee.
- <sup>5</sup> ~~Students who do not have at least one year of occupational and/or environment health professional experience must complete an internship consisting of at least 400 hours of work time. Internships must be approved by the student's advisor and graduate committee according to the program's Internship Handbook. Select three credits of statistics with approval of advisor and graduate committee.~~
- <sup>6</sup> ~~EHOH 6616 is an acceptable substitution for ERHS 502%7C from the Colorado School of Public Health at University of Colorado Denver.~~
- <sup>7</sup> ~~Required of all master's students enrolled in the program.~~



College of Veterinary Medicine and Biomedical Sciences  
 Department of Environmental & Radiological Health  
 Master of Science in Radiological Health Sciences, Health Physics Specialization, Plan A

Effective Fall 2017

Effective Fall 2017 ~~2006~~

Code	Title	Credits
<u><a href="#">ERHS 530</a></u>	Radiological Physics and Dosimetry I	3
<u><a href="#">ERHS 531</a></u>	Nuclear Instruments and Measurements	2
<u><a href="#">ERHS 550</a></u> or <u><a href="#">ERHS 450</a></u>	Principles of Radiation Biology <u><a href="#">Introduction to Radiation Biology</a></u>	<u>3-5</u>
<u><a href="#">ERHS 561</a></u>	Radiation Public Health	2
<u><a href="#">ERHS 630</a></u>	Radiological Physics and Dosimetry II	3
<u><a href="#">ERHS 632</a></u>	Techniques in Radiation Dosimetry	1
<u><a href="#">ERHS 665</a></u>	Radiochemistry	3
<u><a href="#">ERHS 693D</a></u>	Research Seminar: Health Physics	1
<u><a href="#">ERHS 786</a></u>	Practicum	3
<u><a href="#">STAT 511</a></u> or <u><a href="#">STAT 544/ERHS 544</a></u>	<del>Course STAT 511 Not Found</del> <u><a href="#">Biostatistical Methods for Quantitative Data</a></u>	<del>3-4</del>
<u><a href="#">ERHS 563</a></u> or <u><a href="#">ERHS 570</a></u>	Environmental Contaminant Modeling I Radioecology	2
<u><a href="#">Select one of the following courses:</a></u>		<u>3-4</u>
<u><a href="#">ERHS 544/STAT 544</a></u>	<u><a href="#">Biostatistical Methods for Quantitative Data</a></u>	
<u><a href="#">ERHS 555</a></u>	<u><a href="#">Quantitative Methods for Radiation Safety</a></u>	
<u><a href="#">STAT 511A</a></u>	<u><a href="#">Design and Data Analysis for Researchers I: R Software</a></u>	
<u><a href="#">STAT 511B</a></u>	<u><a href="#">Design and Data Analysis for Researchers I: SAS Software</a></u>	

Code	Title	Credits
Select at least 3 credits from the following:		3
<a href="#"><u>ERHS 446</u></a>	Environmental Toxicology	
<a href="#"><u>ERHS 502</u></a>	Fundamentals of Toxicology	
<a href="#"><u>ERHS 515</u></a>	<a href="#"><u>Non-Ionizing Radiation Safety</u></a>	
<a href="#"><u>ERHS 520</u></a>	Environmental and Occupational Health Issues	
<a href="#"><u>ERHS 526</u></a>	Industrial Hygiene	
<a href="#"><u>ERHS 527</u></a>	Industrial Hygiene Laboratory	
<a href="#"><u>ERHS 555</u></a>	<a href="#"><u>Quantitative Methods for Radiation Safety</u></a> <sup>1</sup>	
<a href="#"><u>ERHS 556</u></a>	<a href="#"><u>Monte Carlo Methods in Health Physics</u></a>	
<a href="#"><u>ERHS 563</u></a>	Environmental Contaminant Modeling I <sup>1</sup>	
<a href="#"><u>ERHS 570</u></a>	Radioecology <sup>1</sup>	
<a href="#"><u>ERHS 698</u></a>	<a href="#"><u>Research</u></a>	
<a href="#"><u>ERHS 726</u></a>	Aerosols and Environmental Health	
<a href="#"><u>STAT 512</u></a>	Design and Data Analysis for Researchers II	
<a href="#"><u>STAT 547/CIVE 547</u></a>	Statistics for Environmental Monitoring	

**Thesis**

<a href="#"><u>ERHS 699</u></a>	Thesis <sup>2</sup>	3
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**Program Total Credits:** 3234-35

- <sup>1</sup> [ERHS 555](#), [ERHS 563](#) and [ERHS 570](#) may only be used from the list if they have NOT been previously selected for the preceding requirements.
- <sup>2</sup> [A well-written, comprehensive thesis reporting the results of research performed by the student that is successfully defended in an oral examination.](#)



College of Veterinary Medicine and Biomedical Sciences  
 Department of Environmental & Radiological Health  
 Master of Science in Radiological Health Sciences, Health Physics Specialization, Plan B

Effective Fall 2017

Effective Fall 2017 ~~2006~~

Code	Title	Credits
<a href="#"><u>ERHS 530</u></a>	Radiological Physics and Dosimetry I	3
<a href="#"><u>ERHS 531</u></a>	Nuclear Instruments and Measurements	2
<a href="#"><u>ERHS 550</u></a> or <a href="#"><u>ERHS 450</u></a>	Principles of Radiation Biology <a href="#"><u>Introduction to Radiation Biology</u></a>	<u>3-5</u>
<a href="#"><u>ERHS 561</u></a>	Radiation Public Health	2
<a href="#"><u>ERHS 630</u></a>	Radiological Physics and Dosimetry II	3

Code	Title	Credits
<u><a href="#">ERHS 632</a></u>	Techniques in Radiation Dosimetry	1
<u><a href="#">ERHS 665</a></u>	Radiochemistry	3
<u><a href="#">ERHS 693D</a></u>	Research Seminar: Health Physics	1
<u><a href="#">ERHS 786</a></u>	Practicum	3
<u><a href="#">STAT 511</a></u>	<span style="background-color: red; color: black;">Course STAT 511 Not Found</span>	<span style="color: red;">3-4</span>
	or <u><a href="#">STAT 544/ERHS 544</a></u> <span style="color: red;">Biostatistical Methods for Quantitative Data</span>	
<u><a href="#">ERHS 563</a></u> or <u><a href="#">ERHS 570</a></u>	Environmental Contaminant Modeling I Radioecology	2
<u>Select one of the following courses:</u>		<span style="color: green;">3-4</span>
<u><a href="#">ERHS 544/STAT 544</a></u>	<u><a href="#">Biostatistical Methods for Quantitative Data</a></u>	
<u><a href="#">ERHS 555</a></u>	<u><a href="#">Quantitative Methods for Radiation Safety</a></u>	
<u><a href="#">STAT 511A</a></u>	<u><a href="#">Design and Data Analysis for Researchers I: R Software</a></u>	
<u><a href="#">STAT 511B</a></u>	<u><a href="#">Design and Data Analysis for Researchers I: SAS Software</a></u>	
Select at least 3 credits from the following:		<span style="color: green;">3</span>
<u><a href="#">ERHS 446</a></u>	<u><a href="#">Environmental Toxicology</a></u>	
<u><a href="#">ERHS 502</a></u>	<u><a href="#">Fundamentals of Toxicology</a></u>	
<u><a href="#">ERHS 515</a></u>	<u><a href="#">Non-Ionizing Radiation Safety</a></u>	
<u><a href="#">ERHS 520</a></u>	<u><a href="#">Environmental and Occupational Health Issues</a></u>	
<u><a href="#">ERHS 526</a></u>	<u><a href="#">Industrial Hygiene</a></u>	
<u><a href="#">ERHS 527</a></u>	<u><a href="#">Industrial Hygiene Laboratory</a></u>	
<u><a href="#">ERHS 555</a></u>	<u><a href="#">Quantitative Methods for Radiation Safety</a></u> <sup>1</sup>	
<u><a href="#">ERHS 565</a></u>	<u><a href="#">Chemical and Biological Warfare Agents</a></u>	
<u><a href="#">ERHS 563</a></u>	<u><a href="#">Environmental Contaminant Modeling I</a></u> <sup>1</sup>	
<u><a href="#">ERHS 570</a></u>	<u><a href="#">Radioecology</a></u> <sup>1</sup>	
<u><a href="#">ERHS 698</a></u>	<u><a href="#">Research</a></u>	
<u><a href="#">ERHS 726</a></u>	<u><a href="#">Aerosols and Environmental Health</a></u>	
<u><a href="#">STAT 512</a></u>	<u><a href="#">Design and Data Analysis for Researchers II</a></u>	
<u><a href="#">STAT 547/CIVE 547</a></u>	<u><a href="#">Statistics for Environmental Monitoring</a></u>	
<b>Elective</b>		
500-level or greater elective <sup>2,3</sup>		<span style="color: green;">3</span>
<b>Program Total Credits:</b>		<span style="color: green;">32</span> <span style="color: red;">34-</span> <span style="color: blue;">35</span>

A well-written, comprehensive, and scholarly professional paper prepared on a topic approved by the student's graduate committee that is successfully defended in an oral examination.

<sup>1</sup> [ERHS 555](#), [ERHS 563](#) and [ERHS 570](#) may only be used from the list if they have NOT been previously selected for the preceding requirements.

<sup>2</sup> Elective course must be approved by the student's graduate committee.

<sup>3</sup> ~~A well written, comprehensive, and scholarly professional paper prepared on a topic approved by the student's graduate committee that is successfully defended in an oral examination.~~



### Certificate Deactivation

College of Business  
Department of Finance and Real Estate  
Certificate in Real Estate Practices

Last Term Student may be admitted to the certificate: [Spring 2017](#)

Last term student can complete the certificate: [Spring 2019](#)

[Effective Fall 2015](#)

Code	Title	Credits
<a href="#">AREC 452/REL 452</a>	Real Estate Appraisal Principles	2
<a href="#">AREC 453/REL 453</a>	Real Estate Appraisal Practices	2
<a href="#">REL 360</a>	Real Estate Principles	3
<a href="#">REL 455</a>	Real Estate Finance	2
<b>Program Total Credits:</b>		<b>9</b>



**Minutes Corrections and Updates:**

1. ENGR 566 was incorrectly listed as being dual-listed with ECE 566 on the 12/9/16 Consent Agenda. ENGR 566 was deactivated effective Fall 2014 on the 12/6/13 UCC minutes. The changes approved on the 12/9/16 Consent Agenda apply only to ECE 566.
2. MSE 501 was approved as a new course effective Fall 2017 on the 12/9/16 UCC minutes. The course was approved with the registration information: "Graduate standing." The correct registration information should be "Senior standing."

<b>Original Registration Information</b>	Graduate standing
<b>Correct Registration Information</b>	Senior standing

3. MU 412 was approved as a new course effective Fall 2017 on the 1/27/17 UCC minutes. The course was approved with the title "Music Theory Topics." The title has been updated to: "Music Theory Proficiency".

<b>Original Course Title</b>	Music Theory Topics
<b>Current Course Title</b>	Music Theory Proficiency

4. NR 565, NR 566, NR 567, NR 568 were approved with minor changes to the courses on the 1/20/17 UCC minutes and NR 693 was approved with major changes to the course on the 1/27/17 UCC minutes. The Registration Information has been updated from: "Written consent of instructor can substitute for degree program requirement. Admission to the Masters of Natural Resources Stewardship degree program," to: "Admission to the Masters of Natural Resources Stewardship or written consent of instructor".

<b>Original Registration Information</b>	Written consent of instructor can substitute for degree program requirement. Admission to the Masters of Natural Resources Stewardship degree program
<b>Updated Registration Information</b>	Admission to the Masters of Natural Resources Stewardship or written consent of instructor



The meeting adjourned at 4:10 p.m.

Carole Makela, Chair  
 Kayleen Allen, Curriculum & Catalog Assistant  
 Shelly Ellerby, Curriculum Liaison Specialist

A regular meeting of the University Curriculum Committee was held on February 10, 2017 at 2:00 p.m.

**Members present:** Chair Carole Makela, Professors Ed DeLosh, Bradley Goetz, Brad Reisfeld, Paul Mallette, Howard Ramsdell, Sally Sutton, Mike Hogan, Beth Oehlerts, Kevin Jablonski, Graduate Student Representative and VPUA Kelly Long (ex-officio).

**Curriculum Unit:** Shelly Ellerby and Kayleen Allen.

**Guests:** Julia Murphy (Registrar's Office).

**Absent:** Undergraduate Student Representative.

#### **Minutes**

The Minutes of February 3, 2017 were approved.

#### **Consent Agenda**

The Consent Agenda was approved.

<i>New Courses</i>	<i>Effective Term</i>
<b>ART 425 Integrated Visual Studies 4(4-0-0) S</b>	Fall 2017
<b>Prerequisite:</b> None.	
<b>Registration Information:</b> Written consent of advisor. Senior standing. 21 credits of upper-division coursework in the BA-Integrated Visual Studies concentration.	
<b>Description:</b> Interdisciplinary and guided study linking systems of knowledge. Students are afforded the space to draw on their breadth of information and artistic mediums to create a capstone project that demonstrates an ability to communicate effectively across verbal, visual, and written forms. Develop skills as makers and thinkers, fostering critical awareness of how society reflects and produces visual meaning.	
<b>Grade Mode:</b> Traditional.	
[New course was approved, but the request for AUCC 4C designation for the BA, Integrated Visual Studies Concentration was not approved yet. AUCC 4C request will be considered at a subsequent UCC meeting.]	
<hr/> <b>BUS 501 Business Communication–Multicultural Audience 3(3-0-0) S</b>	<hr/> Fall 2017
<b>Prerequisite:</b> None.	
<b>Registration Information:</b> Graduate INTO Business Pathway students or written consent of instructor.	
<b>Description:</b> Best practices for communicating in a professional business environment with multicultural audiences. Incorporating business scenarios, students will use technology and written communication in a clear, concise, and professional manner. Provides practical application based on real-world business challenges that require appropriate communication strategies for optimum resolution. Students present solutions to business problems based on credible research and analysis	
<b>Grade Mode:</b> Traditional	
<hr/> <b>BZ 192 First Year Seminar–Biology/Zoology 1(1-0-0) F</b>	<hr/> Fall 2017
<b>Prerequisite:</b> None.	
<b>Registration Information:</b> Freshman only. This is a partial semester course. Credit not allowed for both BZ 180A1 and BZ 192.	
<b>Description:</b> Introduction to the resources and academic programs in biology; the role of biosciences.	
<b>Grade Mode:</b> Traditional.	
<hr/> <b>LB 370 Liberal Arts and Meaningful Work 1(1-0-0) As Needed</b>	<hr/> Fall 2017
<b>Prerequisite:</b> Completion of AUCC Category 2.	
<b>Registration Information:</b> This is a partial semester course. Offered as an online course only. Credit not allowed for both LB 370 and LB 380A1.	
<b>Description:</b> Assist Liberal Arts students transition from college to career. Students will apply skills and theory from their Liberal Arts degrees to the search for meaningful work, research the job market, and begin building professional networks.	
<b>Grade Mode:</b> S/U Sat/Unsat Only	



<b>Major Changes to Courses</b>	<b>Effective Term</b>
<b>ANTH 370 Primates Primate Behavior and Ecology 3(3-0-0) As Needed S</b>	Fall 2017
<b>Prerequisite:</b> ANTH 120 or BZ 101.	
<b>Registration Information:</b> Sections may be offered: Online.	
<b>Description:</b> Behavioral patterns, ecological relationships, and communication of nonhuman primates.	
<b>Grade Mode:</b> Traditional Student Option	
<b>Offering Year:</b> Every Even	
[proposed new <a href="#">AUCC 4A: Using Competencies</a> for the following: <a href="#">Major in Anthropology</a> <a href="#">Major in Anthropology, Archaeology Concentration</a> <a href="#">Major in Anthropology, Biological Anthropology Concentration</a> <a href="#">Major in Anthropology, Cultural Anthropology Concentration</a> <a href="#">Major in Anthropology, Geography Concentration</a> ]	
<b>DM 575 Human Factors in Design Softlines 3(3-0-0) S</b>	Fall 2017
<b>Prerequisite:</b> DM 501; <del>or concurrent registration, may be taken concurrently</del>	
<b>Registration Information:</b> <del>Senior standing, DM 501 or concurrent registration.</del>	
<b>Description:</b> Theories and contemporary issues related to human factors <del>in consumer product design, design with a specific focus on interior, apparel, and footwear products.</del>	
<b>Grade Mode:</b> Traditional	
<b>HDFS 497A Group Study – Peer Advising Var. 1-3 F, S</b>	Fall 2017
<b>Prerequisite:</b> <a href="#">HDFS 277</a> , <del>None</del> .	
<b>Registration Information:</b> Written consent of department required. <del>A maximum of 3 credits may count toward a student's concentration. Course may be repeated up to nine times for elective credit.</del>	
<b>Description:</b> <a href="#">Serve as an active member of the Peer Advising Team by providing assistance to undergraduate students and support to the HDFS advisors to enhance the services provided by the HDFS Undergraduate Advising Office.</a> <del>Application of human development skills in a variety of settings.</del>	
<b>Grade Mode:</b> S/U Sat/Unsat Only Student Option	
<b>MLSC 301 Adaptive Tactical Leadership 3(3-0-0) F</b>	Fall 2017
<b>Prerequisite:</b> <a href="#">MLSC 202</a> <del>None</del> .	
<b>Registration Information:</b> Required field trips. Must have concurrent registration in MLSC 396.	
<b>Description:</b> <a href="#">The study, practice, and application of the fundamentals of Army leadership, officership, Army values and ethics, personal development, and small unit tactics at the platoon level. Leadership theory review; leadership assessment program to further develop leadership and management skills; physical fitness training.</a>	
<b>Grade Mode:</b> Traditional	
<b>SPCM 538 Relating and Organizing for Health Communicating in the Health Clinic 3(3-0-0) F, S</b>	Fall 2017
<b>Offering Year:</b> Odd Every	
<b>Prerequisite:</b> None	
<b>Registration Information:</b> <a href="#">Graduate standing.</a>	
<b>Description:</b> Organizational, interpersonal, and intercultural dimensions of communicating in <del>public health care organizations, clinical settings.</del>	
<b>Grade Mode:</b> Traditional	



## ***Major Changes to Existing Programs***

**College of Business  
Major in Business Administration**

**Effective Fall 2017**

### **Core Curriculum**

The following core curriculum sets the minimum course requirements for all business majors. With recommendations of the student's advisor, supplementary courses are selected to meet the total minimum of 120 credits required for the Bachelor of Science degree.

All freshman and sophomore required courses must be completed prior to or concurrent with first enrollment in required junior and senior courses. By the beginning of the junior year, students must select one of the above concentrations approved for the major in Business Administration.

Additional requirements which all business majors must complete are:

1. one of the approved concentrations;
2. **All-University Core Curriculum (AUCC)** requirements;
3. Business majors must not utilize the satisfactory/unsatisfactory (S/U) grading option in any Business concentration course or and Business core course (BUS and non-BUS subject codes) except when a course allows S/U grading.

### **Effective Fall 2017 2015**

The College of Business requires a minimum grade point average of 2.000 in business and economics courses as a graduation requirement. ~~A student who has less than this average at the end of any term is subject to referral by the department head or college dean to the Faculty Council Committee on Scholastic Standards of CSU for consideration of academic dismissal from the College of Business.~~

<b>Code</b>	<b>Title</b>	<b>AUCC</b>	<b>Credits</b>
<b>LOWER DIVISION BUSINESS CORE COURSES</b>			
<b><u>ACT 210</u></b>	Introduction to Financial Accounting		3
<b><u>ACT 220</u></b>	Introduction to Managerial Accounting		3
<b><u>BUS 100</u></b>	Introduction to Business		1
<b><u>BUS 150</u></b>	<del>Business Computing Concepts and Applications</del>		<del>3</del>
<b><u>BUS 201</u></b>	Foundations of Sustainable Enterprise <sup>1</sup>		1
<b><u>BUS 220</u></b>	Ethics in Contemporary Organizations (GT-AH3) <sup>1</sup>	3B	3
<b><u>BUS 260</u></b>	Social-Ethical-Regulatory Issues in Business		3
<b><u>CIS 200</u></b>	Business Information Systems		3
<b><u>CO 150</u></b>	College Composition (GT-CO2)	1A	3
<b><u>ECON 202</u></b>	Principles of Microeconomics (GT-SS1)	3C	3
<b><u>ECON 204</u></b>	Principles of Macroeconomics (GT-SS1)	3C	3
<b><u>MATH 141</u></b>	Calculus in Management Sciences (GT-MA1)	1B	3
<b><u>STAT 204</u></b>	Statistics for Business Students		3

**UPPER DIVISION BUSINESS CORE COURSES**

<u><b>BUS 300</b></u>	Business Writing and Communication (GT-CO3)	2	3
<u><b>BUS 479</b></u>	Strategic Management	4A,4C	3
<u><b>FIN 300</b></u>	Principles of Finance <sup>2</sup>	4A,4B	3
<u><b>MGT 301</b></u>	Supply Chain Management		3
<u><b>MGT 320</b></u>	Contemporary Management Principles/Practices		3
<u><b>MKT 300</b></u>	Marketing <sup>2</sup>	4B	3
<b>Core Total Credits</b>			<b>50<sup>53</sup></b>
<b>Code</b>	<b>Title</b>	<b>AUCC</b>	<b>Credits</b>

**ALL-UNIVERSITY CORE CURRICULUM (AUCC) NON-SPECIFIED COURSES**

<u><b>Arts and Humanities</b></u>	3B	3
<u><b>Biological and Physical Sciences</b></u>	3A	7
<u><b>Global and Cultural Awareness</b></u>	3E	3
<u><b>Historical Perspectives</b></u>	3D	3

<sup>1</sup> Students enrolled in the Business Administration major prior to Fall semester 2013, are not required to take **BUS 201** and **BUS 220**.

<sup>2</sup> Students who have taken **FIN 305** and/or **MKT 305** prior to admission to the College of Business may substitute those courses to satisfy the category 4A and 4B requirements. All other students are required to take **FIN 300** and **MKT 300** to satisfy categories 4A and 4B.



**College of Business  
Department of Accounting  
Major in Business Administration, Accounting Concentration**

**Effective Fall 2017**

**Effective Fall 2017**

		<b>AUCC</b>	<b>CREDITS</b>
<u><b>BUS 100</b></u>	Introduction to Business		1
<u><b>BUS 150</b></u>	<b>Business Computing Concepts and Applications</b>	-	<b>3</b>
<u><b>BUS 201</b></u> <sup>1</sup>	Foundations of Sustainable Enterprise		1
<u><b>BUS 220</b></u> <sup>1</sup>	Ethics in Contemporary Organizations (GT-AH3)	3B	3
<u><b>CO 150</b></u>	College Composition (GT-CO2)	1A	3
<u><b>ECON 202</b></u>	Principles of Microeconomics (GT-SS1)	3C	3
<u><b>MATH 141</b></u>	Calculus in Management Sciences (GT-MA1)	1B	3
<u><b>Arts and Humanities</b></u>		3B	3
<u><b>Biological and Physical Sciences</b></u>		3A	4
<b>Electives</b>			<b>9<sup>6</sup></b>
	<b>Total Credits</b>		<b>30</b>

<b>SOPHOMORE</b>			
<u><b>ACT 210</b></u>	Introduction to Financial Accounting		3
<u><b>ACT 211</b></u>	Accounting Professional Skills		1
<u><b>ACT 220</b></u>	Introduction to Managerial Accounting		3
<u><b>BUS 260</b></u>	Social-Ethical-Regulatory Issues in Business		3
<u><b>CIS 200</b></u>	Business Information Systems		3
<u><b>ECON 204</b></u>	Principles of Macroeconomics (GT-SS1)	3C	3
<u><b>STAT 204</b></u>	Statistics for Business Students		3
<u><b>Biological and Physical Sciences</b></u>		3A	3
<u><b>Historical Perspectives</b></u>		3D	3
Electives			5
		<b>Total Credits</b>	<b>30</b>
<b>JUNIOR</b>			
All freshman and sophomore required courses must be completed prior to or concurrent with first enrollment in required junior and senior courses.			
<u><b>ACT 311</b></u>	Intermediate Accounting I		4
<u><b>ACT 312</b></u>	Intermediate Accounting II		3
<u><b>ACT 321</b></u>	Cost Management		3
<u><b>ACT 350</b></u>	Accounting Information Systems		3
<u><b>BUS 300</b></u>	Business Writing and Communication (GT-CO3)	2	3
<u><b>FIN 300</b></u> <sup>2</sup>	Principles of Finance	4A,4B	3
<u><b>MKT 300</b></u> <sup>2</sup>	Marketing	4B	3
Electives			8
		<b>Total Credits</b>	<b>30</b>
<b>SENIOR</b>			
<u><b>ACT 330</b></u>	Introduction to Taxation		3
<u><b>ACT 411</b></u>	Advanced Accounting		3
<u><b>ACT 441</b></u>	Auditing Practices		3
<u><b>ACT *** Upper Division Elective (300 or 400 level)</b></u>		-	3
<u><b>BUS 479</b></u>	Strategic Management	4A,4C	3
<u><b>MGT 301</b></u>	Supply Chain Management		3
<u><b>MGT 320</b></u>	Contemporary Management Principles/Practices		3
<u><b>Global and Cultural Awareness</b></u>		3E	3
Electives <sup>3</sup>			96
		<b>Total Credits</b>	<b>30</b>
<b>Program Total Credits:</b>			<b>120</b>

- <sup>1</sup> Students enrolled in the Business Administration major prior to Fall semester 2013, are not required to take **BUS 201** and **BUS 220**.
- <sup>2</sup> Students who have taken **FIN 305** and/or **MKT 305** prior to admission to the College of Business may substitute those courses to satisfy the AUCC category 4A and 4B requirements. All other students are required to take **FIN 300** and **MKT 300** to satisfy AUCC categories 4A and 4B.
- <sup>3</sup> Select enough elective credits to bring the program total to a minimum of 120 credits, of which at least 42 must be Upper-Division (300- or 400- level).



**College of Business**  
**Department of Finance and Real Estate**  
**Major in Business Administration, Finance Concentration**

**Effective Fall 2017**

**Effective Fall 2017**

<b>FRESHMAN</b>		<b>AUCC</b>	<b>CREDITS</b>
<b>BUS 100</b>	Introduction to Business		1
<b>BUS 150</b>	<b>Business Computing Concepts and Applications</b>	-	<b>3</b>
<b>BUS 201</b> <sup>1</sup>	Foundations of Sustainable Enterprise		1
<b>CIS 200</b>	Business Information Systems		3
<b>CO 150</b>	College Composition (GT-CO2)	1A	3
<b>ECON 202</b>	Principles of Microeconomics (GT-SS1)	3C	3
<b>MATH 141</b>	Calculus in Management Sciences (GT-MA1)	1B	3
<b>Biological and Physical Sciences</b>		3A	4
<b>Global and Cultural Awareness</b>		3E	3
Elective			<b>96</b>
<b>Total Credits</b>			<b>30</b>
<b>SOPHOMORE</b>			
<b>ACT 210</b>	Introduction to Financial Accounting		3
<b>ACT 220</b>	Introduction to Managerial Accounting		3
<b>BUS 220</b> <sup>1</sup>	Ethics in Contemporary Organizations (GT-AH3)	3B	3
<b>BUS 260</b>	Social-Ethical-Regulatory Issues in Business		3
<b>ECON 204</b>	Principles of Macroeconomics (GT-SS1)	3C	3
<b>STAT 204</b>	Statistics for Business Students		3
<b>Biological and Physical Sciences</b>		3A	3
<b>Historical Perspectives</b>		3D	3
Electives			6
<b>Total Credits</b>			<b>30</b>

**JUNIOR**

All freshman and sophomore required courses must be completed prior to or concurrent with first enrollment in required junior and senior courses. **By the beginning of the junior year, students must select one of the concentrations.**

<b><u>BUS 300</u></b>	Business Writing and Communication (GT-CO3)	2	3
<b><u>FIN 300</u><sup>2</sup></b>	Principles of Finance	4A,4B	3
<b><u>FIN 310</u></b>	Financial Markets and Institutions		3
<b><u>FIN 355</u></b>	Principles of Investments		3
<b><u>MKT 300</u><sup>2</sup></b>	Marketing	4B	3
<b><u>Arts and Humanities</u></b>		3B	3
Option courses (see requirements below)			3-6
Electives			3-9
	<b>Total Credits</b>		<b>30</b>
<b>SENIOR</b>			
<b><u>BUS 479</u></b>	Strategic Management	4A,4C	3
<b><u>FIN 475</u></b>	International Business Finance		3
<b><u>MGT 301</u></b>	Supply Chain Management		3
<b><u>MGT 320</u></b>	Contemporary Management Principles/Practices		3
Option courses (see requirements below)			6-12
Electives <sup>3</sup>			6-12
	<b>Total Credits</b>		<b>30</b>
	<b>Program Total Credits:</b>		<b>120</b>

- <sup>1</sup> Students enrolled in the Business Administration major prior to Fall semester 2013, are not required to take BUS 201 and BUS 220.
- <sup>2</sup> Students who have taken **FIN 305** and/or **MKT 305** prior to admission to the College of Business may substitute those courses to satisfy the category 4A and 4B requirements. All other students are required to take **FIN 300** and **MKT 300** to satisfy categories 4A and 4B.
- <sup>3</sup> Select enough elective credits to bring the program total to a minimum of 120 credits, of which at least 42 must be upper-division (300- to 400-level).

**\*\*Program of Study truncated because no changes have been made to the Option requirements.**



**College of Business**  
**Department of Finance and Real Estate**  
**Major in Business Administration, Financial Planning Concentration**

**Effective Fall 2017**

**Effective Fall 2017 2016**

<b>FRESHMAN</b>		<b>AUCC</b>	<b>CREDITS</b>
<u><b>BUS 100</b></u>	Introduction to Business		1
<u><b>BUS 150</b></u>	<del>Business Computing Concepts and Applications</del>	-	<del>3</del>
<u><b>BUS 220</b></u> <sup>1</sup>	Ethics in Contemporary Organizations (GT-AH3)	3B	3
<u><b>CIS 200</b></u>	Business Information Systems		3
<u><b>CO 150</b></u>	College Composition (GT-CO2)	1A	3
<u><b>ECON 202</b></u>	Principles of Microeconomics (GT-SS1)	3C	3
<u><b>MATH 141</b></u>	Calculus in Management Sciences (GT-MA1)	1B	3
<u><b>Biological and Physical Sciences</b></u>		3A	4
<u><b>Arts and Humanities</b></u>		3B	3
Electives			<u>8</u> <del>5</del>
<b>Total Credits</b>			<b>31</b>
<b>SOPHOMORE</b>			
<u><b>ACT 210</b></u>	Introduction to Financial Accounting		3
<u><b>ACT 220</b></u>	Introduction to Managerial Accounting		3
<u><b>BUS 201</b></u> <sup>1</sup>	Foundations of Sustainable Enterprise		1
<u><b>BUS 260</b></u>	Social-Ethical-Regulatory Issues in Business		3
<u><b>BUS 300</b></u>	Business Writing and Communication (GT-CO3)	2	3
<u><b>ECON 204</b></u>	Principles of Macroeconomics (GT-SS1)	3C	3
<u><b>STAT 204</b></u>	Statistics for Business Students		3
<u><b>Biological and Physical Sciences</b></u>		3A	3
<u><b>Global and Cultural Awareness</b></u>		3E	3
Electives			6
<b>Total Credits</b>			<b>31</b>
<b>JUNIOR</b>			
<u><b>ACT 330</b></u>	Introduction to Taxation		3
<u><b>FIN 300</b></u> <sup>2</sup>	Principles of Finance	4A,4B	3
<u><b>FIN 310</b></u>	Financial Markets and Institutions		3
<u><b>FIN 320</b></u>	Introduction to Financial Planning		3
<u><b>FIN 342</b></u>	Risk Management and Insurance		3
<u><b>FIN 355</b></u>	Principles of Investments		3

<u>MKT 300</u> <sup>2</sup>	Marketing	4B	3
<u>Historical Perspectives</u>		3D	3
Electives			6
<b>Total Credits</b>			<b>30</b>
<b>SENIOR</b>			
<u>BUS 479</u>	Strategic Management	4A,4C	3
<u>FIN 440</u>	Estate Planning		3
<u>FIN 442</u>	Employee Benefits and Retirement Planning		3
<u>FIN 445</u>	Financial Plan Development		3
<u>MGT 301</u>	Supply Chain Management		3
<u>MGT 320</u>	Contemporary Management Principles/Practices		3
Electives <sup>3</sup>			10
<b>Total Credits</b>			<b>28</b>
<b>Program Total Credits:</b>			<b>120</b>

<sup>1</sup> Students enrolled in the Business Administration major prior to Fall semester 2013, are not required to take BUS 201 and BUS 220.

<sup>2</sup> Students who have taken FIN 305 and/or MKT 305 prior to admission to the College of Business may substitute those courses to satisfy the category 4A and 4B requirements. All other students are required to take FIN 300 and MKT 300 to satisfy categories 4A and 4B.

<sup>3</sup> Select enough elective credits to bring the program total to a minimum of 120 credits, of which at least 42 must be upper-division (300- to 400-level).



**College of Business  
Department of Management  
Major in Business Administration, Human Resource Management Concentration**

**Effective Fall 2017**

## Effective Fall 2017

<b>FRESHMAN</b>		<b>AUCC</b>	<b>CREDITS</b>
<u>BUS 100</u>	Introduction to Business		1
<u>BUS 150</u>	<del>Business Computing Concepts and Applications</del>	-	3
<u>BUS 201</u> <sup>1</sup>	Foundations of Sustainable Enterprise		1
<u>CIS 200</u>	Business Information Systems		3
<u>CO 150</u>	College Composition (GT-CO2)	1A	3
<u>ECON 202</u>	Principles of Microeconomics (GT-SS1)	3C	3
<u>MATH 141</u>	Calculus in Management Sciences (GT-MA1)	1B	3
<u>Arts and Humanities</u>		3B	3
<u>Biological and Physical Sciences</u>		3A	4

<b>Global and Cultural Awareness</b>	3E	3
Electives		96
<b>Total Credits</b>		<b>33</b>
<b>SOPHOMORE</b>		
<b>ACT 210</b>	Introduction to Financial Accounting	3
<b>ACT 220</b>	Introduction to Managerial Accounting	3
<b>BUS 220<sup>1</sup></b>	Ethics in Contemporary Organizations (GT-AH3)	3B
<b>BUS 300</b>	Business Writing and Communication (GT-CO3)	2
<b>ECON 204</b>	Principles of Macroeconomics (GT-SS1)	3C
<b>STAT 204</b>	Statistics for Business Students	3
<b>Biological and Physical Sciences</b>		3A
<b>Historical Perspectives</b>		3D
Electives		6
<b>Total Credits</b>		<b>30</b>
<b>JUNIOR</b>		
All freshman and sophomore required courses must be completed prior to or concurrent with first enrollment in required junior and senior courses. <del>By the beginning of the junior year, students must select one of the concentrations.</del>		
<b>BUS 260</b>	Social-Ethical-Regulatory Issues in Business	3
<b>MGT 301</b>	Supply Chain Management	3
<b>MGT 310</b>	Human Resource Management	3
<b>MGT 320</b>	Contemporary Management Principles/Practices	3
<b>MGT 350</b>	Employment Relations: The Legal Environment	3
<b>MGT 474</b>	Human Resource Planning and Development	3
Electives		12
<b>Total Credits</b>		<b>30</b>
<b>SENIOR</b>		
<b>BUS 479</b>	Strategic Management	4A,4C
<b>FIN 300<sup>2</sup></b>	Principles of Finance	4A,4B
<b>MGT 374</b>	Total Rewards and Performance Management	3
<b>MKT 300<sup>2</sup></b>	Marketing	4B
Select three courses from the following:		9
<b>MGT 410</b>	Leadership and Organizational Behavior	
<b>MGT 411</b>	Leading High Performance Teams	
<b>MGT 473</b>	Employment Relations: Labor and Management	
<b>MGT 476</b>	Negotiation and Conflict Management	

Electives <sup>3</sup>	6
<b>Total Credits</b>	<b>27</b>
<b>Program Total Credits:</b>	<b>120</b>

- <sup>1</sup> Students enrolled in the Business Administration major prior to Fall semester 2013, are not required to take **BUS 201** and **BUS 220**.
- <sup>2</sup> Students who have taken **FIN 305** and/or **MKT 305** prior to admission to the College of Business may substitute those courses to satisfy the category 4A and 4B requirements. All other students are required to take **FIN 300** and **MKT 300** to satisfy categories 4A and 4B.
- <sup>3</sup> Select enough elective credits to bring the program total to a minimum of 120 credits, of which at least 42 must be upper-division (300- to 400-level). A minimum of 6 elective credits must be upper-division.



**College of Business**  
**Department of Computer Information Systems**  
**Major in Business Administration, Information Systems Concentration**

**Effective Fall 2017**

### Effective Fall 2017 ~~2015~~

<b>FRESHMAN</b>		<b>AUCC</b>	<b>CREDITS</b>
<b>BUS 100</b>	Introduction to Business		1
<b>BUS 150</b>	<b>Business Computing Concepts and Applications</b>	-	<del>3</del>
<b>BUS 201</b> <sup>1</sup>	Foundations of Sustainable Enterprise		1
<b>CIS 200</b>	Business Information Systems		3
<b>CO 150</b>	College Composition (GT-CO2)	1A	3
<b>ECON 202</b>	Principles of Microeconomics (GT-SS1)	3C	3
<b>MATH 141</b>	Calculus in Management Sciences (GT-MA1)	1B	3
<b>Arts and Humanities</b>		3B	3
<b>Biological and Physical Sciences</b>		3A	4
Electives			<del>96</del>
	<b>Total Credits</b>		<b>30</b>
<b>SOPHOMORE</b>			
<b>ACT 210</b>	Introduction to Financial Accounting		3
<b>ACT 220</b>	Introduction to Managerial Accounting		3
<b>BUS 220</b> <sup>1</sup>	Ethics in Contemporary Organizations (GT-AH3)	3B	3
<b>CIS 210</b>	Information Technology in Business		3
<b>CIS 240</b>	Application Design and Development		3
<b>ECON 204</b>	Principles of Macroeconomics (GT-SS1)	3C	3
<b>STAT 204</b>	Statistics for Business Students		3

<b>Biological and Physical Sciences</b>	3A	3
Electives		6
<b>Total Credits</b>		<b>30</b>
<b>JUNIOR</b>		
All freshman and sophomore required courses must be completed prior to or concurrent with first enrollment in required junior and senior courses. <b>By the beginning of the junior year, students must select one of the concentrations.</b>		
<b>BUS 260</b>	Social-Ethical-Regulatory Issues in Business	3
<b>BUS 300</b>	Business Writing and Communication (GT-CO3)	2
<b>CIS 320</b>	Project Management for Information Systems	3
<b>CIS 350</b>	Operating Systems and Networks	3
<b>CIS 355</b>	Business Database Systems	3
<b>FIN 300</b> <sup>2</sup>	Principles of Finance	4A,4B
<b>Historical Perspectives</b>		3D
Electives		6
<b>Total Credits</b>		<b>27</b>
<b>SENIOR</b>		
<b>BUS 479</b>	Strategic Management	4A,4C
Select two courses from the following: <sup>3</sup>		
<b>CIS 340</b>	Advanced Application Design and Development	
<b>CIS 410</b>	Web Application Development	
<b>CIS 411</b>	Enterprise Resource Planning Systems	
<b>CIS 413</b>	Advanced Networking and Security	
<b>CIS 360</b>	Systems Analysis and Design	3
<b>MGT 301</b>	Supply Chain Management	3
<b>MGT 320</b>	Contemporary Management Principles/Practices	3
<b>MKT 300</b>	Marketing	4B
<b>Global and Cultural Awareness</b>		3E
Electives <sup>4</sup>		9
<b>Total Credits</b>		<b>33</b>
<b>Program Total Credits:</b>		
<b>120</b>		

<sup>1</sup> Students enrolled in the Business Administration major prior to Fall semester, 2013, are not required to take **BUS 201** and **BUS 220**. **Students who don't take BUS 220 will need to select another All University Core Curriculum (AUCC) category 3B course.**

<sup>2</sup> Students who have taken **FIN 305** and/or **MKT 305** prior to admission to the College of Business may substitute those courses to satisfy the category 4A and 4B requirements. All other students are required to take **FIN 300** and **MKT 300** to satisfy categories 4A and 4B.

<sup>3</sup> One of the courses selected must be either **CIS 340** or **CIS 410**.

- <sup>4</sup> Select enough elective credits to bring the program total to a minimum of 120 credits, of which at least 42 must be upper-division (300- to 400-level). A minimum of 6 elective credits must be upper-division.



**College of Business  
Department of Marketing  
Major in Business Administration, Marketing Concentration**

**Effective Fall 2017**

**Effective Fall 2017 ~~2016~~**

<b>FRESHMAN</b>		<b>AUCC</b>	<b>CREDITS</b>
<u><b>BUS 100</b></u>	Introduction to Business		1
<u><b>BUS 150</b></u>	<del>Business Computing Concepts and Applications</del>	-	<del>3</del>
<u><b>BUS 201</b></u> <sup>1</sup>	Foundations of Sustainable Enterprise		1
<u><b>CIS 200</b></u>	Business Information Systems		3
<u><b>CO 150</b></u>	College Composition (GT-CO2)	1A	3
<u><b>ECON 202</b></u>	Principles of Microeconomics (GT-SS1)	3C	3
<u><b>MATH 141</b></u>	Calculus in Management Sciences (GT-MA1)	1B	3
<u><b>Arts and Humanities</b></u>		3B	3
<u><b>Biological and Physical Sciences</b></u>		3A	4
Electives			<del>9</del> <b>6</b>
<b>Total Credits</b>			<b>30</b>
<b>SOPHOMORE</b>			
<u><b>ACT 210</b></u>	Introduction to Financial Accounting		3
<u><b>ACT 220</b></u>	Introduction to Managerial Accounting		3
<u><b>BUS 220</b></u> <sup>1</sup>	Ethics in Contemporary Organizations (GT-AH3)	3B	3
<u><b>BUS 260</b></u>	Social-Ethical-Regulatory Issues in Business		3
<u><b>ECON 204</b></u>	Principles of Macroeconomics (GT-SS1)	3C	3
<u><b>STAT 204</b></u>	Statistics for Business Students		3
<u><b>Biological and Physical Sciences</b></u>		3A	3
<u><b>Historical Perspectives</b></u>		3D	3
Electives			6
<b>Total Credits</b>			<b>30</b>
<b>JUNIOR</b>			
All freshman and sophomore required courses must be completed prior to or concurrent with first enrollment in required junior and senior courses. <del>By the beginning of the junior year, students must select one of the concentrations.</del>			
<u><b>BUS 300</b></u>	Business Writing and Communication (GT-CO3)	2	3

<u><b>FIN 300</b></u> <sup>2</sup>	Principles of Finance	4A,4B	3
<u><b>MGT 301</b></u>	Supply Chain Management		3
<u><b>MKT 300</b></u> <sup>2</sup>	Marketing	4B	3
Select two courses from the following:			6
<u><b>MKT 320</b></u>	Integrated Marketing Communications		
<u><b>MKT 330</b></u>	Business Customer Relationships		
<u><b>MKT 360/DM 360</b></u>	Retailing		
<u><b>MKT 362</b></u>	Professional Selling		
<u><b>MKT 363</b></u>	Sales Management		
<u><b>MKT 364</b></u>	Product Development and Management		
<u><b>MKT 365</b></u>	International Marketing		
<u><b>MKT 366</b></u>	Services Marketing		
<u><b>MKT 367</b></u>	Sports Marketing		
<u><b>MKT 370</b></u>	Digital Marketing		
<u><b>MKT 440</b></u>	Pricing and Financial Analysis in Marketing		
<u><b>MKT 487</b></u>	Internship		
<u><b>MKT 492</b></u>	Seminar		
<u><b>MKT 361</b></u>	Buyer Behavior		3
Electives			9
<b>Total Credits</b>			<b>30</b>
<b>SENIOR</b>			
<u><b>BUS 479</b></u>	Strategic Management	4A,4C	3
<u><b>MGT 320</b></u>	Contemporary Management Principles/Practices		3
Select two courses from the following not taken in the junior year:			6
<u><b>MKT 315</b></u>	Marketing Communication Design		
<u><b>MKT 320</b></u>	Integrated Marketing Communications		
<u><b>MKT 330</b></u>	Business Customer Relationships		
<u><b>MKT 360/DM 360</b></u>	Retailing		
<u><b>MKT 362</b></u>	Professional Selling		
<u><b>MKT 363</b></u>	Sales Management		
<u><b>MKT 364</b></u>	Product Development and Management		
<u><b>MKT 365</b></u>	International Marketing		
<u><b>MKT 366</b></u>	Services Marketing		
<u><b>MKT 367</b></u>	Sports Marketing		
<u><b>MKT 370</b></u>	Digital Marketing		

<u>MKT 440</u>	Pricing and Financial Analysis in Marketing	
<u>MKT 450</u>	Marketing Analytics	
<u>MKT 487</u>	Internship	
<u>MKT 492</u>	Seminar	
<u>MKT 410</u>	Marketing Research	3
<u>MKT 479</u>	Marketing Strategy and Management	3
<u>Global and Cultural Awareness</u>		3E
Electives <sup>3</sup>		9
	<b>Total Credits</b>	<b>30</b>
	<b>Program Total Credits:</b>	<b>120</b>
1	Students enrolled in the <del>the</del> Business Administration major prior to Fall semester 2013, are not required to take <u>BUS 201</u> and <u>BUS 220</u> .	
2	Students who have taken <u>FIN 305</u> and/or <u>MKT 305</u> prior to admission to the College of Business may substitute those courses to satisfy the category 4A and 4B requirements. All other students are required to take <u>FIN 300</u> and <u>MKT 300</u> to satisfy categories 4A and 4B.	
3	Select enough elective credits to bring the program total to a minimum of 120 credits, of which at least 42 must be upper-division (300- to 400-level). A minimum of 6 elective credits must be upper-division.	



**College of Business  
Department of Management  
Major in Business Administration, Organization and Innovation Management Concentration**

**Effective Fall 2017**

<b>FRESHMAN</b>		<b>AUCC</b>	<b>CREDITS</b>
<u>BUS 100</u>	Introduction to Business		1
<u>BUS 150</u>	<del>Business Computing Concepts and Applications</del>	-	<del>3</del>
<u>BUS 201</u> <sup>1</sup>	Foundations of Sustainable Enterprise		1
<u>CIS 200</u>	Business Information Systems		3
<u>CO 150</u>	College Composition (GT-CO2)	1A	3
<u>ECON 202</u>	Principles of Microeconomics (GT-SS1)	3C	3
<u>MATH 141</u>	Calculus in Management Sciences (GT-MA1)	1B	3
<u>Arts and Humanities</u>		3B	3
<u>Biological and Physical Sciences</u>		3A	4
Electives			<del>26</del>
	<b>Total Credits</b>		<b>30</b>

<b>SOPHOMORE</b>			
<u><b>ACT 210</b></u>	Introduction to Financial Accounting		3
<u><b>ACT 220</b></u>	Introduction to Managerial Accounting		3
<u><b>BUS 220</b></u> <sup>1</sup>	Ethics in Contemporary Organizations (GT-AH3)	3B	3
<u><b>BUS 300</b></u>	Business Writing and Communication (GT-CO3)	2	3
<u><b>ECON 204</b></u>	Principles of Macroeconomics (GT-SS1)	3C	3
<u><b>STAT 204</b></u>	Statistics for Business Students		3
<u><b>Biological and Physical Sciences</b></u>		3A	3
<u><b>Historical Perspectives</b></u>		3D	3
Electives			6
<b>Total Credits</b>			<b>30</b>
<b>JUNIOR</b>			
All freshman and sophomore required courses must be completed prior to or concurrent with first enrollment in required junior and senior courses. <i>By the beginning of the junior year, students must select one of the concentrations.</i>			
<u><b>BUS 260</b></u>	Social-Ethical-Regulatory Issues in Business		3
<u><b>MGT 301</b></u>	Supply Chain Management		3
<u><b>MGT 310</b></u>	Human Resource Management		3
<u><b>MGT 320</b></u>	Contemporary Management Principles/Practices		3
<u><b>MGT 340</b></u>	Fundamentals of Entrepreneurship		3
Select one from the following:			3
<u><b>MGT 410</b></u>	Leadership and Organizational Behavior		
<u><b>MGT 411</b></u>	Leading High Performance Teams		
Electives			12
<b>Total Credits</b>			<b>30</b>
<b>SENIOR</b>			
<u><b>BUS 479</b></u>	Strategic Management	4A,4C	3
<u><b>FIN 300</b></u> <sup>2</sup>	Principles of Finance		3
Select four courses from the following not taken in the junior year:			12
<u><b>MGT 330</b></u>	Corporate Innovation and Entrepreneurship		
<u><b>MGT 350</b></u>	Employment Relations: The Legal Environment		
<u><b>MGT 360</b></u>	Social and Sustainable Venturing		
<u><b>MGT 376</b></u>	Advanced Service and Manufacturing Operations		
<u><b>MGT 410</b></u>	Leadership and Organizational Behavior		
<u><b>MGT 411</b></u>	Leading High Performance Teams		

<b>MGT 420</b>	New Venture Creation		
<b>MGT 440</b>	New Venture Management		
<b>MGT 475</b>	International Business Management		
<b>MGT 476</b>	Negotiation and Conflict Management		
<b>MKT 300<sup>2</sup></b>	Marketing	4B	3
<b>Global and Cultural Awareness</b>		3E	3
Electives <sup>3</sup>			6
<b>Total Credits</b>			<b>30</b>

**Program Total Credits:** 120

- <sup>1</sup> Students enrolled in the Business Administration major prior to Fall semester 2013, are not required to take **BUS 201** and **BUS 220**.
- <sup>2</sup> Students who have taken **FIN 305** and/or **MKT 305** prior to admission to the College of Business may substitute those courses to satisfy the category 4A and 4B requirements. All other students are required to take **FIN 300** and **MKT 300** to satisfy categories 4A and 4B.
- <sup>3</sup> Select enough elective credits to bring the program total to a minimum of 120 credits, of which at least 42 must be upper-division (300- to 400-level). A minimum of 6 elective credits must be upper-division.



**College of Business  
Department of Finance and Real Estate  
Major in Business Administration, Real Estate Concentration**

**Effective Fall 2017**

**Effective Fall 2017 ~~2015~~**

<b>FRESHMAN</b>		<b>AUCC</b>	<b>CREDITS</b>
<b>BUS 100</b>	Introduction to Business		1
<b>BUS 150</b>	<b>Business Computing Concepts and Applications</b>	-	<b>3</b>
<b>BUS 201<sup>1</sup></b>	Foundations of Sustainable Enterprise		1
<b>CIS 200</b>	Business Information Systems		3
<b>CO 150</b>	College Composition (GT-CO2)	1A	3
<b>ECON 202</b>	Principles of Microeconomics (GT-SS1)	3C	3
<b>MATH 141</b>	Calculus in Management Sciences (GT-MA1)	1B	3
<b>Arts and Humanities</b>		3B	3
<b>Biological and Physical Sciences</b>		3A	4
Electives			<b>8<sup>5</sup></b>
<b>Total Credits</b>			<b>29</b>

<b>SOPHOMORE</b>			
<u><b>ACT 210</b></u>	Introduction to Financial Accounting		3
<u><b>ACT 220</b></u>	Introduction to Managerial Accounting		3
<u><b>BUS 220</b></u> <sup>1</sup>	Ethics in Contemporary Organizations (GT-AH3)	3B	3
<u><b>BUS 260</b></u>	Social-Ethical-Regulatory Issues in Business		3
<u><b>ECON 204</b></u>	Principles of Macroeconomics (GT-SS1)	3C	3
<u><b>STAT 204</b></u>	Statistics for Business Students		3
<u><b>Biological and Physical Sciences</b></u>		3A	3
<u><b>Historical Perspectives</b></u>		3D	3
Electives			6
<b>Total Credits</b>			<b>30</b>
<b>JUNIOR</b>			
All freshman and sophomore required courses must be completed prior to or concurrent with first enrollment in required junior and senior courses. <i>By the beginning of the junior year, students must select one of the concentrations.</i>			
<u><b>BUS 300</b></u>	<u><b>Business Writing and Communication (GT-CO3)</b></u>	2	3
<u><b>FIN 300</b></u> <sup>2</sup>	Principles of Finance	4A,4B	3
<u><b>FIN 310</b></u>	Financial Markets and Institutions		3
<u><b>FIN 355</b></u>	Principles of Investments		3
<u><b>MKT 300</b></u> <sup>2</sup>	Marketing	4B	3
<u><b>REL 360</b></u>	Real Estate Principles		3
<u><b>REL 367</b></u>	Real Estate Law		3
Electives			10
<b>Total Credits</b>			<b>31<del>28</del></b>
<b>SENIOR</b>			
<u><b>AREC 452/REL 452</b></u>	<u><b>Real Estate Appraisal Principles</b></u>	-	2
<u><b>AREC 453/REL 453</b></u>	<u><b>Real Estate Appraisal Practices</b></u>	-	2
<u><b>BUS 300</b></u>	<u><b>Business Writing and Communication (GT-CO3)</b></u>	2	3
<u><b>BUS 479</b></u>	Strategic Management	4A,4C	3
<u><b>MGT 301</b></u>	Supply Chain Management		3
<u><b>MGT 320</b></u>	Contemporary Management Principles/Practices		3

<u>REL Group Requirement: Select 4 of the following 5 courses</u>		<u>12</u>
<u>REL 430</u>	Real Estate Market Analysis	<u>3</u>
<u>REL 452/AREC 452</u>	<u>Real Estate Appraisal Principles</u>	
<u>REL 455 or 460</u>	Real Estate Finance <del>Real Estate Finance and Investment</del>	<u>2-3</u>
<u>REL 460</u>	<u>Real Estate Investment</u>	
<u>REL 487</u>	Real Estate Internship	<u>+3</u>
<u>Global and Cultural Awareness</u>	3E	3
Electives <sup>3</sup>		<u>5-6</u>
	<b>Total Credits</b>	<u>30<u>33</u></u>

**Program Total Credits:****120**

- <sup>1</sup> Students enrolled in the Business Administration major prior to Fall semester 2013, are not required to take BUS 201 or and BUS 220.
- <sup>2</sup> Students who have taken FIN 305 and/or MKT 305 prior to admission to the College of Business may substitute those courses to satisfy the category 4A and 4B requirements. All other students are required to take FIN 300 and MKT 300 to satisfy categories 4A and 4B.
- <sup>3</sup> Select enough elective credits to bring the program total to a minimum of 120 credits, of which at least 42 must be upper-division (300- to 400-level). A minimum of 6 elective credits must be upper-division.



**College of Business  
Department of Management  
Major in Business Administration, Supply Chain Management Concentration**

**Effective Fall 2017****Effective Fall 2017**

<b>FRESHMAN</b>		<b>AUCC</b>	<b>CREDITS</b>
<u>BUS 100</u>	Introduction to Business		1
<u>BUS 150</u>	<u>Business Computing Concepts and Applications</u>	-	<u>3</u>
<u>BUS 201</u> <sup>1</sup>	Foundations of Sustainable Enterprise		1
<u>CIS 200</u>	Business Information Systems		3
<u>CO 150</u>	College Composition (GT-CO2)	1A	3
<u>ECON 202</u>	Principles of Microeconomics (GT-SS1)	3C	3
<u>MATH 141</u>	Calculus in Management Sciences (GT-MA1)	1B	3
<u>Arts and Humanities</u>		3B	3
<u>Biological and Physical Sciences</u>		3A	4
<u>Global and Cultural Awareness</u>		3E	3
Electives			<u>9<u>6</u></u>
	<b>Total Credits</b>		<b>33</b>

<b>SOPHOMORE</b>			
<u><b>ACT 210</b></u>	Introduction to Financial Accounting		3
<u><b>ACT 220</b></u>	Introduction to Managerial Accounting		3
<u><b>BUS 220</b></u> <sup>1</sup>	Ethics in Contemporary Organizations (GT-AH3)	3B	3
<u><b>BUS 300</b></u>	Business Writing and Communication (GT-CO3)	2	3
<u><b>ECON 204</b></u>	Principles of Macroeconomics (GT-SS1)	3C	3
<u><b>STAT 204</b></u>	Statistics for Business Students		3
<u><b>Biological and Physical Sciences</b></u>		3A	3
<u><b>Historical Perspectives</b></u>		3D	3
Electives			6
<b>Total Credits</b>			<b>30</b>
<b>JUNIOR</b>			
All freshman and sophomore required courses must be completed prior to or concurrent with first enrollment in required junior and senior courses. <i>By the beginning of the junior year, students must select one of the concentrations.</i>			
<u><b>BUS 260</b></u>	Social-Ethical-Regulatory Issues in Business		3
<u><b>MGT 301</b></u>	Supply Chain Management		3
<u><b>MGT 320</b></u>	Contemporary Management Principles/Practices		3
Select two courses from the following not taken elsewhere: <sup>2</sup>			6
<u><b>MGT 375</b></u>	Advanced Supply Management		
<u><b>MGT 376</b></u>	Advanced Service and Manufacturing Operations		
<u><b>MGT 377</b></u>	Advanced Logistics		
<u><b>MGT 478</b></u>	Global Supply Chain Management		3
Electives			12
<b>Total Credits</b>			<b>30</b>
<b>SENIOR</b>			
<u><b>BUS 479</b></u>	Strategic Management	4A,4C	3
<u><b>FIN 300</b></u> <sup>3</sup>	Principles of Finance	4A,4B	3
<u><b>MKT 300</b></u> <sup>3</sup>	Marketing	4B	3
Select one from the following:			3
<u><b>MGT 411</b></u> <sup>2</sup>	Leading High Performance Teams		
<u><b>MGT 476</b></u> <sup>2</sup>	Negotiation and Conflict Management		
Select three courses from the following not taken elsewhere: <sup>2</sup>			9
<u><b>CIS 320</b></u>	Project Management for Information Systems		
<u><b>CIS 411</b></u>	Enterprise Resource Planning Systems		
<u><b>FIN 370</b></u>	Financial Management-Theory and Application		

<u>MGT 330</u>	Corporate Innovation and Entrepreneurship	
<u>MGT 375</u> <sup>2</sup>	Advanced Supply Management	
<u>MGT 376</u> <sup>2</sup>	Advanced Service and Manufacturing Operations	
<u>MGT 377</u> <sup>2</sup>	Advanced Logistics	
<u>MGT 411</u> <sup>2</sup>	Leading High Performance Teams	
<u>MGT 475</u>	International Business Management	
<u>MGT 476</u> <sup>2</sup>	Negotiation and Conflict Management	
<u>MGT 486</u>	Practicum in Supply Chain Management	
<u>MKT 330</u> <sup>3</sup>	Business Customer Relationships	
Electives <sup>4</sup>		6
	<b>Total Credits</b>	<b>27</b>
	<b>Program Total Credits:</b>	<b>120</b>
<sup>1</sup>	Students enrolled in the Business Administration major prior to Fall semester 2013, are not required to take <u>BUS 201</u> and <u>BUS 220</u> .	
<sup>2</sup>	Of the two-of-three-course selection in the junior year, the course not selected may be included among the three-course selection in the senior year. Of the two-course selection of <u>MGT 411</u> and <u>MGT 476</u> in the senior year, the course not selected may be included among the three-course selection below it. Courses may not double-count for these requirements.	
<sup>3</sup>	Students who have taken <u>FIN 305</u> and/or <u>MKT 305</u> prior to admission to the College of Business may substitute those courses to satisfy the category 4A and 4B requirements. All other students are required to take <u>FIN 300</u> and <u>MKT 300</u> to satisfy categories 4A and 4B.	
<sup>4</sup>	Select enough elective credits to bring the program total to a minimum of 120 credits, of which at least 42 must be upper-division (300- to 400-level). A minimum of 6 elective credits must be upper-division.	



**College of Liberal Arts  
Department of Art and Art History  
Major in Art, BFA (Core)**

**Effective Fall 2017**

**In addition to the following, students must complete a concentration in this major.**

<b>FRESHMAN</b>		<b>AUCC</b>	<b>CREDITS</b>
<u>ART 105</u>	Issues and Practices in Art		1
<u>ART 110</u>	Art History I		3
<u>ART 111</u>	Art History II		3
<u>ART 135</u>	Introduction to Drawing		3
<u>ART 136</u>	Introduction to Figure Drawing		3
<u>ART 160</u>	Two-Dimensional Visual Fundamentals		3
<u>ART 170</u>	Three-Dimensional Visual Fundamentals		3
<u>CO 150</u>	College Composition (GT-CO2)	1A	3

<u>Arts and Humanities</u> <sup>1</sup>	3B	3
<u>Global and Cultural Awareness</u>	3E	3
<u>Mathematics</u>	1B	3
<b>Total Credits</b>		<b>31</b>

**SOPHOMORE**

<u>ART 212</u>	Art History III	3
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Select three courses from the following:<sup>2</sup> 9

<u>ART 120</u>	<u>Digital Visual Fundamentals</u>	
<u>ART 230</u>	Photo Image Making I	
<u>ART 235</u>	<u>Intermediate Drawing I</u>	
<u>ART 240</u>	Pottery I	
<u>ART 245</u>	Metalsmithing and Jewelry I	
<u>ART 250</u>	Fibers I	
<u>ART 255</u>	Introduction to Graphic Design	
<u>ART 256</u>	Introduction to Electronic Art	
<u>ART 260</u>	Painting I	
<u>ART 265</u>	Printmaking I-Intaglio and Relief	
<u>ART 270</u>	Sculpture I	

<u>ART 235</u>	<u>Intermediate Drawing I</u>	3
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Concentration Studio Intro Course (*The concentration-specific course from the list above will be listed here when the Art BFA Core is incorporated into each BFA Concentration*) 3

Upper-Division Art History <sup>3</sup>	4A,4B	3
<u>Biological and Physical Sciences</u>	3A	7
<u>Historical Perspectives</u>	3D	3
<u>Social and Behavioral Sciences</u>	3C	3
<b>Total Credits</b>		<b>31</b>

**JUNIOR**

Concentration required course selection	8	
Art Electives		<u>34</u>
Upper-Division Art History <sup>3</sup>	4A,4B	3
Upper-Division Art Elective <sup>4</sup>		4
<u>Advanced Writing</u>	2	3
<u>Arts and Humanities</u> <sup>1</sup>	3B	3
Upper-Division Non-Art Elective		3
Elective		3
<b>Total Credits</b>		<b>30<u>34</u></b>

<b>SENIOR</b>			
Concentration required course selection		4C	8
<u><a href="#">ART 400</a></u>	<u><a href="#">BFA Portfolio</a></u>	-	<u>1</u>
Upper-Division Art Elective <sup>4</sup>			4
<b>Non-art electives*</b>		-	<b>45</b>
<u><a href="#">Upper-Division Non-Art Electives<sup>5</sup></a></u>		-	<u>9</u>
<u><a href="#">Non-Art Electives (any level)<sup>5</sup></a></u>		-	<u>6</u>
		<b>Total Credits</b>	<b><u>2827</u></b>
	<b>Program Total Credits:</b>		<b>120</b>

#### Upper-Division Art History Courses<sup>3</sup>

Code	Title	AUCC	Credits
<b>In order to complete category 4A and 4B of the All-University Core Curriculum (AUCC), at least three credits must be from the Upper-Division Art History list.</b>			
<u><a href="#">ART 310</a></u>	History of American Art to 1945	4A,4B	
<u><a href="#">ART 311</a></u>	Art of Africa	4A,4B	
<u><a href="#">ART 312</a></u>	History of Pre-Columbian Art	4A,4B	
<u><a href="#">ART 314</a></u>	Women in Art History	4A,4B	
<u><a href="#">ART 315</a></u>	United States Art 1945-1980	4A,4B	
<u><a href="#">ART 316</a></u>	Art of the Pacific	4A,4B	
<u><a href="#">ART 317</a></u>	Native North American Art	4A,4B	
<u><a href="#">ART 410</a></u>	Greek Art	4A,4B	
<u><a href="#">ART 411</a></u>	History of Medieval Art	4A,4B	
<u><a href="#">ART 412</a></u>	History of Renaissance Art	4A,4B	
<u><a href="#">ART 414</a></u>	History of Baroque and Rococo Art	4A,4B	
<u><a href="#">ART 415</a></u>	History of 19th Century European Art	4A,4B	
<u><a href="#">ART 416</a></u>	History of European Art, 1900 to 1945	4A,4B	
<u><a href="#">ART 417</a></u>	Roman Art	4A,4B	
<u><a href="#">ART 418</a></u>	Contemporary Artists and Art Critics	4A,4B	

<sup>1</sup> Select from the list of courses (other than [ART 100](#)) in category 3B in the All-University Core Curriculum (AUCC). Only 3 of the 6 credits required for Arts and Humanities may come from intermediate (L\*\*\* 200 and L\*\*\* 201) foreign language courses.

<sup>2</sup> Students in the Drawing Concentration may select any three courses from this list. Students in any other concentration must select the course appropriate to their concentration as one of the three courses ([ART 256](#) for Electronic Art, [ART 250](#) for Fibers, [ART 255](#) for Graphic Design; [ART 245](#) for Metalsmithing; [ART 260](#) for Painting, [ART 230](#) for Photo Image Making, [ART 240](#) for Pottery, [ART 265](#) for Printmaking, and [ART 270](#) for Sculpture).

<sup>3</sup> Select six credits of upper-division art history. In order to complete category 4A and 4B of the All-University Core Curriculum (AUCC), at least three credits must be from the Upper-Division Art History list.

- <sup>4</sup> ART 450, ART 456, ART 466, ART 471 can be repeated for up to 8 total credits each with 4 as elective credits. Select enough elective credits to bring the program total to a minimum of 120 credits, of which at least 42 must be upper division (300- to 400-level).
- <sup>5</sup> Select enough elective credits to bring the program total to a minimum of 120 credits, of which at least 42 must be upper-division (300- to 400-level).



### **Minutes Corrections and Updates:**

- ART 421 was approved as a new course on the 2/3/17 UCC minutes effective Fall 2017. The original registration information was listed as, "Required field trips. Credit allowed for one of the following: ART 380A1, ART 421 or ART 496A." The correct registration information is, "Required field trips. Credit allowed for only one of the following: ART 380A1, ART 421, ART 521 or ART 680A1."

<b>2/3 Registration Information</b>	Required field trips. Credit allowed for one of the following: ART 380A1, ART 421 or ART 496A.
<b>Correct Registration Information</b>	Required field trips. Credit allowed for only one of the following: ART 380A1, ART 421, ART 521 or ART 680A1.

- ART 521 was approved as a new course on the 2/3/17 UCC minutes effective Fall 2017. The Offering Term field was listed on the 2/3 minutes as: Fall, Spring, Summer, but it was submitted and approved in CIM as: As Needed.

<b>2/3 Offering Term</b>	F, S, SS
<b>Correct Offering Term</b>	As Needed

- FW 373A was approved as a new course on the 2/3/17 UCC minutes effective Fall 2017. The grade mode for the course was listed on the 2/3 minutes as Student Option, but was submitted and approved in CIM as Traditional.

<b>2/3 Grade Mode</b>	Student Option
<b>Correct Grade Mode</b>	Traditional

- PHIL 354 was approved as a new course on the 2/3/17 UCC minutes effective Fall 2017. The original prerequisite was listed on the 2/3 minutes as "None." The correct prerequisite is CO 150.

<b>2/3 Prerequisite</b>	None.
<b>Correct Prerequisite</b>	CO 150

- EDHE 640A was approved as a new course on the 2/3/17 UCC minutes effective Spring 2018. The course was approved with the registration information statement of: "Credit not allowed for both EDHE 640 and IE 692". This statement has been removed because it is not applicable.

<b>2/3 Registration Information</b>	Credit not allowed for both EDHE 640 and IE 692.
<b>Correct Registration Information</b>	N/A

6. HDFS 497E was approved with changes to the course on the 2/3/17 UCC minutes effective Fall 2017. The minutes included a restriction line for this course: "Must be a: Graduate, Professional." This line should be omitted from the minutes.

<b>2/3 Minutes</b>	<b>Prerequisite:</b> None. <b>Restriction:</b> Must be a: Graduate, Professional. <b>Registration Information:</b> Written consent of instructor. <del>Written consent of department required. A maximum of 3</del>
<b>Correct Information</b>	<b>Prerequisite:</b> None. <b>Restriction:</b> Must be a: Graduate, Professional. <b>Registration Information:</b> Written consent of instructor. <del>Written consent of department required. A maximum of 3</del>



The meeting adjourned at 4:05 p.m.

Carole Makela, Chair  
 Kayleen Allen, Curriculum & Catalog Assistant  
 Shelly Ellerby, Curriculum Liaison Specialist



A regular meeting of the University Curriculum Committee was held on February 17, 2017 at 2:00 p.m.

**Members present:** Chair Carole Makela, Professors Ed DeLosh, Bradley Goetz, Brad Reisfeld, Paul Mallette, Howard Ramsdell, Sally Sutton, Mike Hogan, Beth Oehlerts, Kevin Jablonski, Graduate Student Representative and VPUA Kelly Long (ex-officio).

**Curriculum Unit:** Shelly Ellerby and Kayleen Allen.

**Guests:** Andrea Russo (Registrar's Office) and Linda Selkirk (CSU Online).

**Absent:** Kevin Jablonski Graduate Student Representative and Undergraduate Student Representative.

### Minutes

The Minutes of February 10, 2017 were approved.

### Consent Agenda

The Consent Agenda was approved.

New Courses	Effective Term
<b>DSCI 235 Data Wrangling 2(1-0-1) As Needed</b>	Spring 2018
<b>Prerequisite:</b> None.	
<b>Registration Information:</b> Must have concurrent registration in CS 220. Must register for lecture and recitation. This is a partial semester course.	
<b>Description:</b> Introduce tools and techniques for handling, cleaning, extracting, and organizing data.	
<b>Grade Mode:</b> Traditional	
<b>DSCI 320 Optimization Methods in Data Science 3(3-0-0) F</b>	Spring 2018
<b>Prerequisite:</b> (CS 163 or CS 164); MATH 151; MATH 261; (DSCI 369 or MATH 369).	
<b>Registration Information:</b> None.	
<b>Description:</b> Linear and non-linear programming, convex sets and functions, convex and non-convex optimization problems, duality, Newton's methods, barrier methods, linear equality and inequality constraints. Emphasis on computation methods and programming.	
<b>Grade Mode:</b> Traditional	
	
Major Changes to Courses	Effective Term
<b>ACT 601A Professional Practice: Taxation 3(3-0-0) F</b>	Fall 2017
<b>Prerequisite:</b> ACT 330.	
<b>Registration Information:</b> Sections may be offered: Online, <a href="#">and in 8 week format</a> .	
<b>Description:</b> Management of <del>accounting practice</del> ; professional <a href="#">tax practice</a> ; professional ethics and regulation; research techniques.	
<b>Grade Mode:</b> Traditional	
<b>CHEM 246 Fundamentals of Organic Chemistry Laboratory 1(0-<del>2</del><sup>3</sup>-0) F, S, SS</b>	Fall 2017
<b>Prerequisite:</b> (CHEM 108 or CHEM 112 or CHEM 114) and (CHEM 245, may be taken concurrently)	
<b>Registration Information:</b> Credit not allowed for students who have already taken CHEM 344.	
<b>Description:</b> Laboratory applications of principles presented in CHEM 245.	
<b>Grade Mode:</b> Traditional	
<b>MATH 317 Advanced Calculus of One Variable 3(3-0-0) F, S, SS</b>	Fall 2017
<b>Prerequisite:</b> MATH 161 <a href="#">and (MATH 230 or MATH 235)</a>	
<b>Registration Information:</b> None.	
<b>Description:</b> Convergence of sequences, series: limits, continuity, differentiation, integration of one-variable functions; <a href="#">development of skills for proving theorems</a> .	
<b>Grade Mode:</b> Student Option	

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**MATH 560 Linear Algebra 3(3-0-0) F**

Fall 2017

**Prerequisite:** MATH 369.**Registration Information:** [Sections may be offered: Online.](#)**Description:** Finite dimensional vector spaces, inner products, dual spaces, transformations, projections, adjoints, norms, eigenvalues, eigenvectors.**Grade Mode:** Traditional

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**STAT 311 Statistics for Behavioral Sciences I 3(3-0-0) F, S, SS**

Fall 2017

**Prerequisite:** MATH 117 or MATH 118 or MATH 124 or MATH 125 or MATH 126 or MATH 141 or MATH 155 or MATH 159 or MATH 160.**Registration Information:** Credit allowed for only one of the following: ERHS 307, STAT 301, STAT 307, STAT 311 or [STAT 315](#).**Description:** Statistical literacy, quantitative reasoning, statistical methods in SPSS including ANOVA, regression, logistic regression, and categorical data.**Grade Mode:** Student Option**Subject Codes****College of Natural Sciences**

A request to create a new subject code “DSCI – Data Science” was approved. It will be a college-wide subject code in the College of Natural Sciences.

The meeting adjourned at 4:05 p.m.

Carole Makela, Chair  
 Kayleen Allen, Curriculum & Catalog Assistant  
 Shelly Ellerby, Curriculum Liaison Specialist

A regular meeting of the University Curriculum Committee was held on February 24, 2017 at 2:00 p.m.

**Members present:** Chair Carole Makela, Professors Ed DeLosh, Bradley Goetz, Brad Reisfeld, Paul Mallette, Howard Ramsdell, Sally Sutton, Mike Hogan, Beth Oehlerts, Kevin Jablonski, Graduate Student Representative and VPUA Kelly Long (ex-officio).

**Curriculum Unit:** Shelly Ellerby and Kayleen Allen.

**Guests:** Okee Hanna (Provost's Office), Julia Murphy (Registrar's Office), Linda Selkirk (CSU Online), and Malinda Sloan (College of Health and Human Sciences).

**Absent:** Undergraduate Student Representative.

#### Minutes

The Minutes of February 17, 2017 were approved.

#### Consent Agenda

The Consent Agenda was approved.

<i>New Courses</i>	<i>Effective Term</i>
<b>ART 200 Media Arts in Context 3(3-0-0) As Needed</b>	Fall 2017
<b>Prerequisite:</b> None. <b>Registration Information:</b> Offered as an online course only. <b>Description:</b> History and contemporary practice of media-based arts. Addresses printmaking, graphic design, photography, film, video, computer-generated imagery, digital fabrication, and other cognate disciplines <b>Grade Mode:</b> Traditional [Approved as <a href="#">AUCC 3B: Arts &amp; Humanities</a> ]	
<hr/> <b>ART 320 Global Encounters in Art 3(3-0-0) As Needed</b>	<hr/> Fall 2017
<b>Prerequisite:</b> ART 212. <b>Registration Information:</b> Sophomore standing. <b>Description:</b> Comparative topics in global art. <b>Grade Mode:</b> Traditional	
<hr/> <b>EDHE 655 Foundations of College Opportunity Programs 3(2-0-1) F</b>	<hr/> Fall 2017
<b>Prerequisite:</b> None. <b>Registration Information:</b> Credit not allowed for EDHE 655 and EDHE 680A1. Offered as an online course only. <b>Restriction:</b> Must be a: Graduate, Professional. <b>Description:</b> Exploration of college opportunity programs for expanding access to American higher education. Understanding the implications of financial aid, opportunity support programs, achievement gaps, policies, and advocacy. <b>Grade Mode:</b> Traditional	
<hr/> <b>EDHE 656 Postsecondary Opportunity Programs Practice 3(2-0-1) F</b>	<hr/> Fall 2017
<b>Prerequisite:</b> None. <b>Registration Information:</b> <b>Restriction:</b> Must be a: Graduate, Professional. Offered as an online course only. <b>Description:</b> Examines effective college opportunity program practices in context of institutional and student demographics, which support students' transition, persistence, achievement, engagement, and completion. Reviews retention literature and practices focused on low income, first generation, and other underrepresented students. <b>Grade Mode:</b> Traditional	
<hr/> <b>GR 333 Glaciers and Climate Change 3(3-0-0) F</b>	<hr/> Fall 2018
<b>Prerequisite:</b> GR 100 or GR 210 or GEOL 120 or GEOL 122 or GEOL 124 or GEOL 150. <b>Registration Information:</b> Credit allowed for only one of the following: GEOL 381A2, GR 333 and GR381A2. <b>Description:</b> Glacier mass balance, dynamics, past fluctuations, and glaciers' relation to climate change. <b>Grade Mode:</b> Traditional	

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VS 665B Advanced Topics in Veterinary Cardiology: Heart Failure and Cardiac

Fall 2017

**Biomarkers 2(2-0-0) F****Offering Year:** Every Third Year**Prerequisite:** BMS 420.**Restriction:** Must be a: Graduate, Professional.**Registration Information:** DVM degree or equivalent professional medicine degree required, or by instructor permission**Description:** This course will start with a review of the pathophysiology of heart failure. We will then discuss the diagnostic and therapeutic approach to heart failure. Clinical trial design will be reviewed prior to summarizing recent clinical trial results in humans and dogs.**Grade Mode:** Traditional**Major Changes to Courses****Effective Term****ART 425 Integrated Visual Studies 4(4-0-0) S**

Fall 2017

**Prerequisite:** None.**Registration Information:** Written consent of advisor. Senior standing. 21 credits of upper-division coursework in the Major in Integrated Visual Studies.**Description:** Interdisciplinary and guided study linking systems of knowledge. Students are afforded the space to draw on their breadth of information and artistic mediums to create a capstone project that demonstrates an ability to communicate effectively across verbal, visual, and written forms. Develop skills as makers and thinkers, fostering critical awareness of how society reflects and produces visual meaning.**Grade Mode:** Traditional.[Approved as [AUCC 4C: Capstone Experience](#) for the:[Bachelor of Arts, Integrated Visual Studies Concentration](#)]

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**ART 492A Seminar: Art History 3(3-0-0) As Needed F,S,SS**

Fall 2017

**Prerequisite:** ART 212.**Registration Information:** None.**Description:** [Topical studies in Art History.](#)**Grade Mode:** [Traditional Instructor Option](#)[Approved as [AUCC 4A: Using Competencies & AUCC 4B: Building Upon Foundations and Perspectives](#) for the following:[Bachelor of Arts, Art Education Concentration](#)[Bachelor of Arts, Art History Concentration](#)[Bachelor of Arts, Studio Concentration](#)[Bachelor of Arts, Integrated Visual Studies Concentration](#)

Major in Art, BFA (All 10 Concentrations)]

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**CON 101 Introduction to Construction Management 3(3-0-0) F, S**

Spring 2018

**Prerequisite:** None.**Registration Information:** [Pre-Construction Management Majors and Construction Management Majors and Minors Only.](#)**Description:** [Introduction to Identify and understand relationships among participants in](#) the construction [industry; including methods, practices, trends, careers, and constituencies involved in the design process](#) and [construction process, its history.](#)**Grade Mode:** Traditional

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**CON 251 Materials Testing and Processing 2(1-2-0) F, S**

Spring 2018

**Prerequisite:** CON 151 [with a minimum grade of C.](#)**Registration Information:** [Construction Management Majors only.](#) Must register for lecture and laboratory.**Description:** Testing of construction materials for standards and quality. Conduct [material tests, common quality tests](#) and document [and interpret the results](#)**Grade Mode:** Traditional

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**CON 261 Construction Surveying 3(2-3-0) F, S, SS**

Spring 2018

**Prerequisite:** (CON 131 with a minimum grade of C or INTD 166) and (MATH 125 or MATH 160)**Registration Information:** Must register for lecture and laboratory. Construction Management, Environmental Horticulture, Landscape Architecture, Pre-Landscape Horticulture Majors and Landscape Horticulture Majors and Minors Only.**Description:** Surveying fundamentals related to construction; ~~Surveying fundamentals to field of construction~~; building layout, measurement procedures, vertical controls, line and grade, surveying instrument operation.**Grade Mode:** Traditional

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**HES 434 Physical Activity Throughout the Lifespan 3(3-0-0) F, S, SS**

Spring 2018

**Prerequisite:** BMS 300 or HDFS 201.**Registration Information:** Junior standing. Credit not allowed for both HES 434 and HES 444. Sections may be offered: Online.**Description:** Impact of physical activity on biology and physiology of human development and aging processes.**Grade Mode:** Traditional

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**NRRT 601 Tourism Quantitative Analysis I 2(10-20-02) S**

Fall 2017

**Permanent Partial Semester:** Yes**Prerequisite:** STAT 312.**Restriction:** Must be a: Graduate, Professional.**Registration Information:** This is a partial semester course. ~~Offered as an online course only. Graduate standing.~~  
Sections may be offered as Mixed Face-to-Face or Online.**Description:** Statistical techniques used by researchers to inform and support tourism decision-making. Emphasis is placed on understanding data manipulation techniques and what statistics are appropriate for addressing applied decision-making problems.**Grade Mode:** Traditional**College of Liberal Arts****Effective Fall 2017****Department of Art and Art History****Bachelor of Arts, Integrated Visual Studies Concentration**

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**FRESHMAN**

		AUCC	CREDITS
<u><a href="#">ART 105</a></u>	Issues and Practices in Art		1
<u><a href="#">ART 110</a></u>	Art History I		3
<u><a href="#">ART 111</a></u>	Art History II		3
<u><a href="#">ART 135</a></u>	Introduction to Drawing		3
<u><a href="#">ART 136</a></u>	Introduction to Figure Drawing		3
<u><a href="#">ART 160</a></u>	Two-Dimensional Visual Fundamentals		3
<u><a href="#">ART 170</a></u>	Three-Dimensional Visual Fundamentals		3
<u><a href="#">CO 150</a></u>	College Composition (GT-CO2)	1A	3
<u><a href="#">Arts and Humanities</a></u>		3B	6
<u><a href="#">Mathematics</a></u>		1B	3
<b>Total Credits</b>			<b>31</b>

<b>SOPHOMORE</b>			
<u>ART 212</u>	Art History III	3	
<u>SPCM 200</u>	Public Speaking	3	
Introduction Studio Courses (see list below)		6	
Upper-Division Art History course (see list below)		3	
<u>Biological and Physical Sciences</u>	3A	7	
<u>Global and Cultural Awareness</u>	3E	3	
<u>Historical Perspectives</u>	3D	3	
<u>Social and Behavioral Sciences</u>	3C	3	
	<b>Total Credits</b>	<b>31</b>	
<b>JUNIOR</b>			
Introduction Studio Course not previously taken above (see list below)		3	
Upper-Division Art History course (see list below) <sup>1</sup>	4A,4B	3	
Upper-Division Studio courses (see list below)		8	
Second Field courses <sup>2</sup>		6	
Upper-Division Second Field courses <sup>2</sup>		6	
<u>Advanced Writing</u>	2	3	
	<b>Total Credits</b>	<b>29</b>	
<b>SENIOR</b>			
<u>ART 425</u>	Integrated Visual Studies ( <i>UCC approved for AUCC 4C 2/24/17</i> )	4C	4
ART 3XX or ART 4XX			7
Upper-Division Second Field courses <sup>2</sup>			6
Upper-Division Electives			3
Electives			9
	<b>Total Credits</b>	<b>29</b>	
<b>Program Total Credits:</b>		<b>120</b>	

## Introduction Studio Courses

Code	Title	Credits
<u>ART 120</u>	Digital Visual Fundamentals	3
<u>ART 230</u>	Photo Image Making I	3
<u>ART 235</u>	Intermediate Drawing I	3
<u>ART 240</u>	Pottery I	3
<u>ART 245</u>	Metalsmithing and Jewelry I	3
<u>ART 250</u>	Fibers I	3
<u>ART 255</u>	Introduction to Graphic Design	3

Code	Title	Credits
<u>ART 256</u>	Introduction to Electronic Art	3
<u>ART 260</u>	Painting I	3
<u>ART 265</u>	Printmaking I-Intaglio and Relief	3
<u>ART 270</u>	Sculpture I	3

## Upper-Division Art History Courses<sup>1</sup>

Code	Title	AUCC	Credits
<u>ART 310</u>	History of American Art to 1945	4A,4B	3
<u>ART 311</u>	Art of Africa	4A,4B	3
<u>ART 312</u>	History of Pre-Columbian Art	4A,4B	3
<u>ART 314</u>	Women in Art History	4A,4B	3
<u>ART 315</u>	United States Art 1945-1980	4A,4B	3
<u>ART 316</u>	Art of the Pacific	4A,4B	3
<u>ART 317</u>	Native North American Art	4A,4B	3
<u>ART 320</u>	Global Encounters in Art <i>(UCC approved 2/24/17)</i>		3
<u>ART 410</u>	Greek Art	4A,4B	3
<u>ART 411</u>	History of Medieval Art	4A,4B	3
<u>ART 412</u>	History of Renaissance Art	4A,4B	3
<u>ART 414</u>	History of Baroque and Rococo Art	4A,4B	3
<u>ART 415</u>	History of 19th Century European Art	4A,4B	3
<u>ART 416</u>	History of European Art, 1900 to 1945	4A,4B	3
<u>ART 417</u>	Roman Art	4A,4B	3
<u>ART 418</u>	Contemporary Artists and Art Critics	4A,4B	3
<u>ART 492A</u>	Seminar: Art History	4A,4B	3

## Upper-Division Studio Courses

Code	Title	Credits
<u>ART 330</u>	Photo Image Making II	4
<u>ART 331</u>	Photo Image Making III	4
<u>ART 335</u>	Intermediate Drawing II	4
<u>ART 336</u>	Intermediate Drawing III	4
<u>ART 340</u>	Pottery II	4
<u>ART 341</u>	Pottery III	4
<u>ART 345</u>	Metalsmithing and Jewelry II	4
<u>ART 346</u>	Metalsmithing and Jewelry III	4
<u>ART 350</u>	Fibers II	4

Code	Title	Credits
<u><a href="#">ART 351</a></u>	Fibers III	4
<u><a href="#">ART 355</a></u>	Typography and Design Systems	4
<u><a href="#">ART 356</a></u>	Illustration	4
<u><a href="#">ART 357</a></u>	Interactive Media	4
<u><a href="#">ART 358</a></u>	Experimental Video	4
<u><a href="#">ART 360</a></u>	Painting Methods and Materials	4
<u><a href="#">ART 361</a></u>	Figure Painting	4
<u><a href="#">ART 365</a></u>	Printmaking II-Lithography	4
<u><a href="#">ART 366</a></u>	Printmaking III-Studio Workshop	4
<u><a href="#">ART 370</a></u>	Sculpture II	4
<u><a href="#">ART 371</a></u>	Sculpture III	4
<u><a href="#">ART 384</a></u>	Supervised College Teaching	1-4
<u><a href="#">ART 421</a></u>	Art and Environment	3
<u><a href="#">ART 430</a></u>	Advanced Photo Image Making I	4
<u><a href="#">ART 431</a></u>	Advanced Photo Image Making II	4
<u><a href="#">ART 435</a></u>	Advanced Drawing I	4
<u><a href="#">ART 436</a></u>	Advanced Drawing II	4
<u><a href="#">ART 440</a></u>	Pottery IV	4
<u><a href="#">ART 441</a></u>	Pottery V	4
<u><a href="#">ART 445</a></u>	Metalsmithing and Jewelry IV	4
<u><a href="#">ART 446</a></u>	Metalsmithing and Jewelry V	4
<u><a href="#">ART 450</a></u>	Fibers IV	4
<u><a href="#">ART 451</a></u>	Fibers V	4
<u><a href="#">ART 455</a></u>	Advanced Typography and Design Systems	4
<u><a href="#">ART 456</a></u>	Advanced Illustration	4
<u><a href="#">ART 457</a></u>	Advanced Interactive Media	4
<u><a href="#">ART 458</a></u>	Advanced Experimental Video	4
<u><a href="#">ART 460</a></u>	Advanced Painting I	4
<u><a href="#">ART 461</a></u>	Advanced Painting II	4
<u><a href="#">ART 465</a></u>	Printmaking IV-Studio Workshop	4
<u><a href="#">ART 466</a></u>	Printmaking V-Studio Workshop	4
<u><a href="#">ART 470</a></u>	Sculpture IV	4
<u><a href="#">ART 471</a></u>	Sculpture V	4
<u><a href="#">ART 495A</a></u>	Independent Study: Painting	1-4
<u><a href="#">ART 495B</a></u>	Independent Study: Printmaking	1-4
<u><a href="#">ART 495C</a></u>	Independent Study: Sculpture	1-4
<u><a href="#">ART 495D</a></u>	Independent Study: Fibers	1-4

Code	Title	Credits
<u><a href="#">ART 495E</a></u>	Independent Study: Metalsmithing and Jewelry	1-4
<u><a href="#">ART 495F</a></u>	Independent Study: Drawing	1-4
<u><a href="#">ART 495G</a></u>	Independent Study: Graphic Design	1-4
<u><a href="#">ART 495H</a></u>	Independent Study: Art History	1-4
<u><a href="#">ART 495I</a></u>	Independent Study: Art Education	1-4
<u><a href="#">ART 495J</a></u>	Independent Study: Pottery	1-4
<u><a href="#">ART 495K</a></u>	Independent Study: Photo Image Making	1-4
<u><a href="#">ART 496A</a></u>	Group Study: Painting	1-4
<u><a href="#">ART 496B</a></u>	Group Study: Printmaking	1-4
<u><a href="#">ART 496C</a></u>	Group Study: Sculpture	1-4
<u><a href="#">ART 496D</a></u>	Group Study: Fibers	1-4
<u><a href="#">ART 496E</a></u>	Group Study: Metalsmithing and Jewelry	1-4
<u><a href="#">ART 496F</a></u>	Group Study: Drawing	1-4
<u><a href="#">ART 496G</a></u>	Group Study: Graphic Design	1-4
<u><a href="#">ART 496H</a></u>	Group Study: Art History	1-4
<u><a href="#">ART 496I</a></u>	Group Study: Art Education	1-4
<u><a href="#">ART 496J</a></u>	Group Study: Pottery	1-4
<u><a href="#">ART 496K</a></u>	Group Study: Photo Image Making	1-4

<sup>1</sup> Select 6 credits of Upper-Division Art History courses total, at least 3 of which satisfy AUCC categories 4A and 4B.

<sup>2</sup> Choose in consultation with advisor.



### ***Major Changes to Existing Programs***

**College of Business  
Department of Marketing  
Graduate Certificate in Marketing Management**

**Effective Fall 2017**

Graduate coursework in marketing to provide students with a foundation and in-depth understanding of marketing topics.

### **Effective Fall 2017 2015**

**Additional coursework may be required due to prerequisites.**

Code	Title	Credits
<u><a href="#">BUS 655</a></u>	Marketing Management	2
<u><a href="#">BUS 656</a></u>	Marketing Strategy and Planning	2
<u>Select five courses from the following:</u>		<u>5</u>
<u><a href="#">MKT 610</a></u>	Qualitative Marketing Research Methods	
<u><a href="#">MKT 611</a></u>	Quantitative Marketing Research Methods	

Code	Title	Credits
<a href="#"><u>MKT 621</u></a>	Search Engine Marketing and Optimization	
<a href="#"><u>MKT 661</u></a>	Consumer Behavior	
<a href="#"><u>MKT 662</u></a>	Strategic Selling for Business Customers	
<a href="#"><u>MKT 667</u></a>	Services Marketing Management	

**Program Total Credits:****9**

\*This certificate may have courses in common with other graduate certificates. A student may earn more than one certificate, but a given course may be counted only in one certificate.



**College of Liberal Arts**  
**Department of Communication Studies**  
**Master of Arts in Communication Studies, Plan B, Deliberative Practices Specialization**

**Effective Fall 2017****Effective Fall 2017 2013**

Code	Title	Credits
<b>Core</b>		
<a href="#"><u>SPCM 408</u></a>	Applied Deliberative Techniques	3
<a href="#"><u>SPCM 508</u></a>	Deliberative Theory and Practice	3
<a href="#"><u>SPCM 601</u></a>	History of Rhetorical Theory	3
<a href="#"><u>SPCM 612</u></a>	Rhetorical Criticism	3
<a href="#"><u>SPCM 638</u></a>	Communication Research Methods	3
<a href="#"><u>SPCM 639</u></a>	Communication Theory	3
<del><a href="#"><u>SPCM 647</u></a></del>	<del>Media Industries</del>	
<del><a href="#"><u>SPCM 648</u></a></del>	<del>Media Texts</del>	
<del><a href="#"><u>SPCM 649</u></a></del>	<del>Media Audiences</del>	
<del><a href="#"><u>SPCM 650</u></a></del>	<del>Contemporary Issues in Media</del>	
<del>Out of department graduate course</del>		
<a href="#"><u>SPCM 646</u></a>	Media Theory	3
<a href="#"><u>SPCM 686</u></a>	Practicum	3
<a href="#"><u>SPCM 692</u></a>	Seminar	3
<a href="#"><u>SPCM 695</u></a>	Independent Study <sup>1</sup>	3
<del>Select 12 credits from the following:<sup>2</sup></del>		<del>12</del>
<del><a href="#"><u>SPCM 538</u></a></del>	<del>Communicating in the Health Clinic</del>	
<del><a href="#"><u>SPCM 540</u></a></del>	<del>Rhetoric, Race, and Identity</del>	
<del><a href="#"><u>SPCM 604</u></a></del>	<del>Rhetoric of Everyday Life</del>	
<del><a href="#"><u>SPCM 611</u></a></del>	<del>Topics in Public Address</del>	
<del><a href="#"><u>SPCM 620</u></a></del>	<del>Rhetoric and Public Affairs</del>	

Code	Title	Credits
<a href="#"><u>SPCM 623</u></a>	Feminist Theories of Discourse	
<a href="#"><u>SPCM 632</u></a>	Theories of Interpersonal Communication	
<a href="#"><u>SPCM 633</u></a>	Discourse, Work, and Organization	
<a href="#"><u>SPCM 634</u></a>	Communication and Cultural Diversity	
<a href="#"><u>Electives<sup>2</sup></u></a>		<b>9</b>

**Program Total Credits:** **39**

A minimum of 39 credits are required to complete this program.

<sup>1</sup> Students must complete a deliberative practices project in [SPCM 695](#). Project will be based on Center for Public Deliberation program.

<sup>2</sup> All credits must be taken at the graduate level (500- or 600-level). A minimum of [6](#) [9](#) credits must be SPCM subject code courses. [3 credits may be taken from an outside department.](#)



The meeting adjourned at 4:05 p.m.

Carole Makela, Chair  
Kayleen Allen, Curriculum & Catalog Assistant  
Shelly Ellerby, Curriculum Liaison Specialist

## MEMORANDUM

DATE: February 21, 2017

TO: Mary Stromberger, Chair Faculty Council

FROM: Rick Miranda, Provost and Executive Vice President

SUBJECT: Approval of Spring and Summer Degree Candidates – May 2017 Commencement

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Rick Miranda, Provost and Executive Vice President, MOVES THAT FACULTY COUNCIL APPROVE THE  
CANDIDATES WHO MEET THE DEGREE REQUIREMENTS FOR GRADUATION AT THE CLOSE OF THE 2017  
SPRING AND SUMMER SEMESTERS.

### **Stephanie Clemons, Ph.D. FASID, FIDEC, Nominee for Chair, Faculty Council**

**Brief Biography.** Dr. Stephanie Clemons is a full professor in the Department of Design and Merchandising, College of Health and Human Sciences. She has been at CSU since 1988 where her impact as a teacher and scholar has been significant. She was selected as a University Distinguished Teaching Scholar (UDTS) in 2014 and was recipient of the *Board of Governor's Excellence in Undergraduate Teaching Award* in 2015. Other teaching awards Stephanie has received include the *Colorado State University Alumni Association Best Teacher Award*, *Outstanding Teaching Award* from the CHHS, and *Jack E. Cermak Outstanding Advisor Award*. Over her career, she has taught courses from the 100 to 600 level with a specialization in computer and lighting technologies.

Within her scholarly discipline, Stephanie has been recognized for her outstanding work with two Fellow Awards designating her work as exceptional; one from the Interior Design Educators Council and one from the American Society of Interior Designers. She has received 15 research-related regional/national awards and was selected as a Fulbright Senior Program Specialist, Urban Design for the United States from 2010-2015. Stephanie is author or co-author of 37 peer-reviewed journal articles, 73 refereed papers (national/international), seven book chapters, one textbook, and 39 invited presentations (national/international conferences). She has been PI or CO-PI on research and teaching grants and has served on numerous graduate thesis and dissertation committees.

Stephanie has served in elected, national and international leadership positions such as the National Chair, Board of Directors, American Society of Interior Designers (2015-16) (26,000 members), Chair, *Journal of Interior Design* (2008-2011), President, Interior Design Educators Council (IDEC) (2000), and Chair, IDEC Foundation (2001-2004). Stephanie served on accreditation visiting teams for five years before becoming a consultant for such. Most recently, she has served on international accreditation teams in Saudi Arabia and Abu Dhabi/Dubai. Taken together, Stephanie's profile as an engaged and engaging teacher and well-respected scholar indicate she is experienced and poised to represent faculty on this campus.

**Faculty Council / Campus Leadership.** Stephanie began her service with Faculty Council in 2003 when she served for one year on the Committee on Teaching and Learning (CoTL). From 2005 to 2009 Stephanie served on the Committee on Scholastic Standards and, again on CoTL from 2010-2015. For several years, she served as her Faculty Council department representative. Stephanie served as Chair, CoTL 2012-2015 before she was elected to serve as Faculty Council Vice Chair in 2015. As Vice Chair, Stephanie serves as a member of the Executive Committee and other committees as identified by the Chair of Faculty Council. In addition to Faculty Council, Stephanie has served on many university-wide committees. See selected list below.

**Leadership Development.** In 2014, Stephanie was selected by CSU to participate in the HERS Institute - an intensive 12-day curriculum that prepares women faculty and administrators for institutional leadership roles. The Institute's focus is on knowledge, skills and perspectives for achieving institutional priorities and maximizing institutional resources. In 2015, her work with ASID offered the opportunity to attend the Center for Creative Leadership Program, *Leading Strategically*. This one-week, intensive leadership workshop is for Executives and Senior Leaders whose work has strategic implications for their organizations.

### **Personal Statement**

*"As Vice Chair, I have spent the last two years preparing to serve as Chair of Faculty Council. I understand and appreciate how we -- as faculty -- influence culture, curriculum, student learning, and policies regarding our campus. Advocating effectively on behalf of our faculty through the shared*

*governance process is critical to our viability and visibility on campus. With my experience in campus committees and councils, I offer insights into navigating challenges that may arise from nationally-generated or campus-related issues. I offer strong, collaborative, campus-wide relationships that, I believe, will result in outcomes to support and benefit faculty as a whole. Continuing concerns such as faculty salaries and benefits, quality academic programs, work/life balance, as well as supporting rights of faculty (e.g. academic freedom or grievance) require consistent promotion and watch-care. I will be a strong champion of faculty interests with our administration.*

*I believe that we, as Faculty Council members, are the faculty leaders not only in our units, but on our campus. Critical to your leadership is accurate and up-to-date information. Part of my important work as Chair would be to inform you about issues, opportunities and challenges as they develop. Staying in touch with our Faculty Council committees is also essential. Since August, I have visited the majority of the Faculty Council committees to understand their emerging issues. I respect the intentional, thoughtful way you pose questions, make decisions and ensure quality in your work – at all levels. Information and communication are key to ensuring a robust exchange of ideas by Faculty Council.*

*As a systems thinker, I believe in working collaboratively and wisely with other councils and constituents on campus. Viewing my brief bio above you can see I have taken service seriously my entire career. Unifying faculty around common, campus goals and initiatives is important to ensuring our work is influential, inclusive, and strategic.*

*Over the next five years, it is clear there are many initiatives for which we will be invited to offer leadership. A sampling include research success initiatives out of the OVPR that will continue to move CSU research to the top rank in the nation, student success initiatives related to high impact practices, and the need to properly recognize and reward faculty service. These opportunities will offer us collective leadership opportunities for moving the campus to the next level of excellence.*

*As you can see, my philosophy is simple. As faculty we play a critical leadership role in shaping and maintaining our positive campus climate. I value shared governance, inclusiveness, integrity, and professionalism. I offer a collaborative spirit, systems thinking approach, empathetic listening skills, strong work ethic, and strategic leadership. It is my belief that these qualities are needed to help us, as a Faculty Council, address our current and future challenges. If elected, it would be a privilege to serve as Chair of Faculty Council.”*

#### **University-Level Service at a Glance (selected; since 2005)**

Member, Re-Envision CSU Committee, 2016-2017

Strategic Business Alliance, RFP Development, Commercial Furniture, 2015-2017

Member, Provost Adhoc Committee for Student Success (PASS), 2012-2017

Member, University Advisory Committee on Undergraduate Affairs (ACUA), 2013, 2015-2016

Member, Executive Committee, Faculty Council, 2015-2017

Member, Living Wage Sub-Committee, 2016

Member, Administrative Professional Council Outstanding Achievement Awards Committee, 2016

Member, Committee on Inclusive Excellence and Diversity, 2015

Member, Assessing Teaching Effectiveness Task Force, 2015

Member, University Review Committee, Department of Mathematics, 2015

Chair, Committee on Teaching and Learning (CoTL), 2012-2015; Member, CoTL 2010-2011

Member, Classroom Review Board 2012-2015

Member, GAPS Subcommittee for Student Success (2014-15)

Value Leader, Education Advisory Board, 2013-2014

Member, Provost Course ReDesign Selection Committee, 2013

Member, University Admissions Advisory Committee, 2013

Member, International Programs Operations Committee, 2013

Member, University Graduate School Education Advisory Committee (GEAC), 2013

Member, Committee on Scholastic Standards and Awards, 2005-2009

Timothy (Tim) Gallagher, Ph.D.

Professor of Finance

Nominee for Chair of Faculty Council

I am running for the position of Chair of Faculty Council because I believe that now, more than ever, the faculty needs to have an active voice on campus. Several long-time friends and colleagues from multiple colleges asked me to put my name forward. After much contemplation and consultation with many whom I respect, I have agreed to do so.

Shared governance is more than a phrase. It is the key to campus success. At a time when faculty members in higher education are coming under increasing attack and criticism across the nation, the correct response is to become more engaged on our campuses. We should not run a university like a business. We need active faculty involvement.

I served ten years as a department chair. This was important work but my days of administrative work are behind me. Moving forward I want to do all in my power to help the faculty to take its proper place on this campus. The university needs us to be actively involved in campus decision-making, especially on academic matters, for it to be successful.

I have served Faculty Council in many ways.

- Chair of Faculty Council
- Vice Chair of Faculty Council
- Faculty Representative to the Board of Governors
- Member and Chair of the Committee on Responsibilities and Standing of Academic Faculty (CoRSAF)
- Voting Department Representative on Faculty Council

It is unusual for a former Faculty Council Chair to seek that position again. The Manual allows for this after three years away from that position. My work as President of the CSU Chapter of the American Association of University Professors (AAUP) has provided me with an outlet for sharing my firmly held views on shared governance and academic freedom.

In the December issue of the CSU AAUP Newsletter, I point to the wording of the Preface to the Manual I fought for during the first year of my prior service as Faculty Council Chair. We got the wording into that Preface that provides for "...the freedom of the faculty ... to speak or write on matters of public concern ... (including) the functioning of the University." This is very important since courts have not upheld some faculty First Amendment claims when the university-sanctioned speech was work related speech. This Preface language providing for such protection at CSU would not have been possible without the support of President Tony Frank. Many of our colleagues at other universities do not have this protection. Faculty and administration worked together to get it for us. This should be the model for future cooperation. I am very glad we have this protection given today's climate around the country.

There are some areas where we can improve faculty and administration cooperation. I expressed my concerns in January 2016 at a faculty forum hosted by President Frank about problems that became evident to others later, with the university's anti-bullying policy. President's Cabinet wrote this policy. Faculty Council did not vote on it at that time and it did not go into the Manual. This raised a red flag for me. I expressed my view in an AAUP Newsletter article that Appendix 1 of the Manual titled "Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, Stalking, and Retaliation" would have been a good place to put the anti-bullying policy. The university has acknowledged in court that the Manual is a legally binding contract whereas other repositories for campus policies are not so recognized. Manual Appendix 1 covers "students, faculty, employees, affiliates, visitors, and (where provided by law or contract) agents, contractors, subcontractors and grantees of the University." Bullying is a type of harassment. I will push for a faculty vote and placement in the Manual on any future policies that have the potential for substantial faculty penalties. I ask for your support and if elected, I promise to stand up for active faculty involvement in campus decision making and to work cooperatively with the administration when that is the optimal path.

**Statement of Sue Doe, Nominee for Vice Chair of Faculty Council**

**Preface:** This nomination is something I never considered, much less aspired to, but I am honored by it. Indeed, prior to being asked to allow my name to go forward in nomination, I had imagined that I would continue to engage with Faculty Council by being a departmental or college representative and by working on various committees that serve in an advisory role to Faculty Council. However, several valued colleagues persuaded me that I might have something to offer, due to the intersections of my research, service, and teaching, so I have consented to being nominated and consider it an honor to be considered. If elected, I will treat the position with the respect that it deserves.

**Qualifications:**

- I have built a record of service to the university over the course of the last 12 years, first off the tenure-track and then on it. I have served on Faculty Council for two terms, have served on the Salary Equity Committee over the past year, and currently serve on the Committee on Non Tenure-Track Faculty (CoNTTF), as one of two ad hoc tenured faculty-at-large. I helped coauthor the proposal “Re-Envisioning Faculty Appointments: A Proposal to Transform Non-Tenure Track Faculty Appointments,” which is currently under review by various units on the CSU campus and has the potential to serve as a model for other public universities that wish to dignify and stabilize the work of non tenure-track colleagues.
- Prior to my service on CoNTTF, I served on CORSAF for six years, during which time we deliberated on many important items, including expansions to Family Medical Leave, extensions of religious waivers for a diverse student body, policy considerations of Special Academic Units (SAUs), expanded inclusion of non tenure-track faculty in shared governance, critical examination of proposed changes to intellectual property and patent protections, and revisions to the grievance procedures.
- I am founder and Co-Chair of the Center for the Study of Academic Labor (at CSU) which is building a scholarship home for those interested in doing research on the labor challenges facing higher education.
- In my home department, English, I serve as Director of Composition and on many committees that reflect the value I place on students and instruction.

**Activities:** As a campus leader in the efforts to uncover and improve the context of Non Tenure-Track Faculty, I served on the original Provost’s Task Force on NTTF, testified in 2012 at the Colorado State Capitol on HB 1144, which legislatively removed obstacles from offering multiyear contracts to teaching faculty, and today continue these efforts in other ways. Nationally, I serve on the Labor Caucus of Conference on College Composition and Communication (4C’s), and recently was Chair of the Modern Language Association (MLA) Discussion Group for Part-Time and Adjunct Faculty. I was nominated for the Executive Committee of the National Council of Teachers of English (NCTE) and have co-authored position statements on improving the status and working conditions of non tenure-track faculty for both the NCTE and the 4C’s. I am an original member of the 40-person Delphi group that launched the esteemed Delphi Project on the Changing Faculty, headed by Adrianna Kezar at the University of Southern California.

In my research, I have written extensively on the status and working conditions of non tenure-track faculty, conducting both field research and theoretical study of what is sometimes called “the casualization of the academic workforce.” I have given presentations at the MLA annual conference and other disciplinary conferences on the implications of contingency for grievance and due process. I have also authored a comprehensive description of the executive, outside expert, governance, and grassroots models that have been used to address contingency across the country. My research interests also include the reintegration of the student-veteran into civilian society through higher education as well as interdisciplinary collaborations on writing-across-the-curriculum as a high impact practice. The thread that ties these efforts together is my interest in faculty development, the faculty career, and teaching as a core mission of the public, land grant university.

**Plans: If elected to Vice Chair, I will**

- 1) Bring to bear my broad understanding of the social, political and economic pressures on public universities. We must be attentive to trends that can derail not only us but our students. For instance, when spurious reports impugn the reputation, character, and potential of the faculty, university, or students, we must have strategies for confronting these forces. I would use my disciplinary background in writing and rhetoric to consider the ways in which we might best communicate institutional values and priorities to a broad and often skeptical public.
- 2) Work to strengthen shared governance. While some have argued that shared governance is dead, I reject that notion. That said, shared governance is certainly not a given; it will not inevitably survive and move forward. Rather, it has survived thus far because faculty have worked strenuously to defend it, and today, more than ever, we cannot afford complacency. To this end, I would like to explore ideas for getting more faculty interested and involved in shared governance by creating additional room for discussion, perhaps in meetings that precede or follow Faculty Council meetings or perhaps during Faculty Council meetings by moving discussion up in the agenda. I believe we need to converse across disciplinary and ideological difference, rather than move too quickly toward consensus. The role of an engaged faculty is to demonstrate to those at the highest levels that when faculty are brought into full conversation on issues that pertain to them, not only do the best ideas emerge but those policies and practices are more fully supported and defended.
- 3) Argue for the necessity of a governance model that includes all faculty. It is beneath us to blithely accept the work of 35% of the faculty who are off the tenure-track and do over 40% of the teaching while not including them in shared governance. All faculty have become part of an elaborate articulation of labor, each dependent on the other, and all must be represented, or we risk losing sight of portions of our debundled faculty roles. The larger principle of One Faculty must be the ultimate objective as we reject the splintering of the faculty into groups that can be easily managed. This approach is not a rejection of tenure! Tenure remains the essential guardian of academic freedom. We must state clearly that contingency is the problem, not the people who are contingent, and as the perceived administrative advantages of contingency are reduced-- especially, a lack of access to due process and lesser compensation--arguments for the economies and conveniences of contingency diminish. We can pave the way for restored investment in tenure by refusing to demoralize those without it.

# Dan Turk

Associate Professor

Computer Information Systems, College of Business

Dan.Turk@Colostate.edu, (970) 491-0467

*Candidate for Faculty Council Vice-Chair, 2017-2018*

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## Faculty Governance Vision and Plans if Elected

When it comes to governance, one of my strongest beliefs is that people should be empowered by their leaders to govern themselves in effective and healthy ways. Shared governance and open representation are key parts of such a system. CSU has a history of such governance, and, if elected, I would work to continue this tradition and to further enhance its workings. Our faculty is a diverse collection of individuals. Tapping into diversity always leads to better decision-making, better representation, and better working relationships – it is “win-win” for everyone. If elected, I would:

1. Work to encourage, strengthen, and enhance the processes that allow faculty to make decisions that affect them.
2. Work to interact in positive and productive ways with administration and enhance the relationships between faculty and administration.
3. Work to support the Faculty Council Chair.
4. Work to mentor, build up, and plan for future Faculty Council leadership.
5. Work to make CSU as good of a learning environment as possible for students.
6. Work to make CSU as good of a working environment as possible for all employees.
7. Work to design better evaluation and reward mechanisms for all employees, across all aspects of our jobs (Teaching, Research, Service, Administration).
8. In general, work to make CSU a better place for all employees, students, and guests who visit this campus.

## Faculty Governance Experience

- Faculty Council (FC), member: ex officio (because of being CoRSAC chair) 2016-2017, ex officio (because of being CoTL chair) 2011-2012, ex officio (because of being BoG representative) 2009-2011, CIS Department Representative 2005-2009 (except for sabbatical, 2006-2007).
- Faculty Council Committee on Responsibility and Standing of Academic Faculty (CoRSAC), member 2015-present, chair 2016-present.
- Faculty Council Committee on Strategic and Financial Planning (CoSFP), member 2012-2014.
- Faculty Council Committee on Teaching and Learning (CoTL), member 2011-2015, chair 2011-2012.
- Faculty Council Representative to the CSU Board of Governors (BoG), 2009-2011.
- Faculty Council Executive Committee (FC Exec), member 2009-2011 (ex officio, because of being BoG representative).
- Faculty Council Committee on Scholastic Standards (CoSS), member 2005-2009 (except for sabbatical, 2006-2007), chair 2007-2009.
- Dean's Faculty Advisory Council, College of Business, 2008-2009.
- Miscellaneous other University, College of Business, and CIS Department committees.

## Education & Professional Background

- Ph.D., Business Administration (Computer Information Systems), Georgia State University, 1999.  
M.S., Computer Science, Andrews University, 1988. B.A., Psychology, Southern Adventist University, 1984.
- CSU faculty member since 1998, tenured and promoted to Associate Professor in 2005.
- Research focuses on software development processes, measuring the value of using various techniques and approaches to software development, and on how IT can be used to help raise the standard of living for people of low socioeconomic status.

Thank you for considering me for your Representative to the Board of Governors.

Dan Turk



**Margarita Maria Lenk, Ph.D., CMA**  
 Associate Professor  
 Depts. of Accounting, College of Business, Rockwell Hall 208  
 970-491-4983, margarita.lenk@colostate.edu

***Candidate for Faculty Council Representative to the CSU Board of Governors, 2017-2018***

Dr. Margarita Maria Lenk has served CSU for 26 years in a variety of roles on over 36 university-level, 12 college-level, and 11 departmental committees and task forces. This diversity of experience gives her a broad perspective and point of view regarding our CSU Fort Collins campus needs and resources.

Dr. Lenk is an expert in the internal control of organizational processes and accounting information systems, business process efficiency, strategic uses of technology, organizational sustainability practices, and the building of university-community partnerships. Her research areas include governance structures and best practices. She is a Certified Management Accountant. These areas of expertise will guarantee that our Faculty Council representative will be able to understand and articulate budget-related and organizational performance issues. She has published many peer-reviewed articles in 12 different journals, evidencing her beliefs in the power of interdisciplinary scholarship, including *Issues in Accounting Education*, *the International Journal of Media Management*, *The Appraiser Journal*, *Business Communication Quarterly*, *Michigan Journal of Community Service Learning*, *Journal of Property Valuation and Investment*, *the Journal of Real Estate Research*, and *The Attorney-CPA*.

Dr. Lenk has served as the college of business faculty representative on the Executive Committee of the Faculty Council, as chair of the Faculty Council Committee on Teaching and Learning, as well as 12 years on the CSU IRB. Dr. Lenk has been recognized with two College of Business Excellent in Service awards, the Jack E. Cermak Outstanding Advisor Award, and has been nominated for the Oliver P. Pennock Outstanding Service Award. She serves as a faculty mentor for the Graduate Center for Diversity and Access, and is a member of the national White House Initiative for Excellence in Hispanic Education, serving as co-chair to the KPMG PhD Project Committee on Hispanic Excellence. This committee will host a Hispanic Excellence in Business summit in Spring 2018 on our CSU campus.

Dr. Lenk's teaching passion and expertise involve advancing cognitive complexity through critical thinking and problem solving of business processes using pedagogies that build CSU connections and partnerships with local companies, non-profits and government agencies. For examples, her students have documented the business and accounting processes and evaluated the internal controls for 56 departments and offices at CSU and for over 80 local non-profit and government agencies. Managing these projects has further helped her to understand many of the activities across our CSU campus. Highlights among her 12 national, university and college teaching awards include the 2009 CSU Board of Governors Excellence in Undergraduate Teaching award, the 2008 Distinguished Faculty Award from the CSU Alumni Association, the 2006 Outstanding Educator of the American Accounting Associations Emerging Technologies Section, the 2006 Excellence in Service-Learning and 1997 Outstanding Accounting Educator in the State of Colorado. She is also a Global Teaching Scholar for the Semester at Sea partnership.

Dr. Margarita Maria Lenk's record documents that she is an effective, articulate, humble servant-leader. She thanks you in advance for your consideration when voting for the Faculty Council Representative to the CSU Board of Governors.

## MEMO

TO: Mary Stromberger, Chair, Faculty Council

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

DATE: February 2, 2017

RE: Revisions to the *Graduate and Professional Bulletin* – Graduate Certificate Program

THE COMMITTEE ON SCHOLARSHIP, RESEARCH AND GRADUATE EDUCATION MOVE THAT FACULTY COUNCIL ADOPT THE REVISIONS TO SECTION: “GRADUATE CERTIFICATE PROGRAM” OF THE *GRADUATE AND PROFESSIONAL BULLETIN* TO BE EFFECTIVE UPON FACULTY COUNCIL ADOPTION EFFECTIVE IMMEDIATELY AS FOLLOWS:

ADDITIONS - UNDERLINED - DELETIONS ~~OVERSCORE~~

**Graduate Certificate Program**

Graduate Certificates are optional and are offered by certain departments, Special Academic Units (SAUs), or colleges. A Graduate Certificate consists of a minimum of 9 specified credits, and not more than 15 credits. All of the credits must be coursework at the graduate level (500- to 700-level). A student must earn a cumulative GPA of 3.000 or better and a minimum of a “C” in the courses required in the Graduate Certificate. All coursework must be traditionally graded.

A Graduate Certificate may include courses from one or more academic units or special academic units. For certificates involving courses from two or more units, the coordinating department is indicated in the List of Graduate Certificates.

Guest and degree-seeking students with bachelor’s degrees are eligible to apply to participate in the Graduate Certificate Program. Students must apply for admission into the program and for the conferral of the certificate. Students must be enrolled at CSU in order to receive and complete the certificate requirements. Graduate certificates by title are noted on the student’s academic record (transcript) at the time of degree conferral. The certificate title is not on the diploma. See the [Graduate School website](#) for details.

The Graduate Certificate does not confer a professional title or designation and the Certificate recipient should not use a professional title or designation for completing the Certificate.

**Rationale:**

Concerns were expressed that students may not be aware of professional standards and might use the initials of the certificates as a professional designation, after respective name. This added statement clarifies the policy and provides guidance on how to identify to employers.

## MEMO

TO: Mary Stromberger, Chair, Faculty Council

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

DATE: February 2, 2017

RE: Revisions to the *Graduate and Professional Bulletin* – Graduate Assistantships – Terms and Conditions of Appointment

THE COMMITTEE ON SCHOLARSHIP, RESEARCH AND GRADUATE EDUCATION MOVE THAT FACULTY COUNCIL ADOPT THE REVISIONS TO SECTION: “GRADUATE ASSISTANTSHIPS—TERMS AND CONDITIONS OF APPOINTMENT” OF THE *GRADUATE AND PROFESSIONAL BULLETIN* TO BE EFFECTIVE UPON FACULTY COUNCIL ADOPTION EFFECTIVE IMMEDIATELY AS FOLLOWS:

ADDITIONS - UNDERLINED - DELETIONS ~~Overscore~~

### **Graduate Assistantships**

Teaching and Support assistantships ~~are~~ funded by the state of Colorado as part of the resident instruction budget. ~~Teaching assistantships~~ include payment of base resident-instruction tuition on behalf of the student as an added benefit. CSU Online tuition is not covered in this benefit nor is differential tuition

### **Graduate Assistantship – Terms and Conditions of Appointment**

Signature of the Graduate Assistant Appointment and Certification Form by the Student and Final Approval by the Board of Governors of the Colorado State University System or its delegated representative shall constitute a legally binding employment agreement (the “Agreement”) between the University and Student. Such Agreement shall be subject to the following terms and conditions:

1. Appointment as a Graduate Assistant is expressly conditioned upon:
  1. Student securing admission to a graduate degree program and the Graduate School, and registering for and completing at least one (1) resident-instruction on-campus credit during each fall and spring semester, and such credits as the appointing department may require each summer term during which the appointment is in effect. CSU Online credits do not fulfill this requirement.

**Rationale:**

There have been a few instances where some graduate assistants misinterpret the current policy regarding tuition benefits and the registration requirement. The changes requested are necessary to clarify the Terms and Conditions of Appointment.

January 27, 2017

**To:** Mary Stromberger, Chair, Faculty Council  
**From:** Dan Turk, Chair, Committee on Responsibility and Standing of Academic Faculty  
**Subject:** Faculty Manual E.9 Faculty Productivity

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

MOVED, THAT SECTION E.9 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL, BE AMENDED AS FOLLOWS:

Deletions ~~Overscored~~ Additions Underlined

**E. 9 Faculty Productivity** (last revised February 14, 2014)

Decisions concerning tenure, promotion, and merit salary increases are linked to the faculty member's productivity in the three categories of teaching and advising, research and other creative activity, and University and professional service. Merit salary increases may also take into consideration negative behaviors that fall outside of these three categories. However, for tenured faculty, this may occur only if these behaviors resulted in disciplinary action through the process in Section E.15. Each academic unit must establish expected levels of productivity for the unit in each of these areas. Productivity is assessed by relating the effort expended to the outcome, in terms of effectiveness, impact, and documentation of the activity. Effort distribution is the allocation of effort into particular areas of responsibilities.

Workload describes the professional responsibilities of the faculty. The responsibilities of faculty members for each of these activities will vary, depending upon the mission and needs of the academic unit and the expertise and interests of the faculty. The University recognizes that a faculty member's activities may change over a career and is committed to the use of differentiated responsibilities for individual faculty. Hence, in the evaluation process, reasonable flexibility should be exercised, balancing, as the case requires, heavier responsibilities in one (1) area against lighter responsibilities in another.

Decisions regarding tenure, promotion, and merit salary increases must be consistent with, and based upon, the effort distribution established for each faculty member. The department code shall define the general expectations of effort distribution regarding teaching and advising, research and other creative activity, and service responsibilities in terms of the academic mission of the department. Where appropriate and consistent with the academic mission of the department, the department code should define outreach/engagement expectations and how those expectations are addressed in the faculty member's teaching, research, and/or service effort distribution. During the probationary period and following tenure in the years leading to full professor, there may be a need for changes in the workload and effort distribution originally established at the time of hiring or at the time of tenure and promotion to associate professor. These changes shall be negotiated between the faculty member and the department head (E.9.1, E.9.2). In this event, since promotion and tenure decisions are linked to the faculty member's productivity in line with effort distribution and workload, the promotion and tenure

committee or a subcommittee thereof shall provide input in writing to the department head regarding the extent to which these changes may affect progress toward tenure. Following any negotiated changes, these changes and the committee's response, shall be clearly articulated in writing by the department head to the faculty member.

#### **Rationale**

Annual performance reviews are limited to the evaluation of faculty performance in the three categories of teaching and advising, research and other creative activity, and service and/or outreach. These reviews may document negative behavior, but the result of the review is based only on performance in the three categories mentioned above. On the other hand, Section E.9 states that merit salary increases are only "linked" to faculty productivity, so negative behavior can be a consideration in merit salary increases. On the other hand, Section E.15 states that tenured faculty can be disciplined only through the process in Section E.15. Thus, negative behavior should not be allowed to affect merit salary increases unless disciplinary action has been found to be appropriate via the process in Section E.15.

February 20, 2017

**To:** Mary Stromberger, Chair, Faculty Council  
**From:** Dan Turk, Chair, Committee on Responsibility and Standing of Academic Faculty  
**Subject:** Faculty Manual F.3.2.1 Sick Leave Accrual

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

MOVED, THAT SECTION F.3.2.1 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL, BE AMENDED AS FOLLOWS:

Deletions ~~Overscored~~ Additions Underlined

**F.3.2.1 Sick Leave Accrual (*last revised August 8, 2014*)**

[moved from last sentence of first paragraph, from seventh paragraph, and from fifth paragraph] One (1) day of sick leave is considered to be eight (8) hours of sick leave. The accrual of sick leave is rounded to the nearest 1/100 of an hour. No sick leave is earned by employees working less than half-time (0.5) or employed on an hourly basis. Graduate assistants do not earn sick leave.

[moved from last paragraph] If an employee with accrued sick leave changes to an employment status that is less than half-time (0.5), without a break in service, the employee shall retain his or her accrued sick leave and the ability to use this sick leave for a period of one (1) year, provided he or she remains employed by the University. If the employee changes to a status that is again eligible to earn sick leave within the one (1) year period and without having his or her employment with the University terminated, then the accrued sick leave shall continue to be available for use by the employee. No sick leave is earned during the period in which the appointment is less than half-time.

**Faculty and Administrative Professionals**

Full-time faculty members and administrative professionals on twelve (12) month appointments earn one and one-quarter (1.25) days of sick leave per month, cumulative with no maximum. ~~One (1) day of sick leave is considered to be eight (8) hours of sick leave.~~

[moved from sixth paragraph] Employees who begin work after the first of a month or who terminate before the end of a month earn sick leave on a prorated basis as described in Section 2 of the Human Resources Manual.

Full-time faculty members and administrative professionals on nine (9) month appointments earn one and one-quarter (1.25) days of sick leave per month, cumulative with no maximum.

Full-time nine (9) month faculty members and administrative professionals who accept summer session appointments accumulate sick leave at the rate of one and one-quarter days (1.25) per month while on such appointment.

Faculty members and administrative professionals appointed less than full-time, but at least half-time (0.5) earn sick leave prorated by the part time fraction of their appointment.

[moved from ninth paragraph] At the time of initial employment, the employee shall receive an amount of sick leave equal to that which they are expected to earn during ~~a their first year of employment (as described above). This initial year of sick leave is an “advance” and is granted in lieu of monthly sick leave accruals during the first year of benefits eligible employment must be earned before any additional sick leave shall accrue. It is possible that it will take the employee more or less than one (1) year to earn the amount of sick leave advanced and begin accruing additional sick leave (e.g., the employment status could change, or the employee could take leave without pay).~~

[moved from eighth paragraph] Sick leave does not accrue during leave without pay nor during sabbatical leave. Sick leave accrued during periods of paid leave (annual, sick, injury, etc.) is not credited to the employee until he or she returns to work.

#### *Post-doctoral Fellows, Veterinary Interns, and Clinical Psychology Interns*

Post-doctoral fellows, veterinary interns, and clinical psychology interns on full-time nine (9) month or twelve (12) month appointments earn one and one-quarter (1.25) days of sick leave per month. ~~Sick leave accrues and expires each fiscal year. One (1) day of sick leave is considered to be eight (8) hours of sick leave.~~

Post-doctoral fellows, veterinary interns, and clinical psychology interns with appointments of less than full-time, but at least half-time (0.5), earn sick leave each fiscal year prorated by the part time fraction of their appointment. Sick leave accrues and expires each fiscal year.

~~At the time of initial appointment, and at the beginning of each subsequent fiscal year, post-doctoral fellows, veterinary interns, and clinical psychology interns shall receive an amount of sick leave equal to that which they are expected to earn during a fiscal their first year of employment (as described above). Unused The sick leave “advance” is earned on a fiscal year basis and does not carry forward into the next fiscal year.~~

Rationale: The description of Sick Leave Accrual has been rearranged and edited slightly in order to provide better procedural clarity.

## MEMORANDUM

DATE: February 20, 2017

TO: Mary Stromberger  
Chair of Faculty Council

FROM: Dan Turk, Chair  
Committee on Responsibility and Standing of Academic Faculty

SUBJECT: Proposed revision to Section I.19 of the *ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL*

The Committee on Faculty Governance submits the following amendment:

MOVED, THAT SECTIONS I.19 OF THE MANUAL BE AMENDED AS FOLLOWS:

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

I.19 Policies Regarding Controlled Substances, Illicit Drugs, and Alcohol (last revised May 2, 2007)

No member of the academic community (faculty members, administrative professionals, staff, and students) may unlawfully possess, use, manufacture, dispense, or distribute controlled substances, illicit drugs, or alcohol on University property or as a part of any University activity. University policy also prohibits the performance of one's duties while impaired by the use of alcohol or drugs.

The University, through its established committees and procedures, will impose sanctions on students and employees found to be in violation of this policy, possibly including, but not limited to, one (1) or more of the following: ~~required rehabilitative treatment~~, reprimand, probation, expulsion, eliminating or lowering salary increases for a period of time, temporary suspension with or without pay, termination, and referral to civil authorities for prosecution consistent with local, State, and Federal law and University policy. University employees who are convicted under a criminal drug statute for an act in violation of this policy must report the conviction to ~~their appropriate supervisor~~ the Executive Director of the Department of Human Resources, in writing, within five (5) days. The University will annually inform faculty members, administrative professionals, staff, and students of applicable health risks, counseling, treatment, rehabilitation or reentry programs, and applicable local, State, and Federal law on unlawful possession or distribution of ~~illicit~~ drugs and alcohol.

Under certain conditions, alcoholic beverages may be served at campus functions. However, before alcoholic beverages may be served at a function held on campus, the intent to serve alcoholic beverages must be registered with the appropriate office. If alcoholic beverages are to be served at a function held in the Lory Student Center, the registration is with that office, and their policies and procedures must be followed. If alcoholic beverages are to be served at a function held elsewhere on campus, the registration is with Facilities Management, and their policies and procedures must be followed. Policies related to alcohol at athletic events held at ~~Hughes Stadium~~ athletics venues, including tailgating areas, are available from the Department of Athletics. University employees and students intending to serve alcoholic beverages as part of a campus function need to be aware of and follow the appropriate policies and procedures.

**Rationale:**

These changes reflect changes to campus (Hughes stadium, vs new stadium, Director of HR, etc.) as well as the need to bring this part of the manual into line with legal requirements and allowances and make it consistent with University policy.

The Executive Director of HR makes the decision regarding who else (supervisor, etc.) needs to be informed of criminal drug statute convictions.

The University's policy states that an employee may not serve in their role at work while impaired by any substance, illegal or legal (prescription medications, for instance).

Existing CIOSU  
 New CIOSU

## Application/Registration

### Colorado State University Centers, Institutes and Other Special Units

Name of individual completing this application: Stephan Weiler

Telephone Number: 970-491-5538      Date: January 9, 2017

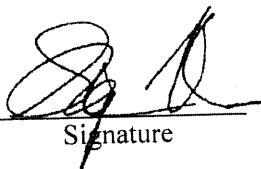
Requested Start Date for this Center/Institute/Laboratory: January 1, 2017

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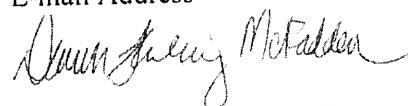
1. Name of proposed Center or Institute or Other Special Unit (CIOSU):

*Regional Economic Development Institute at CSU, or REDI@CSU*

2. Name, Title, telephone number, and signature of administrative director(s) of proposed CIOSU (See Academic Faculty/Administrative Professional Manual, Section B.2.6.5, last paragraph).

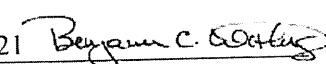
Stephan Weiler	Director	970-491-5538	
Name	Title	Tel #	Signature

Economics Department – 1771	1-2925	stephan.weiler@colostate.edu
Address	Fax #	E-mail Address

Dawn Thilmany	Associate Director	970-491-7220	
Name	Title	Tel #	Signature

Dept of Ag and Resource Economics - 1172	1-2067	Dawn.Thilmany@colostate.edu
Address	Fax #	E-mail Address

Overseeing Administrator: (responsible for making initial recommendation to continue, consolidate, or terminate a CIOSU during the biennial reporting process)

Ben Withers	Dean	970-491-5421	
Name	Title	Tel #	Signature

College of Liberal Arts	C138 Clark	1-0528	Ben.Withers@colostate.edu
College/Address		Fax #	E-mail Address

How administrative director was selected:

*Dr. Weiler initiated the concept of the institute, developed the founding partnership with the sister institute at the Birmingham Business School (UK), and built the core research team from successful past collaborations.*

3. Mission of proposed unit and how this mission relates to the mission and strategic goals of Colorado State University. (Concise summary of 100 words or less)

*REDI@CSU focuses on research-driven analyses, developing, applying, and refining the most frontier methods and perspectives on economic development in service to Colorado's regions and beyond. In that sense, the goal is to not only make the Institute the natural partner for public, private, and non-profit organizations seeking to promote sustainable regional economic development, but also be recognized as a leading global source of cutting-edge regional economics scholarship.*

4. Statement of goals and/or objectives of the proposed unit.

*The Institute will be an engaged research enterprise that aims to understand, analyze, and inform economic development strategies particularly in struggling regions in both rural and urban areas, especially in Colorado. The dual focus on rural and urban areas leverages the neglected symmetries and synergies between traditionally disparate geographies highlighted by more than two decades of the director's research. These overlaps may be the key to unlocking untapped potential for economically-marginalized populations in both the city and countryside, such as past work identifying food deserts in inner-city Denver to uncovering new links between San Luis Valley agriculture and the urban brewing industries.*

*The new team would address evolving efforts, such as Denver's National Western neighborhood reunification and redevelopment project as well as President Frank's APLU Innovation and Economic Prosperity agenda, alongside initiating innovative new research trajectories. The results would be brief Economic Bulletins released on a regular basis, which would themselves be either the genesis or product of scholarly research projects. The joint work would help raise CSU's profile in the state and the economics discipline, while simultaneously fulfilling the land-grant mission of research, engagement, and instruction. The Institute will also take a broader view of regional development, leveraging its home in a College of Liberal Arts to incorporate the role of culture and the arts in a region's cohesion and livability, themselves important influences on and benchmarks for economic development.*

*REDI@CSU already has an external international partner. The University of Birmingham's Business School recently made an investment in its own research-oriented City-REDI (City-Region Economic Development Institute). The two institutes are currently developing early-stage collaborations, within which we have explicitly agreed on the parallel monikers for our institutes. This partnership should lead to a range of cross-authored publications and co-development of generalizable frontier methods and models that can help us understand and*

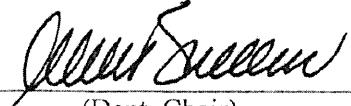
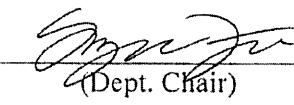
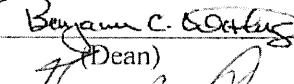
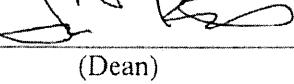
*address economic challenges on both sides of the Atlantic. The relationship may also open possibilities for both student and faculty exchanges over the longer-term.*

## **Research and Engagement Nodes**

- Entrepreneurship
  - Regional Job Growth: Urban and Rural
  - Women Entrepreneurs
  - Finance/Capital Access
  - Social Networks
  - Nonemployer vs Employer Establishments: Census RDC
- Food Systems and Agriculture
  - Value Chains and Sector Linkages
    - Evolving Malt Brewing and Distilling (MBD) Institute
  - Shared Metrics and Assessment for Multifunctional Ag
  - Beverage Institute-Supply Chain and Entrepreneurs
  - Advisor to CSU/Pueblo Provost on Cannabis Impact Research
- Innovation
  - Colorado: State and Regions
    - US/UK and West Midlands comparative research
  - Ag Innovation Study Extension
    - Ag Hot Spots and Colorado Impacts
  - Innovation and Economic Prosperity APLU
- Urban development
  - Denver National Western Center/Mayor's Office
    - Technical Advisory Cmte summer draft report
    - Advisors to Denver Mayor's Office and CSU/Denver
    - Further develop linkage with Ag Innovation Study updates
    - Job Creation vs Gentrification
  - Denver Food Plan
  - US/UK analyses
    - Spatial Econometrics: Panel data analysis
      - US States/Regions, UK
- Rural development
  - Broadband (EC492 – Fall 16)
  - Resiliency (EC492 – Future)
  - Rural Wealth Creation
- Livable Communities
  - Environment and Public Health
    - Big Data/Spatial Statistical Analysis
    - NIOSH/Ag Health and Safety
  - Arts and Culture
    - Role in Regional Attractiveness, Cohesion, and Quality-of-life
      - Creative Class Impacts, including Creativity/Innovation Linkages
    - Art, Education, and Entrepreneurship

- Marginalized and Disenfranchised Groups and Regions
    - Inner-city Denver/National Western Center + Rural
    - Community Engagement and Cohesion
  - Fresh Opportunities thru New Media and Technology
5. The purpose/mission of this CIOSU does not overlap/duplicate that of other existing CIOSUs.
- True  False
- (If it does, please attach a separate page describing/explaining the duplication and how the proposed CIOSU will be coordinated with other CIOSUs with similar or complementary functions.)
- Although the Office of Community and Economic Development and REDI have parallel interests in promoting community and regional economic development, especially in Colorado, our underlying methods are complements rather than overlapping. REDI is research-oriented and research-driven, while CED is more network-oriented and network-driven. The pairing has the potential to be powerful, but is in no way duplicative. Both the Vice President for Engagement and the Associate Vice President for Engagement concur with this view.*
6. Name(s) of Colorado State University unit(s) [Department(s)/College(s)] with which this CIOSU will be affiliated.
- Department of Economics, College of Liberal Arts  
 Department of Art and Art History, College of Liberal Arts  
 Department of Agricultural and Resource Economics, College of Agricultural Sciences*
7. On a separate single sheet, using both front and back if needed, please provide a description of (a) the organizational and administrative structure and responsibilities, (b) the personnel involved, (c) how the CIOSU will be internally governed, and (d) a summary budget showing funding sources and amounts, and expenses such as space, personnel salaries, equipment and other resources required. The budget should include sufficient detail to indicate program viability for a period of at least five years. If funding sources have not been secured, the applicant should indicate potential sources, amounts and an approximate time-frame for securing such funds.
8. CSU Business and Financial Services is available to provide CIOSUs guidance in implementing proper controls over the sales of goods and services. Does the proposed CIOSU plan to charge a fee for the sale of goods and/or services:  Yes  No

Signatures (See Section B.2.6.3 of the Manual)

	ECONOMICS (Department)	1/9/17 (Date)
	Art & Art History (Department)	1/9/17 (Date)
	College of Liberal Arts (College)	1/10/17 (Date)
	Ag & Res Econ (Department)	1/10/17 (Date)
	College of Ag Sciences (College)	1/18/17 (Date)

Date Received: Click here to enter text. Month/Year for start of CIOSU: Click here to enter text.

Anticipated month/year for formal evaluation: Click here to enter text.

Signatures:

(Chair, Faculty Council)	(Date of FC/Committee Action)
	1/18/17
(Provost or Vice President for Research)	(Date of Approval)

Responsible Administrator:  Provost  VP for Research  Other: \_\_\_\_\_

\*\*\*\*\*

Applicant: Forward this application to the Office of Faculty Council, which will forward a copy to the Provost. The Provost shall act as or assign the Responsible Administrator for the proposed CIOSU based on its primary mission (See Section B.2.6.3 of the Manual).

**If approved, the CIOSU will be subject to periodic evaluations.  
(See Section B.2.6.6 of the Manual).**

(Revised 1/14)

***Regional Economic Development Institute  
Administrative Outline***

***(1) and (3):The organizational and administrative structure and responsibilities + How the CIOSU will be internally governed.***

There will be a Director, who will collaborate with the Associate Director to set REDI priorities and make decisions regarding new Research Associates. The core of REDI is its Research Associates; the Director and Associate Director are also Research Associates. Research Associates are internal to CSU, but External Research Associates as well as External Partners will also be invited to participate. Research Associates are selected based on their innovative visions for broadly-defined regional economic development research as represented by particular frontier projects, both funded and unfunded. Scholarship in the form of peer-reviewed publications is an expected outgrowth of such projects, but REDI will produce a range of related project outputs, ranging from regular broad-audience Economic Bulletins to formal and informal advisory roles.

REDI is tremendously honored to have Steven Deller, Geoff Hewings, and Dan Rickman agree to serve as an External Advisory Board. These three outstanding scholars have built top-tier urban/rural/regional research centers and programs at their three respective major land-grant universities, creating aspirational peers for the nascent REDI@CSU. REDI is similarly pleased at the agreement of Elizabeth Garner (Demographer for the State of Colorado), Alexandra Hall (Chief Economist for the Colorado Department of Labor and Employment), and Jeff Romine (Chief Economist for the Denver Mayor's Office) to form the foundation of a Colorado Advisory Council.

REDI's guiding concept is to allow Research Associates with broad interests in regional economic development to prioritize, protect, and highlight those projects for which they have particular passion. REDI only serves to help facilitate and promote Research Associates' own research agendas and related projects. In that sense, REDI simply represents a framework that houses and highlights high-value engaged research of regional economic development issues at CSU.

***(2) The personnel involved***

<b>Director</b>	Dr. Stephan Weiler	Economics
<b>Associate Director</b>	Dr. Dawn Thilmany	Ag/Resource Economics
<b>Research Associates</b>		
	Dr. Alexandra Bernasek	Economics
	Dr. Patrick Fahey	Art
	Dr. Greg Graff	Ag/Resource Economics
	Dr. Becca Jablonski	Ag/Resource Economics
	Dr. Anita Pena	Economics
	Dr. Dawn Thilmany	Ag/Resource Economics
	Dr. Stephan Weiler	Economics
	Dr. Sammy Zahran	Economics

**External Advisory Board**

Dr. Steven Deller  
 Dr. Geoff Hewings  
 Dr. Dan Rickman

UWisconsin/Madison  
 University of Illinois/Urbana-Champaign  
 Oklahoma State University

**Colorado Advisory Council**

Elizabeth Garner  
 Alexandra Hall  
 Jeff Romine

State Demographer  
 Chief Economist – Labor and Employment  
 Chief Economist – Denver Mayor's Office

**External Research Associates**

Dr. Tessa Conroy  
 Dr. Sarah Low

UWisconsin/Madison  
 USDA/Economic Research Service

**External Partners**

City-Region Economic Development Institute (City-REDI)  
 Birmingham Business School (UK)  
 Regional Economies and Policies Association (South Korea)

**PhD Graduate  
Research Assistant**

Nicholas Kacher      Economics

**Undergraduate RA**

Jake Moore      Economics

***(4) A summary budget showing funding sources and amounts, and expenses such as space, personnel salaries, equipment and other resources required.***

REDI itself has no specific space needs, and only requires the funding of one half-time PhD Graduate Research Assistant (GRA). REDI's core is the activities of its Research Associates as part of their own academic appointments. The Institute's visibility will be coordinated through a dedicated website, serving to highlight its featured Economic Bulletin series as well as its Research Associates' project products. The website will be managed by REDI's RAs in collaboration with the Department of Economics and the Department of Agricultural and Resource Economics. Funding and current grant proposals are summarized below.

College of Liberal Arts' William E. Morgan Chair (2016-19, funds thru 2021)

- Expected endowment income of ~\$165,000
- Summer support of Director and PhD GRA, plus miscellaneous REDI expenses

CSU Economics Department

- Academic year support of PhD GRA (2016-2021)

College of Liberal Arts

- Coverage of 5 course buyouts for Director (2016-2021)

Stephan Weiler

- Contribution of 3 banked courses

### **Current Grant Proposals**

- Fulbright Distinguished Chair – Invitation from Birmingham Business School (Aug 1)
  - Recommended for US State Dept and UK consideration after US Peer Review (Nov 30)
- SBA: Women-Owned Businesses SBAHQ-16-Q-0063 (Aug 1)
- Leverhulme Trust Visiting Professorship (October)

### Food and Ag

- Local Food Economic Assessment Toolkit, USDA AMS, through 2017
- Public Attitudes Survey for Colorado Department of Ag-through 2017
- Market Channel Assessments through USDA FSMIP-through 2017
- COFSAC and Colorado Blueprint support-CDA, pending through 2017
- Colorado Ag Experiment Station-proposal to explore Food and Ag role in COFSAC and REDI through 2017
- Pending USDA grant with Food Science to explore Experiential learning in Food Systems, through 2018

## Action Plan

CoNTTF's action plan provides goals to transform NTTF appointments at CSU. We are currently drafting proposals to revise the Faculty Manual to reflect these goals and anticipate bringing these changes to Faculty Council this spring. Our action plan also includes aspects of our vision that cannot be changed simply through revisions to the Faculty Manual. Some of these changes will require shifts in the faculty culture at CSU—like getting 80% of NTTF onto our recommended career path; some of these changes will require work on the part of administrators—like fairly compensating NTTF for all the work they do at the university. These goals, which cannot be written into the Faculty Manual, have been highlighted below. President Frank has charged our committee with recommending salary goals for NTTF at CSU, and so we have included those recommendations in our action plan. We hope that by including these aspirational goals in our vision, our community will start figuring out how to make them a reality.

### Three Appointment Types for Faculty off of the Tenure Track

**1. Professor of Practice Appointment**—It is expected that 80% of faculty off of the tenure track will participate in a vested career path with expectations for professional development, on-going funding to departments for these faculty positions, and resources and investments from all levels of the University.

- This appointment title may be modified depending on primary workload effort, e.g. Professor of Teaching Practice, Professor of Research Practice, Professor of Clinical Practice, Professor of Library Practice.
- This appointment is full time with 50-95% FTE workload distribution in one area (teaching, research, library, or clinical service).
- Workload distributions for this appointment will include at least 5% service.
- Expectations and responsibilities for this appointment will be stipulated in an official offer letter at the commencement of the appointment and each contract.
- This appointment will be filled through a search using OEO-sanctioned hiring processes. (Does not apply to current faculty whose appointments will be converted).
- This appointment shall participate in the annual salary exercise and University benefits and privileges as defined in the *Faculty Manual*, the same as tenure-track faculty.
- This appointment will be reviewed annually by the department chair, consistent with E.14.1 and C.2.5 in the *Faculty Manual*. Annual evaluations must indicate progress toward goals set; statements of progress-toward-promotion will serve as documentation justifying renewal.
- This appointment shall have rank and be eligible for rank promotion. Academic rank shall be independent of appointment type, and ranks for this appointment shall be limited to assistant, associate, and full. The process for rank promotions for faculty off of the tenure track shall require separate procedures from the tenure-track faculty rank promotions. The process will be explained and relevant documents provided on the Provost's website.
- This appointment will be evaluated for promotion and/or contract renewal by a Professor of Practice Evaluation Committee in each department, which may include the chair of the T&P committee or another representative of tenured faculty and a representative body of peer faculty. The majority of the committee should be faculty off of the tenure track and may come from multiple departments and/or colleges around the university if there are not enough departmental faculty off of the tenure track to form a majority on the committee. This committee will make recommendations on each candidate's progress for promotion and/or

contract renewal at the end of the 2 year probationary period and every 3 years thereafter, as required to renew 3-year contracts. Recommendations by the committee for promotion and/or contract renewal will be forwarded successively to the department chair, the dean of the college, the Provost, and the President for review and either endorsement or opposition. This appointment will typically be eligible for rank promotions to Associate after 5 years (2 yr probation and 1<sup>st</sup> 3 yr contract) and to Full after an additional 6 years (2<sup>nd</sup> and 3<sup>rd</sup> 3 yr contracts).

#### First 2 years—Probationary Period

- This appointment will have a 2 year appointment during the probationary period.

#### Years 3+--Contractual status

- This appointment in the third and subsequent years will be appointed with rolling and renewing multi-year contracts typically of 3 year terms.
- The default expectation for the multi-year contracts will be that they are renewed, unless there is just cause, as determined by a clear and systematic procedure (similar to E.14.2 and E.14.3 in the *Faculty Manual*) that requires involvement from multiple levels of administration ranging from the department's Professor of Practice Evaluation committee to the Provost's office to ensure consistency and accountability.

#### 2. Adjunct Faculty— It is expected that not more than 10% of all faculty off of the tenure track will be classified as adjunct faculty, for part-time on-going department needs.

- This appointment is part-time and equal to or less than 49% FTE.
- This appointment can be ongoing but cannot be eligible for tenure or converted to other appointment types without a search.
- If this position becomes a larger need for more than 49% FTE, the department shall create a Professor of Practice or tenure-track position and open a faculty search in accordance with OEO policies.
- The expectations and responsibilities of this appointment must be detailed in an official offer letter each academic year or academic semester.
- This appointment will be reviewed annually by the department chair, consistent with E.14.1 and C.2.5 in the *Faculty Manual*.
- This appointment shall hold rank and be eligible for rank promotion. Academic rank shall be independent of appointment type, and ranks for this appointment shall be limited to assistant, associate, and full. The process for rank promotions for faculty off of the tenure track shall require separate procedures from the tenure-track faculty rank promotions. The process will be explained and relevant documents provided on the Provost's website.

#### 3. Temporary Faculty— It is expected that not more than 10% of all faculty off of the tenure track will be classified as temporary faculty, for short-term part- or full-time appointments.

- This appointment may be part- or full-time, but is limited to no more than 3 consecutive semesters.
- This appointment can be ongoing but cannot be eligible for tenure or converted to other appointment types without a search.

- If this appointment becomes a larger need, the department shall create an adjunct, Professor of Practice, or tenure-track position and open a faculty search in accordance with OEO policies.
- The expectations and responsibilities of this appointment must be detailed in an official offer letter each academic year or academic semester, which indicates a specific end date for the appointment.
- This appointment will be reviewed annually by the department chair, consistent with E.14.1 and C.2.5 in the *Faculty Manual*.
- This appointment shall hold rank; however, faculty may not be promoted in rank on a temporary appointment. Academic rank shall be independent of appointment type, and ranks for this appointment shall be limited to instructor, assistant, associate, and full.

## Expectations for Converted and Newly Hired Faculty off of the Tenure Track

- All faculty will be listed on departmental websites without distinction among faculty types.
- An orientation will be held each semester for all new faculty off the tenure track. This training and orientation will include all necessary information to be an engaged member of the faculty at CSU (i.e., access to resources to best serve the mission of the University, TILT services and trainings, Faculty Manual, University Catalogue, etc.).
- Colleges and Departments will offer faculty off the tenure track options for professional development such as support and resources for participation in and travel to national conferences in line with opportunities accorded to their tenure-track faculty.
- All faculty off the tenure track shall be provided adequate and consistent office space, meeting rooms, technology and technology support, summer and holiday access to library privileges, as well as other resources needed to support continuity of their work.
- All faculty off the tenure track will have access to up-to-date and well-managed computers and easily accessible printers, necessary office supplies, and other basic materials and technologies equivalent to tenure-track faculty in their departments and colleges.

## Shared Governance

- All faculty shall vote for their faculty representatives.
- All faculty shall vote in their departments and colleges on decisions that are related to their work environments and job responsibilities. Faculty off the tenure track may be excluded from tenure and promotion decisions for tenure-track faculty.
- Professors of Practice will be eligible to serve as department and college representatives on Faculty Council and its committees.

## Due Process

- All faculty shall have access to grievance procedures as outlined in Section K of the *Faculty Manual* in order to protect academic freedom.

## Compensation

- The base salary for all faculty off of the tenure track shall be part of every ensuing salary exercise, and salary increases for faculty off of the tenure track shall keep pace with tenure-track faculty salary increases.

- All non-salaried faculty off of the tenure track (which cannot include Professors of Practice) shall be paid a minimum per-course base of \$7000 starting with Fall 2017 with expectation for this base amount to rise in subsequent years commensurate with the salary exercise.
- Professors of Practice will be paid within the existing range of tenure-track faculty with a similar degree in a similar field on a similar 9 or 12 month appointment at CSU.
- Promotions to associate and full Professors of Practice will include at least a 10% salary increase.
- Professors of Research Practice should be offered bridge money that protects base salary and fringe during temporary interruptions of funding.

## Conversion and Considerations for Current Faculty off of the Tenure Track at CSU

All departments will establish procedures for conducting conversion and promotion reviews of faculty by the department's Professor of Practice Evaluation Committee based on the guidelines in the *Faculty Manual* and on recommendations for evaluation provided by the Committee on Teaching and Learning.

### Guidelines for Conversion

- All current **Senior Teaching Appointments** will be converted immediately to Professors of Practice at an equivalent or higher rank as that currently held. These faculty will be granted rolling and renewing multi-year contracts upon conversion.
- All **current special or temporary faculty who have been 50% to full-time FTE for at least 10 consecutive semesters** at CSU will be immediately reviewed for conversion to Professor of Practice appointments at an equivalent or higher rank as that currently held. These faculty will be granted rolling and renewing multi-year contracts upon conversion. When possible, these positions shall be full-time FTE.
- All **current special and temporary faculty who have been 50% to full-time FTE for 3 or more consecutive semesters** will be converted to Professors of Practice with either contractual or probationary status. Those with contracts will be converted to contractual Professors of Practice. Those converted to probationary status will be reviewed for promotion to contractual Professors of Practice within one academic year. When possible, these positions shall be full-time FTE. These faculty will receive an appropriate offer letter upon conversion.
- All **current special and temporary faculty who have been 50% to full time for less than 3 consecutive semesters** are eligible to convert to probationary Professors of Practice, Adjunct Faculty, or Temporary Faculty.
  - Probationary Professors of Practice: These faculty will be evaluated for promotion to contractual Professors of Practice upon completing their 4<sup>th</sup> consecutive semester of employment at CSU. When possible, these positions shall be full-time FTE. These faculty will receive an appropriate open-ended offer letter upon conversion.
  - Faculty whose current positions cannot be converted to Professors of Practice for specific and documented reasons will be notified of the certain ending date for the position they hold and shall be informed of any new procedures for applying to future Professor of Practice positions. Central Administration will review each case for not converting a current faculty member.
  - Adjunct Faculty may not teach more than 1-3 courses each semester, but their offer letters may be open-ended. These faculty will receive an appropriate offer letter upon conversion.
  - Temporary faculty will receive appropriate offer letters upon conversion specifying an end date for their appointments, which may not exceed one academic year or two consecutive semesters beyond their current offer letter end dates.
- All **current special and temporary appointment faculty who have been 49% or less FTE** are eligible to convert to Adjunct Faculty or Temporary Faculty.
  - Adjunct Faculty may not teach more than 1-3 courses each semester, but their offer letters may be open-ended. These faculty will receive an appropriate offer letter upon conversion.
  - Temporary Faculty will receive offer letters upon conversion specifying an end date for their appointments, which may not exceed one academic year or two consecutive semesters beyond their current offer letter end dates.

## Section E proposal #1

### E.2.1 Basic Types of Faculty Appointments (last revised August 2, 2013)

~~Six (6) Five (5)~~ basic types of appointments exist for members of the faculty. They are ~~regular full-time, regular part-time, senior teaching, special tenure track/tenured, professor of practice, adjunct,~~ temporary, and transitional appointments. Only ~~tenure track~~ faculty members holding either ~~regular full-time or regular part-time appointments at the time of consideration~~ are eligible to acquire tenure. ~~Faculty appointments are considered if full-time is defined as if the appointment is for the academic year or a minimum of nine (9) months. Faculty members with either senior teaching or special professor of practice~~ appointments may be eligible for multi-year contracts. Faculty members who do not have multi-year contracts and are not eligible for tenure are hired "at-will" and are subject to termination by either party at any time. Section D.5.6 regarding the termination of "at-will" appointments shall apply to "at-will" faculty appointments. See Section E.3 for details of other types of faculty appointments. The major characteristics of the various basic types of appointments are as follows.

#### E.2.1.1 Regular Full-Time Tenure track/tenured Appointments (last revised June 21, 2011)

~~The usual type of academic appointment is regular full-time. Tenure-track/tenured appointments may be either full-time or part-time. Part-time is any fraction less than one hundred (100) percent, but not less than fifty (50) percent of full-time.~~ The conditions which distinguish a ~~regular full-time tenure track/tenured~~ appointment are:

- a. ~~Regular Tenure track/tenured full-time~~ appointments are limited to the ranks of assistant professor, associate professor, and ~~full~~ professor.
- b. There is no specified ending date for a ~~regular faculty member holding a tenured full-time appointment with tenure~~.
- c. An individual ~~in the probationary period of a with a regular full-time tenure track/tenured~~ appointment who serves satisfactorily for a specified period is eligible to acquire tenure (see Section E.10).
- d. Faculty with ~~regular full-time tenure track/tenured~~ appointments have full voting rights at departmental and college faculty meetings and are eligible to serve on departmental and college committees.
- e. For this type of appointment, enrollment in a retirement program is mandatory. Holders of ~~regular full-time tenure track/tenured~~ appointments are eligible for other fringe benefits and privileges (see Section G and the Academic Faculty and Administrative Professional Benefits and Privileges Handbook), and for sabbatical leave (see Section F.3.4).
- f. Criteria, procedures, and regulations for promotion, tenure, and salary ~~for tenure track/tenured part-time appointments~~ are subject to the rules governing ~~regular full-time tenure track/tenured~~ appointments. Responsibilities and salaries are scaled appropriately to the portion of time worked. A person holding a ~~regular part-time tenure track/tenured~~ appointment may be tenured only for half-time (0.5) service, although additional employment may be arranged each year between the faculty

member and the department. The six (6) year time limit for acquisition of tenure applies to this type of the part-time tenure track/tenured appointment as well as to the regular full-time tenure track/tenured appointment (see Section E.10.4.c).

E.2.1.2 Regular Part Time Appointments (last revised June 21, 2011)

~~Regular part time appointments may be made for any fraction of time less than one hundred (100) percent, but not less than fifty (50) percent of full time.~~

- a. ~~Regular part time appointments are limited to the ranks of assistant professor, associate professor, and professor.~~
- b. ~~There is no specified ending date for regular part-time appointments with tenure.~~
- c. ~~Criteria, procedures, and regulations for promotion, tenure, and salary are subject to the rules governing regular full time appointments. Responsibilities and salaries are scaled appropriately to the portion of time worked. A person holding a regular part-time appointment may be tenured only for half time (0.5) service, although additional employment may be arranged each year between the faculty member and the department. The six (6) year time limit for acquisition of tenure applies to this type of appointment as well as to the regular full-time appointment (see Section E.10.4.c).~~
- d. ~~Faculty with regular part time appointments have full voting rights at departmental and college faculty meetings and are eligible to serve on departmental and college committees.~~
- e. ~~Enrollment in the retirement program is mandatory for holders of regular part time appointments. Holders of regular part time appointments are eligible for all fringe benefits and for sabbatical leaves.~~

**Rationale:** The term “regular faculty” suggests other faculty employed by the university are “irregular” in some way. The precedent for “tenure track/tenured faculty member” is in C.2.3.3. The combining of full-time and part-time for faculty on the tenure track allows consistency in the definition of all faculty appointments.

## Section E proposal #2

### E.2.1.32 Senior Teaching Professor of Practice Appointments (new section August 2, 2013)

~~Senior teaching Professor of practice~~ appointments may be either full-time or part-time. ~~Part time is defined as less than full time, but at least half time (0.5). Part-time is any fraction less than one hundred (100) percent, but not less than fifty (50) percent of full-time.~~ The granting of a ~~senior teaching professor of practice~~ appointment shall follow the procedures in Section E.11. Faculty on ~~senior teaching professor of practice~~ appointments have the following distinguishing characteristics:

- a. Professor of practice appointments include the ranks of instructor, assistant professor, associate professor, and full professor.
- b.a. Senior teaching appointments are "at will" and are subject to termination by either party at any time unless the faculty member ~~It is the intention of the University to employ a faculty member with a professor of practice appointment under a multi-year contract whenever departmental budgets allow. , has~~ ~~It also is the University's intention to renew multi-year contracts for professor of practice appointments unless there is just cause.~~ ~~in which case~~ The terms of the contract shall stipulate its ending date. Upon the expiration date of the contract, employment as a ~~senior teaching professor of practice~~ faculty member reverts to an 'at-will' appointment, unless the multi-year contract is renewed by written agreement of both parties.
- b.c. There is no specified ending date for a senior teaching appointment. An individual with a professor of practice appointment who serves satisfactorily during the two (2)-year probationary period is eligible to acquire a multi-year contract if feasible, or an open-ended appointment without an ending date.
- d. Faculty members ~~on senior teaching holding professor of practice~~ appointments shall participate in annual reviews and the annual salary exercise in the same manner as faculty ~~with regular full time and regular part time holding tenure track/tenured~~ appointments.
- e. Faculty members on ~~senior teaching professor of practice~~ appointments shall have effort distributions with at least fifty (50) percent of the effort being in the ~~category of teaching and advising one area such as, teaching, research, library, or clinical service,~~ and at least five (5) percent of the effort being in the category of service.
- f. Department and college codes shall specify the voting rights of faculty members with ~~senior teaching Faculty members with professor of practice appointments shall have full voting rights at departmental and college faculty meetings except with regard to personnel matters involving tenure track/tenured faculty members. Professors of practice are eligible to serve on departmental, college, and University committees, including service as department and college representatives on Faculty Council and its committees, and their eligibility to participate on departmental and college committees. The standard expectation is that faculty members on senior teaching~~

~~appointments shall be included fully, except with regard to personnel matters involving tenure-track faculty members including the department chair.~~

- eg. Faculty members on ~~senior teaching professor of practice~~ appointments are not eligible for tenure (see Section E.10.4).
- gh. If a tenured faculty member changes positions to a ~~senior teaching professor of practice~~ appointment, he or she must relinquish tenure and retire from the University. A tenured faculty member who wishes to gain emeritus/emerita status, must apply prior to the time he or she relinquishes tenure and retires.
- i. ~~A professor of practice appointment employed under a multi-year contract for research, may be under contract only for research performed for the University. The unit or department must document that the multi-year contract or extension is necessary for the hiring or retaining of the faculty member.~~
- hj. Faculty members on ~~senior teaching professor of practice~~ appointments are required to enroll in the retirement program and are eligible to participate in other benefits offered by the University as described in the Academic Faculty and Administrative Professional Benefits and Privileges Handbook and in Sections F and G of the this Manual. They are not eligible for sabbatical leave.

#### E.2.1.43 **Special Adjunct Appointments** (last revised May 8, 2015)

~~Special Adjunct appointments may be either full-time or part-time are defined as any fraction 49 percent of full-time or less. Part time is defined as any fraction less than one hundred (100) percent of full-time.~~ The distinguishing features of this type of appointment are:

- ja. ~~Adjunct appointments are limited to the ranks of instructor, assistant professor, associate professor, and full professor.~~
- b. ~~An special adjunct appointment multi-year contract carries an ending date as specified in the contract. Otherwise, special appointments need not carry specified ending dates, but an ending date indicating the point in the future when the funding and/or appointment is expected to terminate should be included when known. In that situation, the inclusion of a specified ending date on an appointment form or other such documentation does not create a minimum or fixed duration of appointment. Regardless of a specified ending date, adjunct appointments are "at will" and are subject to termination by either party at any time following the Policy Title: Administrative Professionals and Non-Tenured Academic Faculty Policy ID #3-6004-003.~~
- a. ~~Special appointments are "at will" and are subject to termination by either party at any time unless the faculty member has a multi-year contract, in which case the terms of the contract shall stipulate its ending date. Upon the expiration date of the contract, the multi-year contract may be renewed by written agreement of both parties. If it is not renewed, one of the following outcomes occurs: 1) For special~~

~~appointment faculty who were originally at will and entered into a multi-year contract, employment as a special appointment faculty member reverts to at-will. 2) For special appointment faculty who were originally hired with a multi-year contract, the appointment may be converted to an at-will appointment upon agreement of both parties. Otherwise, employment is terminated upon expiration date of the contract.~~

- dc. Faculty members on ~~special adjunct~~ appointments shall receive a salary and shall participate in annual reviews and the annual salary exercise in the same manner as faculty with ~~professor of practice senior teaching, regular full time, and regular part-time~~ appointments.
- ed. The effort distributions of faculty members ~~on special with adjunct~~ appointments shall be specified in the appointment letter. While the effort distribution in the case of ~~special adjunct~~ appointments may include all three (3) areas of teaching, research, and service, often it is focused in one (1) area, such as teaching or research.
- e. Departmental codes shall specify adjunct appointment faculty members' level of participation and voting in department matters.
- ef. Faculty members on ~~special adjunct~~ appointment are not eligible for tenure (see Section E.10.4).
- f. Offer letters for ~~special appointment faculty~~ should be written following the format and content provided on the Provost's website.
- g. Multi-year contracts for research may be offered only for research performed for the University. The unit or department must document that the multi-year contract or extension is necessary for the hiring or retaining of the faculty member.
- hg. If a tenured faculty member changes positions to an ~~special adjunct~~ appointment involving a multi-year contract, he or she must relinquish tenure and retire from the University. A tenured faculty member who wishes to gain emeritus/emerita status, must apply prior to the time he or she relinquishes tenure and retires.
- ih. ~~Special Faculty with adjunct appointments faculty~~ are required to enroll in the retirement program, and are eligible to participate in other benefits offered by the University as described in the Administrative Professional Benefits and Privileges Handbook and in Section F and G of the Manual. They are not eligible for sabbatical leave.

#### E.2.1.54 Temporary Appointments (last revised May 6, 2016)

(*No changes until section d.*)

- d. The University recognizes that the nature of a temporary appointment is incompatible with recurring consecutive appointments over a long period of time with an assignment of 50% or more. Therefore, after the second consecutive semester for a 9-month assignment at 50% or more time (excluding summer session) or after the first

year for a 12-month assignment at 50% or more time, the department shall create an adjunct, professor of practice, or tenure track/tenured position and open a faculty search in accordance with OEO policies. the faculty member's appointment shall be required to convert to a special appointment and cannot be renewed as a temporary appointment.

- e. The temporary appointment faculty member shall be reviewed by the department chair, consistent with E.14.1 and C.2.5 in this *Manual*.
- f. Temporary appointments shall carry academic rank; however, a faculty member may not be promoted in rank during a temporary appointment. Academic rank shall be independent of appointment type, and ranks for this appointment shall be instructor, assistant professor, associate professor, or full professor.

**Rationale:** These are sweeping changes to the names of appointment types. The professor of practice appointment replaces the senior teaching appointment reflecting the greater experience held by someone in this appointment. But more, this is an effort to promote the idea of a career path for these long-standing faculty members. While still officially “at-will” the proposal aims to create a culture of understanding within the University that supports recognition from the faculty ranks to the administration evidenced by a commitment by the University to ongoing employment via readiness to offer multi-year contracts and open-ended appointments.

The adjunct appointment is defined to better represent common use of faculty in this role – a specialist or knowledgeable professional who returns to the university perhaps annually to teach one or two courses. This individual is not “temporary” but also is not in line with the commitment and experience of a professor of practice.

Important clarifications in these appointment descriptions include the University requirement via this *Manual* of inclusion of the professor of practice appointment type in faculty governance as well as inclusion of all appointment types in the annual evaluation/annual salary exercise.

## Section E proposal #3

### E.2.1.65 Transitional Appointments (*last revised June 21, 2011*)

*(No changes to first two (2) paragraphs.)*

- a. Only tenured faculty members on ~~regular full-time or part time appointments~~ who are currently eligible for retirement under the University's definition of retirement (see "Definition of Retirement" under "Benefits" at [www.hrs.colostate.edu](http://www.hrs.colostate.edu)) have the opportunity of requesting transitional appointments. Note that the University's definition of retirement may differ from those of the retirement plans. For more information, or to confirm eligibility for retirement, contact the University Benefits Office.

*(No changes to E.2.1.6.b.)*

- c. A transitional appointment is for a specified term of at least one (1) year and not more than four (4) years, and it concludes with the termination of this part-time tenured appointment. However, this does not preclude subsequent full-time or part-time employment in a non-tenured position subject to the needs and resources of the department and the interests and desires of the faculty member. During the transitional period, a transitional appointment may not be modified to a ~~regular tenure track/tenured~~ appointment. A faculty member may elect to terminate the part-time transitional appointment prior to the end of the specified term.
- d. A transitional appointment shall begin no earlier than the first business day after the effective date of termination of employment as a ~~regular tenured~~ faculty member.

*(No changes to E.2.1.6.e – j.)*

- k. A faculty member on a transitional appointment participates in the University's Defined Contribution Plan for Retirement ("DCP") and is eligible for the same benefits as a faculty member with a ~~regular tenure track/tenured~~ appointment within the DCP. Leave policies, as described in Section F of the Manual, shall be in effect, except that a faculty member on a transitional appointment is not eligible for a sabbatical leave nor for payment for unused sick leave and/or annual leave at the conclusion of the transitional appointment.
- l. A faculty member on a transitional appointment is considered for any pay and benefit increases on the same basis as a faculty member holding a ~~regular tenure track/tenured~~ appointment, proportionate to the extent of the appointment.

#### E.2.2.1 Joint Appointments

Joint appointments are available to individuals holding any of the ~~seven (7)~~ ~~five (5)~~ basic kinds of faculty appointments.

##### E.2.2.5.1 Eligibility for University Distinguished Professor Status and Title

Persons holding or qualified for the rank of full professor with tenure at Colorado State University are eligible for the title of University Distinguished Professor.

**E.2.2.6.1 Eligibility for University Distinguished Teaching Scholar Status and Title**

Persons holding tenure or professor of practice appointments at Colorado State University are eligible for the title of University Distinguished Teaching Scholar.

**Rationale:** These changes are more “deregularizing” of appointment types. As well, the “Distinguished” recognition is opened to non-tenured but longstanding, high-performing faculty members.

#### **Section E Proposal #4**

##### **E.4.2 Selection of Faculty (last revised August 5, 2016)**

- a. Selection of tenure track and tenured faculty members is a responsibility of individual departments, but must be made within the spirit and intent of University policy. Specific hiring procedures employed within the department shall be included in the departmental code. Confidentiality during the hiring process must be maintained to the extent required by law. However, all members of the search committee, as well as other personnel involved in employment recommendations, shall have access to the complete information contained in all applicants' files. Recommendations at each level (department, department head, and dean) shall be reversed at higher levels only for compelling reasons that shall be stated in writing to each of the recommending bodies.
- b. Selection of professor of practice, adjunct, or temporary, special, and senior teaching faculty members is a responsibility of individual departments of Special Academic Units, but must be made within the spirit and intent of University policy including sections E.2.1.32, E.2.1.43, and E.2.1.54 of the *Manual* which describe these appointment types. Specific hiring procedures employed within the department/Special Academic Unit shall be included in the departmental/Special Academic Unit code. Confidentiality during the hiring process must be maintained to the extent required by law. However, all members of the search committee, as well as other personnel involved in employment recommendations, shall have access to the complete information contained in all applicants' files. Recommendations at each level (department/Special Academic Unit, department head/Special Academic Unit director, and dean(s) shall be reversed at higher levels only for compelling reasons that shall be stated in writing to each of the recommending bodies.

##### **E.6 General Policies Relating to Appointment and Employment of Faculty (last revised May 8, 2015)**

- a. The conditions and expectations of every appointment shall be confirmed in writing. Any subsequent modifications of the appointment shall also be confirmed in writing after the faculty member and the administrator have mutually determined the new conditions. The faculty member shall receive a copy of these documents.
- b. All faculty members who are ~~on-regular~~ full-time or ~~regular~~ part-time tenure-track appointments and who have not acquired tenure, shall be appointed for a period not exceeding one (1) year. All faculty members on special or professor of practice appointments within their probationary period, shall be appointed for a period not to exceed two (2) years. All faculty members on adjunct or temporary appointments shall be appointed "at will."
- c. Faculty members on multi-year contracts shall be appointed for periods of one (1) to five (5) years for research and one (1) to three (3) years for teaching, library, or clinical duties.
  - 1. A multi-year contract does not carry any guarantee or implication that the contract will be renewed, even though the duties of the employee may have been discharged satisfactorily.

2. Renewal of a multi-year contract does not entitle the individual to further renewals, tenure-track appointment, or to a decision concerning tenure.
  3. Renewal or extension of multi-year contracts may be made at any time during or after the onset of the contract and shall meet the same conditions required for the initial contract as specified in section E.2.1.32 and E.2.1.4.
  4. If the contract is not renewed and the individual was originally 'at-will' and entered into a multi-year contract, employment ~~as a senior teaching or special appointment faculty~~ reverts to 'at-will' as specified in Sections E.2.1.32 and E.2.1.4.
- d. If the department head does not propose to reappoint a non-tenured faculty member holding a ~~regular~~ full-time or ~~regular~~ part-time tenure-track appointment, or probationary professor of practice appointment, the faculty member shall be informed in writing that the appointment will not be renewed. This must be done by March 1 during the first year of employment, by December 15 during the second year, and at least twelve (12) months before the expiration of the appointment in succeeding years.
- e. A non-tenured faculty member holding a ~~regular~~ full-time, ~~or regular~~ part-time tenure-track or probationary professor of practice appointment, or multi-year contract, may be disciplined or terminated for cause without following the procedures of Section E.15 for tenured faculty. Such actions should follow the policy Administrative Professionals and Non-Tenured Academic Faculty Policy ID #3-6004-003. Such actions may be grieved as described in Section K.

*(No change to E.6.f.)*

**Rationale** for Selection and Appointment proposed changes: Both tenure-track and professor of practice appointment types are expected to be reoccurring appointments, although on different timelines. The specifics for professor of practice have been added.

## Section E Proposal #5

### **E.10.4.1 Probationary Period for Tenure (*last revised May 2, 2007*)**

The probationary period for a ~~regular tenure-track~~ faculty member at Colorado State University is the maximum length of continuous service prior to the granting or denial of continuous tenure. The probationary period is limited to six (6) years, except when extended as described in Section E.10.4.1.2, including all previous service as a ~~regular~~ faculty member at this institution.

#### *E.10.4.1.1 Service Credit (*last revised June 4, 2008*)*

Credit may be given for prior service, thus reducing the probationary period, as described below. The details of such credit for prior service, the length of the probationary period, the timing of the midpoint review, and the time frame for the tenure application process shall all be stated unambiguously in the appointment letter. Before granting credit for prior service, the department head should consult with the departmental tenure committee. An application for tenure at the end of such a reduced probationary period shall not be considered an early application for tenure.

- a. When a faculty member has held a temporary, ~~special adjunct, or professor of practice, or multi-year research~~ appointment as an assistant professor, associate professor, or professor at Colorado State University and is subsequently appointed to a ~~regular tenure-track~~ faculty position (see Section E.2), credit may be given for this prior service.

*(No other changes in E.10.4.1.1.)*

### **E.10.5.1 Origin and Processing of Tenure Recommendations (*last revised June 21, 2011*)**

*(No changes to first seven paragraphs.)*

The department head, the college dean, or the Provost may elect to postpone consideration of a faculty member for tenure, without prejudice, if the recommendation from the tenure committee for the granting or denial of tenure is made in a year earlier than the final year of the probationary period. The decision to postpone and the reasons for postponement shall be communicated immediately in writing to the faculty member and the tenure committee. However, the faculty member must either be granted tenure by the beginning of the first year after the end of the probationary period or be notified by the end of the probationary period that his or her appointment will be terminated at the end of one (1) additional year. Once a faculty member is on a ~~regular~~ tenure-track appointment, the use of multi-year ~~contracts used in the professor of practice-research, special, or temporary~~ appointments to extend the probationary period for tenure is not permitted.

**Rationale:** Only changes are to the new appointment type names.

## Section E Proposal #6

### E.11. Granting of ~~Senior Teaching~~ Professor of Practice Appointments (*new addition June 21, 2011*)

A current Colorado State University employee becomes eligible for consideration for a ~~senior teaching professor of practice reappointment with either a contract or an open appointment~~ when all of the following conditions have been met:

- a. ~~The person has been employed at Colorado State University other than as a Graduate Assistant holding a professor of practice appointment at least half time (0.5) for a probationary period of at least ten (10) four (4) consecutive semesters (not including summers), and at least fifty (50) percent of his or her assignment was devoted to teaching, research, library, or clinical service, and advising for each of those ten (10) four (4) semesters.~~
- b. ~~The person has been employed at Colorado State University other than as a Graduate Assistant at least half time (0.5) for each of the preceding four (4) semesters (not including summers), and at least fifty (50) percent of his or her assignment was devoted to teaching and advising for each of those four (4) semesters.~~
- c. ~~Any additional criteria specified in the codes of the department and/or college are satisfied. If the appointment is approved; it shall become effective the following Fall.~~

The head of the department shall initiate the process leading to a recommendation for the granting or denial of a ~~senior teaching professor of practice~~ appointment. The department head should consult with the ~~Professor of Practice Evaluation Committee~~ ~~appointment committee~~ before initiating this process. Because this recommendation is primarily a faculty responsibility, the department head shall ask the ~~appointment~~ ~~the evaluation~~ committee to vote by ballot for or against the appointment of the faculty member being considered. A recommendation for appointment shall be by a majority vote of the ~~appointment~~ committee. The recommendation shall include a vote summary and a statement of reasons representing the majority and minority points of view. The recommendation shall be forwarded successively to the department head, the dean of the college, and the Provost for review and either endorsement or opposition. The Board has delegated the final decision to the President, and the President has further delegated the final decision to the Provost.

The ~~appointment~~ ~~Professor of Practice Evaluation committee~~ must ~~shall~~ include the chair of the T&P committee or another representative of tenured faculty and a representative body of no less than two (2) peer faculty. The majority of the committee should be faculty off of the tenure track and may come from multiple departments and/or colleges around the university if there are not enough departmental faculty off of the tenure track to form a majority on the committee. The department head shall draw the additional members of the ~~appointment~~ committee by lot from the pool of eligible faculty members. ~~have at least three (3) members.~~ The department head, college dean, Provost, and President are not eligible to serve on the ~~this~~ ~~appointment~~ committee and shall not be present during the committee's deliberations, except when specifically invited by the committee. A faculty member holding an administrative appointment ~~(as defined in Section K.12.a)~~ of more than half time is not eligible to serve on the ~~appointment~~ committee, ~~unless the department code specifies otherwise. If a faculty member holding an administrative appointment does serve on the appointment committee, it is expected that he or she will not participate in discussions of the case at higher administrative levels. Unless the~~

~~department code specifies otherwise, the appointment committee shall consist of all tenured faculty members who are not ineligible as specified above. However, the department code may specify a different group of faculty members from within the department to constitute the membership of the appointment committee, as long as none of them are ineligible as specified above.~~ A faculty member with a conflict of interest is expected to recuse himself or herself.

~~If a committee of at least three (3) eligible faculty members within the department cannot be constituted, then additional tenured faculty members shall be selected from other departments within the college so as to produce a committee of three (3) members. A department may specify in its code a procedure for narrowing the pool of eligible additional members to tenured faculty members in disciplines similar to that of the candidate. In the absence of such a procedure, the pool shall consist of all tenured faculty members from all departments within the college. The department head shall draw the additional members of the appointment committee by lot from the pool of eligible faculty members. Faculty members from other departments may decline to serve on the appointment committee.~~

After a recommendation is received from the appointment committee, a contrary recommendation shall be issued at a higher administrative level below the Provost only for compelling reasons that shall be stated in writing to the faculty member, the appointment evaluation committee, and all administrators who have previously supported or reversed the recommendation. If such a contrary recommendation is issued, the faculty member, the appointment evaluation committee, and all administrators who have previously reviewed the recommendations shall be given seven (7) working days from the date of notification of the contrary recommendation to respond in writing to the administrator's reasons for opposition, and the contrary recommendation may be opposed at an even higher administrative level. The responses from the faculty member, the appointment evaluation committee, and the administrators shall be forwarded to each successive administrator along with the recommendation and rationale for the contrary recommendation.

In the event of a committee recommendation to deny the appointment or opposition by an administrative officer to a recommendation to grant the appointment, the recommendation of the committee and the reasons for any contrary recommendation shall be made available promptly to the faculty member under consideration. If the faculty member believes that the committee's recommendation to deny the appointment violated University policy or state or federal law, he or she shall be given seven (7) working days from the date of notification of the recommendation to submit a written statement detailing this violation. This statement shall be forwarded to each successive administrator along with the recommendation from the appointment evaluation committee. If the faculty member believes that an administrator's opposition to a recommendation to grant the appointment violated University policy or state or federal law, and the Provost has endorsed the recommendation of the administrator not to grant the appointment, then the faculty member may appeal the decision through the grievance procedure described in section K of this Manual. In any grievance proceeding, the department and/or the appointment evaluation committee shall be represented by a member of the appointment evaluation committee selected by the prevailing side of the committee. Although a grievance may not be filed until the Provost has made his or her final decision, the grievance shall be against the administrator whose action is being grieved. However, the effective date of notification of the grievant shall be the date of notification of the Provost's decision.

When the Provost has ruled on a recommendation relating to the granting of a senior teaching Professor of Practice appointment, the faculty member shall be notified promptly in writing of the action taken.

### **E.13 Advancement in Rank (Promotion) (*last revised June 21, 2011*)**

*(No changes in first three paragraphs.)*

#### **E.13.1 Origin and Processing of Recommendations (*last revised June 21, 2011*)**

The head of the department shall initiate the process leading to a recommendation for the granting or denial of promotion. The department head should consult with the appropriate promotion committee before initiating this process. The promotion committee that considers promotions of faculty off of the tenure track shall be the Professor of Practice Evaluation committee as defined in E.11 with the additional stipulation that only those members of higher rank than the faculty member under consideration may participate. The department head should also consult the website of the Office of the Provost for information and forms regarding applications for promotion.

Because this recommendation is primarily a faculty responsibility, the department head shall ask the promotion committee to vote by ballot for or against promotion of the faculty member being considered. A promotion recommendation shall be by a majority vote of the promotion committee. The recommendation shall include a vote summary and a statement of reasons representing the majority and minority points of view. The recommendation shall be forwarded successively to the department head, the dean of the college, the Provost, and the President for review and either endorsement or opposition. The Board has delegated the final decision to the President.

The promotion committee for tenure track/tenured faculty must have at least three (3) members and shall consist of all eligible department faculty members, or, if so specified in the department code, a duly elected committee thereof. The department head, college dean, Provost, and President are not eligible to serve on the promotion committee and shall not be present during the committee's deliberations, except when specifically invited by the committee. A faculty member holding an administrative appointment (as defined in Section K.11.2) of more than half time (0.5) is not eligible to serve on the promotion committee, unless the department code specifies otherwise. If a faculty member holding an administrative appointment does serve on the promotion committee, it is expected that he or she will not participate in discussions of the case at higher administrative levels. A faculty member with a conflict of interest is expected to recuse himself or herself. The eligible department faculty members are all other tenured department faculty members of higher rank than the faculty member under consideration. If a committee of at least three (3) tenured faculty members of higher rank within the department cannot be constituted, then additional tenured faculty members of higher rank shall be selected from other departments within the University so as to produce a committee of three (3) members. A department may specify in its code a procedure for narrowing the pool of eligible additional members to faculty in disciplines similar to that of the candidate, possibly including faculty from other colleges. In the absence of such a procedure, the pool shall consist of all tenured faculty members of higher rank on the promotion committees from all departments within the college. The department head shall

draw the additional members of the promotion committee by lot from the pool of eligible faculty members. Faculty members from other departments may decline to serve on the promotion committee.

*(No other changes to section E.13.1.)*

**Rationale** for changes proposed in granting of professor of practice and advancement:  
Recommendations for appointment and promotion should come from faculty peers who are most familiar with the workload distribution and nature of the work for which the faculty member is being considered. Other changes are consistent with the change in appointment type names.

## Section C Proposal #1

### C.2.1.3.1 Elected Members (*last revised May 2, 2007*)

Each academic department and the Libraries shall elect one (1) representative. An additional number of representatives, equal approximately to one-third (1/3) of the number of representatives elected from the departments and the Libraries, shall be elected at large by and from the colleges and the Libraries as required to achieve, as nearly as practical, membership proportional to the number of ~~regular full-time, regular part-time tenure track/tenured, professor of practice,~~ and transitional faculty members in the colleges and Libraries.

All faculty representatives to the Faculty Council shall hold ~~regular full-time, regular part-time of 50% or more, or transitional appointments and shall not include adjunct or temporary appointments. Faculty representatives to Faculty Council shall not hold an administrative appointment of more than half time (0.5) at the level of assistant/associate dean or above. A faculty representative to the Faculty Council who becomes ineligible shall cease to hold this position.~~

### C.2.1.4 Electorate for Faculty Council and Election Procedures (*last revised February 5, 2016*)

The electorate eligible to vote for Faculty Council representatives from departments, colleges, and the Libraries shall consist of all ~~regular full-time, regular part-time, senior teaching, special, and transitional members of the faculty- who may serve as representatives to the Faculty Council as described in C.2.1.3.1.~~

*(No other changes to C.2.1.4)*

### C.2.1.9.3 Membership and Organization (*last revised August 8, 2014*)

The membership of each standing committee is specified to fit the functions of that committee. Administrators, administrative professionals, classified staff, undergraduate student members representing the Associated Students of Colorado State University (ASCU) and graduate student members representing the University Graduate Student Council shall be authorized for certain standing committees. Faculty membership on ~~regular and specialized~~ standing committees shall be limited to ~~regular full-time, regular part-time of 50% or more, and transitional and non-tenure track~~ faculty members who do not hold an administrative appointment of more than half-time (0.5) at the level of assistant/associate dean or above. ~~Faculty membership on regular standing committees shall be limited to regular full-time, regular part-time, and transitional faculty members who do not hold an administrative appointment of more than half time (0.5) at the level of assistant/associate dean or above.~~ A member of a standing committee who becomes ineligible shall cease to hold this position.

**Rationale:** (“*Including class of NTTF in FC fully . . .*”) The professor of practice appointment has been conceived as being held by a faculty member with longstanding commitment to the University, a high level of knowledge in his or her field, and years of teaching, clinical, or research experience. As well, all professor of practice appointment faculty members are either full-time or part-time at no less 50% of full-time – this FTE is consistent with that of tenure track/tenured faculty involved in Faculty Council.

The professor of practice appointment are individuals who have earned a voice in faculty governance consistent with their persistent commitment to the institution.

**Section C Proposal #2****C.2.1.9.6 Specialized Standing Committees: Membership and Function****a. Committee on Non-Tenure-Track Faculty (*Last revised August 8, 2014*)**

The membership of the Committee on Non-Tenure-Track Faculty shall be comprised as follows:

1. One (1) ~~non-tenure-track faculty member (senior teaching, special, temporary, or multi-year research appointment)~~ professor of practice faculty member shall be selected from each unit among the colleges and the Libraries for which there exists a formal committee representing ~~non-tenure-track faculty members off the tenure track~~. Each such committee shall provide one (1) or more nominees for this position to the Committee on Faculty Governance for possible inclusion on the ballot.
2. If fewer than six (6) units from among the colleges and the Libraries have ~~such college-level committees who each send a professor of practice faculty representative to CoNTTF~~, then additional ~~non-tenure-track professor of practice~~ faculty members shall be selected to provide a total of six (6) ~~non-tenure-track professor of practice~~ faculty members. These nominations shall be sought from the University community by the Committee on Faculty Governance.
3. Two (2) ~~regular tenured~~ faculty members shall be selected from two (2) different units from among the colleges and the Libraries. The Committee on Faculty Governance shall provide nominees for these two (2) positions after calling for volunteers.

*(No more changes to C.2.1.9.6.)*

**Rationale:** “*Changing structure of CoNTTF . . .*” With the restructuring of appointment types for faculty off the tenure track (proposed sections E.2.1.2 – 4) the professor of practice appointment is the only non tenure-track faculty member with an FTE of 50 percent or more, and so is the ideal position to represent the concerns of faculty off the tenure track.

**Section C Proposal #3****C.2.3.8 University Honors Program (~~new section added June 13, 2001~~)**

The University Honors Program (UHP), organized under the Director, has general charge over Honors students' education. The Faculty Honors Council (FHC) serves as the UHP's advisory board and curriculum committee.

- a. The Faculty Honors Council (FHC) Membership The FHC is composed of ten (10) voting members: one (1) elected faculty representative from each of the eight colleges, one (1) elected faculty representative from the University Libraries, and one (1) annually elected representative from the Honors Student Association. The UHP Director and Assistant Director shall serve as ex-officio, non-voting members on the Faculty Honors Council.

~~Regular f~~Full-time, ~~regular~~ part-time, or transitional faculty members above the rank of instructor are eligible to serve as representatives and they shall constitute the electorate from each respective college and the University Libraries. Elections for membership on the FHC shall be conducted by the FHC representatives. Faculty representatives serve three (3) year terms and may stand for reelection.

*(No more changes to C.2.3.8.)*

**Rationale:** “Changes to UHP . . .” The proposed change opens the opportunity for honors students to seek mentorship from a broad group of faculty.

## Section C Proposal #4

### C.2.4.2 Departmental Organization (~~last revised June 21, 2011~~)

Each academic department shall operate under a departmental code. The departmental code shall be consistent with the provisions of the University Code relating to departmental matters, and the University Code shall take precedence in all instances. A departmental code shall be prepared by a committee composed of the department head and the faculty members of the department who are eligible to vote on the code, or a subcommittee thereof, if so voted by these eligible faculty members. The faculty members eligible to vote on the code are those who satisfy all of the following qualifications:

- a. Currently a faculty member with a ~~regular~~ full-time, ~~regular~~ part-time of 50% or more, or transitional appointment, ~~or~~ and any other faculty appointment type that the department code specifies to be eligible.

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

The departmental code shall provide for the following:

*(No changes C.2.4.2.1.a – l.)*

- m. ~~A clear specification of the Voting rights of shall be assured for all full-time and part-time members faculty of the department, including who are not faculty members with tenure track/tenured, professor of practice regular full-time, regular part-time, or and transitional appointments. The voting rights of adjunct and temporary faculty shall be determined by the department. not otherwise specified in the Manual.~~

**Rationale:** “*Voting rights . . .*” Currently the motivation and reward associated with being a faculty member depends on the college and department of the appointment. There are currently faculty off the tenure track who, in their first year of employment, are welcome at department faculty meetings and have full voting rights in all matters. In other departments, faculty members with ten-year-plus histories of high caliber work are not permitted to attend faculty meetings much less cast a vote. Participation rights in the forms of attendance and voting should not be rendered arbitrarily, and should be extended to faculty members with a significant investment in the university.

**Section C Proposal #5****C.2.5 Evaluation of Performance of Faculty (last revised August 12, 2009)**

(No changes C.2.5.a through f.)

- g. Each department head shall develop procedures to solicit formal input from the tenured faculty members (or their duly elected committee) as the annual evaluation of ~~non-tenured probationary tenure-track~~ faculty members is prepared and prior to making recommendations for reappointments. Each department head shall similarly develop procedures to solicit formal input from professor of practice faculty members (or their duly elected committee) as the annual evaluation of probationary professors of practice is prepared and prior to making recommendations for reappointments. Each department head shall finally develop procedures for a committee charged with the annual evaluation of adjunct and temporary faculty.

**Rationale:** “Evaluation of performance NTTF . . .” The spelling out of methods of evaluation is a requirement of any policy that elevates the level of responsibility of individuals as has been done in this case of redefinition of appointment types for faculty off of the tenure track. The University shows diligence when it demands the thorough evaluation of any specialized faculty in the University, and negligence in its failure to do so. This proposal raises the level of oversight of evaluation of faculty off the tenure track to a level similar to that of tenure track and tenured faculty.

## Section C Proposal #6

### C.2.8 Creation and organization of Special Academic Units (*last revised August 5, 2016*)

#### C.2.8.1 Creation of a Special Academic Unit

Initial approval for the creation of a Special Academic Unit shall follow the procedures in Section C.2.2. The proposal for the creation of a Special Academic Unit shall include all of the following:

*(No changes C2.8.1.a. through f.)*

- g. For each participating tenure track/tenured faculty member who is listed as helping to deliver the courses and/or programs of the Special Academic Unit, and for professor of practice, adjunct, and temporary faculty members who have a home department separate from the Special Academic Unit, there shall be a written document signed by the proposed Director(s) of the Special Academic Unit, the faculty member, the head of the faculty member's home department, and the dean of faculty member's college detailing the expected commitments to the Special Academic Unit, the duration of these commitments, and how these expectations shall be factored into performance evaluations within the home department.

*(No changes C.2.8.1.h. through j.)*

#### C.2.8.3 Code of a Special Academic Unit

A Special Academic Unit shall operate under a code that includes all of the following:

*(No changes C.2.8.3.a. through f.)*

- g. The code shall specify the voting rights of the participating ~~tenure track/tenured, temporary, special, and senior teaching~~ faculty members with respect to decisions regarding the governance of the Special Academic Unit. The code will reflect faculty governance provisions parallel to those of departments, inclusive of professors of practice appointments, as described in C.2.1.4 and C.2.1.9.3.

- h. The code shall specify the time line for conducting self-evaluations and accompanying reviews of the code at least once every five (5) years.

- i. The code shall specify the procedures and responsibilities concerning ~~temporary, special, and senior teaching faculty off the tenure track~~ hired by the Special Academic Unit including, but not limited to, performance evaluations, promotion criteria, reappointment procedures, salary exercises, and the administrative line of responsibility for ~~temporary, special, and senior teaching faculty appointments~~.

*(No more changes in C.2.8.3.j. through p.)*

**Rationale:** “Changes to SAU regarding NTTF . . .” In its current form, a Special Academic Unit (SAU) cannot serve as the primary appointment of a tenured or tenure-track faculty member. However, in the case of faculty off the tenure-track, there is no such constraint. This language attempts to address the special context of the faculty member off the tenure-track whose position is either partially or wholly associated with the SAU since an SAU has the choice to either hire faculty off the tenure-track directly into the SAU or share a faculty member, via a designated % FTE, from another unit. The proposed

changes attempt to specify evaluation procedures specifically for faculty off the tenure-track in SAUs so that the terms of their evaluation are clearly documented. Additionally, since the SAU's code must specify voting rights as well as performance evaluations, promotion criteria, etc. for its faculty, the proposed changes include guidance on handling these matters considering the professor of practice faculty. This is especially important since professor of practice faculty might be expected to play increasingly important roles in the delivery of courses and programs in SAUs and may not enjoy the protections afforded by a home department.

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