

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

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

MINUTES
Faculty Council Meeting
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

[\(http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/\)](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% 1st 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.

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- 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 (Warner 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

		Term Expires
<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

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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:

College of Business	
CIOsU	Centers and Institutes
COB_CMSI	Center for Marketing and Social Issues
	College of Engineering
CIOsU	Centers and Institutes
COE_CSITS	Center for Sustainable and Intelligent Transportation Systems
COE_SBDC	Sustainable Bioenergy Development Center
	College of Health and Human Sciences
CIOsU	Centers and Institutes
CHHS_ATRC	Assistive Technology Resource Center
CHHS_CCP	Center for Community Partnerships
CHHS_ECC	Early Childhood Center
	College of Liberal Arts
CIOsU	Centers and Institutes
CLA_CFAT	Center for Fair and Alternative Trade
CLA_CLP	Center for Literary Publishing
CLA_CPD	Center for Public Deliberation
	College of Natural Sciences
CIOsU	Centers and Institutes
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
CIOU	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
CIOU	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
CIOU	Centers and Institutes
Provost_CWI	Colorado Water Resources Research Institute
Provost_SOGES	School of Global Environmental Sustainability
	Division of Continuing Education
CIOU	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
Agricultural Sciences		
Stephan Kroll	Agricultural and Resource Economics	2019
Stephen Coleman	Animal Sciences	2018
<u>Scott Nissen</u>	Bioagricultural Sciences & Pest Management	2018
<u>Adam Heuberger</u>	Horticulture & Landscape Architecture	2019
Francesca Cotrufo	Soil and Crop Sciences	2017
Jane Choi	College-at-Large	2019
Jason Ahola	College-at-Large	2017
Bradley Goetz	College-at-Large	2019
Health and Human Sciences		
Anna Perry	Design and Merchandising	2019
Brian Tracy	Health and Exercise Science	2018
David Sampson	Food Science and Human Nutrition	2019
Gloria Luong (substituting for Lisa Daunhauer – family leave)	Human Development and Family Studies	2018
Scott Glick	Construction Management	2017
Barb Hooper	Occupational Therapy	2017
Tom Chermak	School of Education	2018
Eunhee Choi	School of Social Work	2019
Business		
Bill Rankin	Accounting	2019
Stephen Hayne	Computer Information Systems	2018
Tianyang Wang	Finance and Real Estate	2019
Troy Mumford	Management	2018
Kelly Martin (substituting for Tuba Ustuner-thru Spring '17)	Marketing	2018
Lisa Kutcher	College-at-Large	2019
<u>John Hoxmeier</u>	College-at-Large	2019
Engineering		
Russ Schumacher	Atmospheric Science	2018
Travis Bailey	Chemical and Biological Engineering	2019
Rebecca Atadero	Civil and Environmental Engineering	2018
Siddharth Suryanarayanan	Electrical and Computer Engineering	2019
Shantanu Jathar	Mechanical Engineering	2017
<u>J. Rockey Luo</u>	College-at-Large	2019
Steven Reising	College-at-Large	2019
<u>Ted Watson</u>	College-at-Large	2018

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Liberal Arts

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

Natural Resources

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

Natural Sciences

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

Veterinary Medicine & Biomedical Sciences

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

University Libraries

Nancy Hunter	Libraries	2019
Michelle Wilde	At-Large	2019

***Ex Officio* Voting Members**

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

Ex-Officio Non-Voting Members

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