

MINUTES
Executive Committee
Tuesday, November 14, 2017
3:00 p.m. – Room 106 - Administration

Present: **Tim Gallagher**, Chair; **Sue Doe**, Vice Chair; **Margarita Lenk**, BOG Faculty Representative; **Rita Knoll**, Executive Assistant; **Mary Stromberger**, Immediate Past Chair, **Scott Nissen**, Agriculture; **Lisa Kutcher** substituting for Stephen Hayne, Business; **Steven Reising**, Engineering; **Carole Makela**, Health and Human Sciences; **Steven Shulman**, Liberal Arts; **Nancy Hunter**, Libraries; **William Sanford**, Natural Resources; **George Barisas**, Natural Sciences; **Anne Avery**, CVMBS; **Dan Bush**, Vice Provost for Faculty Affairs

Absent: **Stephen Hayne**, Business (excused); **Rick Miranda**, Provost/Executive Vice President (excused)

The meeting was called to order at 3:00 p.m. by Tim Gallagher, Chair

December 5, 2017 FACULTY COUNCIL AGENDA ITEMS:

I. Proposed Faculty Council Agenda – December 5, 2017 –Clark A201–4:00 p.m.

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – February 6, 2018 – *Clark A207* – 4:00 p.m.
2. Executive Committee Meeting Minutes located on FC website –

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

B. MINUTES TO BE APPROVED

1. Faculty Council Meeting Minutes

C. UNFINISHED BUSINESS

D. REPORTS TO BE RECEIVED

1. Provost/Executive Vice President – Rick Miranda

2. Faculty Council Chair – Tim Gallagher
3. Board of Governors Faculty Representative – Margarita Lenk

E. CONSENT AGENDA

1. UCC Minutes -

F. ACTION ITEMS

- 1.

G. DISCUSSION

- 1.

November 14, 2017 EXECUTIVE COMMITTEE AGENDA ITEMS:

I. Minutes to be Approved

A. *Executive Committee Meeting Minutes*

1. October 17 and 24, 2017

Makela noted duplicate paragraphs on page 6 of the October 24, 2017 meeting minutes. The minutes will be amended.

Executive Committee unanimously approved placing the October 17 and 24, 2017 minutes on the Faculty Council website.

II. Items Pending/Discussion Items

A. *Announcements*

1. Next Executive Committee Meeting: November 28, 2017 - 3:00 p.m. – Room 106 - Administration

Gallagher announced that the next Executive Committee meeting would be held on November 28, 2017. No EC meeting will be held on November 21 as that is the week of Thanksgiving.

Gallagher pointed out that we only have one more meeting before the December 5, 2017 FC meeting. The FC minutes from November 7, 2017 are not ready yet. Gallagher intends to email the November 7 FC minutes to EC members to see if we have changes to make so we don't have to review them at the last meeting on November 28.

B. *Action Items*

1. UCC Minutes – October 27, 2017 and November 3, 2017

By unanimous consent, the October 27, 2017 and November 3, 2017 UCC minutes will be placed on the December FC meeting consent agenda.

2. Proposed revisions to the *Graduate and Professional Bulletin* – The Advisory System – CoSRGE

Sanford provided a short summary. We need documentation relating to conflict of interest and that's what this proposal is about.

Makela suggested an editorial change on page 25.

Change recommended: Makela asks: Why do we need "submitted" twice?

Due to the interdisciplinary nature of some scholarship at CSU, ~~potential~~ conflicts of interest in advisory committees between members or between the student and one or more members may not be avoidable. When a conflict of interest exists, a written report must be submitted to the Dean of the Graduate School by those involved in the conflict of interest that includes: 1) the names of those involved in the conflict of interest, 2) the nature of the conflict of interest, 3) a plan to manage the conflict of interest submitted by the chair of the advisory committee. Failure to disclose a conflict of interest is a violation of CSU Policy (*add link to Faculty and Staff Manual: D.7.7., Appendix 2, Appendix 6*). ~~and managed as soon as they arise.~~ Individuals who are not academic faculty but who have special expertise may serve on committees in addition to the prescribed members, but may not vote regarding examination results.

REVISED

A written report must be submitted by the chair of the advisory committee to the Dean of the Graduate School that includes: 1) the names of those involved in the conflict of interest, 2) the nature of the conflict of interest, 3) a plan to manage the conflict of interest.

EC unanimously approved the proposed revisions to the *Graduate and Professional Bulletin* – The Advisory System.

3. Proposed revisions to the *Graduate and Professional Bulletin* – Scholastic Standards – CoSRGE

Sanford: Changes the idea of an immediate dismissal of a graduate student for not making satisfactory progress. This would be changed since only the graduate school can dismiss a graduate student.

EC unanimously approved the proposed revisions to the *Graduate and Professional Bulletin* – Scholastic Standards.

C. Reports

1. Vice Provost for Faculty Affairs – Dan Bush

Bush reported the following:

The gender equity salary report shows no statistically significant difference in regards to gender at any rank.

Bush's report was received.

3. Faculty Council Chair – Tim Gallagher

Gallagher reported the following:

Matt Hickey, Chair, CoTL is receiving inquiries from FC members who do not want course surveys used in any way. The CoTL proposal suggests that course surveys would be one part of the evaluation.

Questions:

Lenk: If you have a department head who is not following the *Manual*, then a formal grievance must be filed, which seems to be the only way to object to the one item from the course survey approach to evaluation.

Gallagher: Or they can go to Dan Bush.

Bush: Yes, absolutely. The language in the *Manual* says that you can't just use the course survey. The rationale for keeping it at all is that there is value in hearing what students have to say. It provides useful information.

Gallagher: The CoTL made this recommendation and FC approved it.

Avery: Can this be revisited if there was a desire to address this particular item?

Gallagher: Yes, it is totally possible to revisit and ask the CoTL to do so, or, it can be revisited in Executive Committee.

Shulman and Lenk: Can't the people who are unhappy go to their departments and change their codes?

Gallagher: Yes. The department code can say, "We shall not use the course survey."

Lenk: People are being asked to provide alternative evidence and placing the burden to provide this alternative—or else I will rank you at the bottom (so says a department chair). It is not clear who is responsible for making sure that the many options are made available to a faculty member. I'm reporting one of the things that has come back. On whose onus is it to provide the alternative evidence—on the chair, the faculty member, or someone else?

Gallagher: Regarding the Bullying Policy—On November 17, 2017, APC voted to support/approve the placement of the revised Bullying Policy in the *Manual*. The guidelines and procedures will go in, but the form does not.

Gallagher asked EC to approve the motion placing the revised Bullying Policy in the *Manual* on the December 5, 2017 FC meeting agenda. If approved on the floor of Faculty Council, then it can go to the Board of Governors for approval and then into the *Manual*.

Gallagher's motion was unanimously approved.

Gallagher's report was received.

3. Board of Governors Faculty Representative – Margarita Lenk

Lenk reported the following:

No Board of Governors meeting until November 30-December 1, 2017.

There was a first time system-wide dinner hosted by Global. The Vice Provost gave information about enrollment, contracts, class sizes, etc. We also had a very nice catered meal from Macaroni Grill, followed by conversation. Many good take-aways from this event. This will be reported to the Board.

Lenk's report was received.

D. Discussion Items

1. FC agenda item request by Paula Mills – Provost’s Council of Engagement (present 30-minute report)

Gallagher: We have a request from Paula Mills to present a report to Faculty Council. Dan, do you have more insight on this topic?

Bush: Looking at how the institution is talking about Engagement and getting to the notion that Engagement is a valued part of faculty work.

Hunter: Could we invite Paula to EC, and then see what they have to say and provide feedback? We could possibly invite them to make a statement to Faculty Council.

Barisas: Non-tenure track faculty issues should come before Engagement.

Stromberger: See what they want to say.

Gallagher: Are EC members okay if I extend an invitation to Paula Mills to attend an EC meeting after the December FC meeting?

EC unanimously approved inviting Mills to a December EC meeting to provide more information.

2. Proposed policy changes related to NTTF

Gallagher: The important item today is in regard to policies related to NTTF. Floating the trial balloon. Do members want another discussion item relating to the status of the proposal? There have been challenges relating to this topic. We do discussions when there are matters that aren’t ready for a full proposal. December agenda item?

Reising: Read the report from Don Estep.

Barisas: What are some of the specific topics that are being addressed and trying to be achieved? However we can clarify and specify it will help.

Doe: NTTF has addressed several specific topics: appointment types, job security, hiring practices, representation, due process, and concepts of advancement. They took these ideas to FC and presented in an open discussion. They were urged to create motions and sent those motions to the appropriate committees. They were told to shop around their ideas--to take these proposals to as broad an audience as they could. There is the implication that they had been working in back alleyways. In 7-8 years, some progress has been made. I object to the tenor of this and it's time to move something forward rather than re-hashing everything over and over. I believe Rick had a great suggestion to ask CoRSAF to speak as to where they are in this process.

Stromberger: You have to be very careful with this document. My instructions were to send it to the entire university. We have been saying this all along, for NTTF to present ideas. CoNTTF has never communicated that they were set in stone on ideas. The reason was to help get some feedback.

Bush: I am pleased that Don Estep is meeting with CoNTTF today. Consensus language will hopefully come out of this.

Gallagher: Too important for us to drop the ball on.

Lenk: Everyone honors NTTF. Attending many of the sessions in regard to getting feedback to the proposal. Unanimous agreement that the campus needs to do something.

Doe: Section E is in front of CoRSAF. A tiny piece. The part in front of CoFG is part of Section C.

Avery: I was surprised with some of the protective language. Looked at the amount; clinical and research faculty as different types.

Barisas: If we break down these 5 areas of concerns, discuss the apparent concerns and proposed solution in each area. Career Advancement ideas—easy. Breaking it down into chunks that can be addressed.

Kutcher: I agree with breaking down in pieces. I recall last years' meeting. I left that meeting thinking we gave some input, but what I expected to see was some revisions. As a FC member, I have been waiting to see revised language.

Lenk: There were many faculty who felt that the rules of FC were being put aside. Going outside FC processes. Let the FC processes proceed as they normally would.

Gallagher: The barrage of emails, and visits to units has brought a broader range of people into the conversation. Normally it would have gone to CoFG and CoRSAF as that's traditional, but because of the email thread, nearly everyone has been dragged into the conversation. We now must bring the thing under control again. It's our collective job to figure out this puzzle and expedite the process in an orderly manner. Have the two committees lead the discussion at a December meeting with request for input.

Reising: Break it into manageable tasks to see which things are more feasible. Right now we have inertia.

Gallagher: If we had that filed in the back of our minds and we learned about the meeting between CoNTTF and CoFG and at the CoFG and meet again on the 28th. We would have more data on the 28th and be ready to make a more informed decision and invite CORSAF and CoFG to do a presentation at FC meeting. Invite Don Estep, Marie Legare and Jenny Morse?

Makela: Find out the progress that the committees are making.

Lenk: I want to know what our college members think. Invite chairs of committees to the November 28 EC meeting.

Bush: State as: Would you come and give us an update on the progress your committee have made on the proposals in front of you. EC is looking for an update on where they're going rather than being told what to do so that they're not on the defensive. Give us an update.

Reising: What's the connection between appointment types and contracts and job security?

Bush: Without End Date—you're here for the long-term.

Lenk: It would be interesting to hear from each college about how the proposal affects each unit.

Gallagher: The problem is that this is unit by unit, department head by department head. I could be a department head permitted to give multi-year contracts but won't do it. We can write policy but is it enforced? In departments, a non-trivial number, that aren't under enrollment pressure, are refusing to offer multi-year contracts to NTTF.

Bush: Promotion concept where central picks up the tab. We shouldn't leave it to the college to support this.

Makela: We should also consider the cost of losing people.

Gallagher: Update on where they are at: CoFG and CoRSAF. It's a non-challenging thing. Give us an idea of where this is going. We will have new information to discuss at the November 28 meeting.

Doe moved that Don Estep and Marie Legare be invited to the November 28, 2017 EC meeting.

EC unanimously approved. Gallagher will send an email invitation.

Lenk: I would like to have it on record that will we hear about the impact on each college? We would like to know what people are thinking. Are the college reps to CoRSAF and CoFG getting information from their colleges? Discussion of impacts.

Executive Committee adjourned at 4:55 p.m.

Tim Gallagher, Chair
Sue Doe, Vice Chair
Rita Knoll, Executive Assistant