

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
April 3, 2018 – 4:00 p.m. – BSB – Room 131

CALL TO ORDER

The Faculty Council meeting was called to order at 4:02 p.m. by Tim Gallagher, Chair.

Gallagher introduced Donna Thompson as our guest Registered Professional Parliamentarian for today's meeting.

ANNOUNCEMENTS

1. Next Faculty Council Meeting – May 1, 2018 – BSB – Room 131 – 4:00 p.m.

Gallagher announced that the last Faculty Council meeting for the spring semester will be held on May 1, 2018 at 4:00 p.m. - Behavioral Sciences building, Room 131

2. Executive Committee Meeting Minutes located on FC website – February 20 and 27, 2018

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

Gallagher announced that the Executive Committee Meeting Minutes are posted on the FC website.

3. Faculty Council Harry Rosenberg Distinguished Service Award – Nominations due by *April 13, 2018*.

Gallagher announced the Faculty Council Harry Rosenberg Distinguished Service Award deadline is April 13, 2018. Please send in your nominations.

MINUTES TO BE APPROVED

1. Faculty Council Meeting Minutes – March 6, 2018

Gallagher asked for corrections and additions. Karen Barrett made a correction and emailed the corrections to Knoll before the meeting, which Gallagher placed on the screen. Gallagher asked for a motion to approve the March 6, 2018 FC meeting minutes.

Kyle Saunders moved (Steve Reising 2nd) to place the March 6, 2018 FC meeting minutes on the FC website.

Saunders' motion was approved.

UNFINISHED BUSINESS

1. None.

REPORTS TO BE RECEIVED

1. President – Tony Frank

Frank reported on the following:

- For over 10 years, we have been working on the conditions for NTTF. I want to thank all of you for your role and the debate. Thank you for taking part in this very long debate.
- Federal side: Federal delegation is working hard and passed budget for 2018. Continuing resolutions, but do not contain the Federal R and D budget cuts that were in the President's budget.
- Focusing on DACA and trying to reinforce on both sides of the aisle that this is too important of a topic and it needs to be resolved.
- State side: Probably the most stable budget proposed. We feel good about this. First funding for Shepardson Hall renovations.
- We have one new Board of Governors member and two Board members were re-appointed.
- Once again, important issues we face are ongoing issues around Free Speech, white supremacy, anti-Semitism. Unambiguous as a university on our position while also supporting Free Speech.

Questions:

Antonio Pedros-Gascon (CLA At-Large): My topic is related to parking revenue on game days. Would you be willing to have a discussion on this?

Colorado Revised Statutes, Title 23-5-101.5.1.5 states that an auxiliary facility (like our parking services)

- a) Is accounted for separately in institutional financial records;
- b) Is *self-supporting* from revenues received as gifts from nongovernmental sources *or in exchange for good and services*; and
- c) Engages in the type of activities that are commonly *carried on for profit outside the public sector.*”

The revenue from the days on which games take place goes to athletics (something that it seems you had forgotten when asked about it on this same floor on October 3rd). So given that the money collected for “goods and services” provided during game days is not going back to fund and maintain parking services (being those the few occasions in which parking really has a for-profit capacity/nature) these are my three questions for you:

- 1 Do you think that the wording existing on the parking webpage that states that “All the money collected from parking ventures goes to support parking”, is an accurate characterization of our current situation? Why?
- 2 How does your administration read the described situation as complying with the state mandate *of a need for a self-supporting revenue*, when money collected for “*goods and services*” provided by making use of the assets of this unit (parking) is being channeled to fund/subsidize other “**institutional financial records**” (athletics)?
- 3 That administrative decision ends up surcharging permit holders of on campus parking for an average of \$35.6 extra dollars [\$314,689/8841: \$35.59]. Are you willing to have this Faculty Council discuss next year continuing with this practice and vote to support it or to change it?

Frank: I thought I had gotten back to you on this, so I apologize for failing to do that. I will get a written answer back to you.

Mary Van Buren (CLA): I know a good place for the extra revenue to go-Libraries. What I’m finding is that a number of our main journals have been eliminated. Books must be requested from remote locations. Library funding seems to have been gutted. Faculty pay is also very low. There is a line item in the budget to increase the funding. The amount reflects the recommendation of the library leadership. It’s something that is rarely discussed, but in addition to technology, we need to invest in the library.

Frank: Miranda: In the FY19 budget there is a \$443,000 budget increase to the Libraries being planned.

Frank: Does that answer your question?

Mary Van Buren (CLA): Yes. It's something that's never discussed publicly.

Frank: It would be a great discussion.

Noreen Reist (CVMBS At-Large): We in Libraries go through this every year. The inflation costs are not going up by 2%; they are going up by factors of 10% plus. Publishers are making huge profits. It's a nationwide problem.

Silvia Canetto (Psychology): There has been a lot of negative coverage of CSU in the media regarding the separation of the basketball coach. \$5.5 million in student fees to support athletics?

Frank: There's been a narrative that is incorrect wrapped up in that article. The implication that we are using student fees is inaccurate. We worry about student athletes and their graduations, and how they are being treated. We work on competitive programs. We don't hire on the basis of wins. I think we are one of a handful of institutions that has never had a major NCAA infraction. I am fully aware that some feel intercollegiate athletics are a waste of our time, but I don't feel the same way.

Antonio Pedros-Gascon (CLA At-Large): I would love for faculty to have those kinds of agreements. We are giving rights to people who are not faculty.

Frank: It is my belief that we followed up appropriately. While we didn't act on the recommendation, there are many reasons for this. I do not accept the charge that we didn't respond to earlier recommendations because we did. We have a position and believe we can fire someone and not pay them out. They usually have a different position. We faced a \$3 million payout if firing court found against us and that needs to be compared with the costs associated with a settlement. In the end, we balance financial cost against legal risk.

Frank's report was received.

2. Provost/Executive Vice President – Rick Miranda

Miranda reported on the following:

Personnel changes: Leslie Taylor named Vice President of Enrollment and Access--effective this week. Also decided to promote Laura Jensen to Vice Provost for Planning and Effectiveness, and she will help write the University's Strategic Plan.

Two searches underway: Vice Provost for International Affairs as Jim Cooney is retiring and, Alan Lamborn, Executive Director of the Reinvention Collaborative and Undergraduate Affairs is also retiring.

Two events recently: 1) MURALS event for first-generation, minority. Great event. Thank you to you and colleagues. Over 100 students participated; 2) placing of the last beam on the Richardson Design Center, which is off of Lake street, next to the stadium. Projected to open in 2019.

University budget. The Long bill has been signed and sent to the Governor; the budget really didn't change yet from the prior versions we have been reviewing. Will enjoy a \$10 million state funding input with agreement that we not raise in-state tuition more than 3% and out-of-state 2.5%.

Raises announced for faculty, admin pros, and state classifieds. Faculty and Admin Pro salaries going up by 2.5%; 3% for State Classified. There are several supplemental bills in the state legislature that may inject additional monies for higher ed. At the May meeting, the BOG expects to see the budget. Expecting additional resources from the State but don't know how much yet.

Questions:

Michael Pante (Anthropology): Regarding salary compression issues—improvements are still needed despite some prior improvements that have occurred. Important to keep quality between us and our peers.

Miranda: We are trying to deal with compression issues on a case by case basis; this is more of an internal issue. We are also looking at external comparisons, and reviewing national norms for each department; we are developing a methodology that hopefully will be transparent that we can use to direct some resources to bring us closer to peer medians in all departments.

Miranda's report was received.

3. Faculty Council Chair – Tim Gallagher

Gallagher reported on the following:

Attending at least one meeting of each standing committee. Attended CoSFP since last Faculty Council meeting. Will meet with Committee on Libraries next week. Widespread agreement that, acoustically, this is a poor room for meetings. We do have microphones for today. Next Fall we will meet in the Plant Sciences building. It has plenty of room for guests.

Gallagher's report was received.

4. Board of Governors Faculty Representative – Margarita Lenk

Lenk reported on the following:

Bring me your factoids regarding your faculty so I can report to BOG. CSU Global did get approval to let CSU freshmen enter their program. Board of Governors meets again May 3-4, 2018.

Lenk's report was received

CONSENT AGENDA

1. UCC Minutes – March 2, 9, and 23, 2018

Carole Makela, Chair of UCC, moved that Faculty Council approve the Consent Agenda.

The Consent Agenda was unanimously approved.

ACTION ITEMS

1. Elections – Faculty Council Standing Committees – Committee on Faculty Governance

Steve Reising, Vice Chair, CoFG, moved that Faculty Council approve the following Standing Committee nominees, along with the carry-in ballots below:

COMMITTEE ON FACULTY GOVERNANCE

| | College | Term Expires |
|--|----------------|---------------------|
| <u>QUINTON WINGER (Carry-in)</u> (Nominated by Committee on Faculty Governance) | CVMBS | 2021 |

COMMITTEE ON INTERCOLLEGIATE ATHLETICS

CRAIG WEBB (Carry-in) CVMBS 2021
(Nominated by Committee on Faculty Governance)

COMMITTEE ON LIBRARIES

LAURENCE JOHNSON Business 2021
(Nominated by Committee on Faculty Governance)

NOREEN REIST (Carry-in) Business 2021
(Nominated by Committee on Faculty Governance)

COMMITTEE ON NON-TENURE TRACK FACULTY

SUSAN (Suellen) MELTZER Agricultural Sciences 2021
(Nominated by Committee on Faculty Governance)

COMMITTEE ON RESPONSIBILITIES AND STANDING OF ACADEMIC FACULTY

JENNIFER MARTIN Agricultural Sciences 2021
(Nominated by Committee on Faculty Governance)

COMMITTEE ON SCHOLARSHIP, RESEARCH, AND GRADUATE EDUCATION

MELINDA SMITH Natural Sciences 2021
(Nominated by Committee on Faculty Governance)

DONALD SAMELSON Business 2021
(Nominated by Committee on Faculty Governance)

SEONIL KIM (Carry-in) CVMBS 2021
(Nominated by Committee on Faculty Governance)

COMMITTEE ON SCHOLASTIC STANDARDS

ALAN KENNAN Natural Sciences 2021
(Nominated by Committee on Faculty Governance)

COMMITTEE ON STRATEGIC AND FINANCIAL PLANNING

GREGORY PERRY Agricultural Sciences 2021
(Nominated by Committee on Faculty Governance)

ROB SCHWEBACH Business 2021
(Nominated by Committee on Faculty Governance)

GEORGE BARISAS Natural Sciences 2021
(Nominated by Committee on Faculty Governance)

COMMITTEE ON TEACHING AND LEARNING

LUMINA ALBERT Business 2021
(Nominated by Committee on Faculty Governance)

COMMITTEE ON UNIVERSITY PROGRAMS

TIAN WANG Business 2021
(Nominated by Committee on Faculty Governance)

TANJA HESS Agricultural Sciences 2021
(Nominated by Committee on Faculty Governance)

ERIC MALONEY (Carry-in) CoE 2021
(Nominated by Committee on Faculty Governance)

UNIVERSITY CURRICULUM COMMITTEE

PAUL MALLETTE (Carry-in) Business 2021
(Nominated by Committee on Faculty Governance)

BETH OEHLERTS (Carry-in) Libraries 2021
(Nominated by Committee on Faculty Governance)

BRAD REISFELD (Carry-in) CoE 2021
(Nominated by Committee on Faculty Governance)

Tim Gallagher, Chair, asked for nominations from the floor. Hearing no nominations, the nominations were closed.

The above faculty members were unanimously elected to their respective Standing Committees starting July 1, 2018.

2. Elections – University Discipline Panel – Committee on Faculty Governance

Steve Reising, Vice Chair, CoFG, moved that Faculty Council approve the following nominations for the University Discipline Panel:

**University Committee Nominations
DISCIPLINE PANEL
3-year Term
April 3, 2018**

| | College | Term Expires |
|--|-------------------|---------------------|
| <u>BRETT JOHNSON</u> (Nominated by Committee on Faculty Governance) | Natural Resources | 2021 |
| <u>IULIANA OPREA</u> (Nominated by Committee on Faculty Governance) | Natural Sciences | 2021 |
| <u>JENNIFER NYBORG</u> (Nominated by Committee on Faculty Governance) | Natural Sciences | 2021 |
| <u>CANDACE TSAI</u> (Nominated by Committee on Faculty Governance) | CVMBBS | 2021 |

Tim Gallagher, Chair, asked for nominations from the floor. Hearing no nominations, the nominations were closed.

The above faculty members were elected to the University Discipline Panel starting July 1, 2018.

3. Elections – University Grievance Panel – Committee on Faculty Governance

Steve Reising, Vice Chair, CoFG, moved that Faculty Council approve the following nominees for the Grievance Panel:

**University Committee Nominations
GRIEVANCE PANEL
3-year Term
April 3, 2018**

| | College | Term |
|--|----------------|-------------|
| <u>HONG MIAO</u> (Nominated by Committee on Faculty Governance) | Business | 2021 |
| <u>JASON QUINN</u> (Nominated by Committee on Faculty Governance) | Engineering | 2021 |

| | | |
|--|---------------------------|------|
| <u>STEVEN RUTLEDGE</u> (Nominated by Committee on Faculty Governance) | Engineering | 2021 |
| <u>SCOTT GLICK</u> (Nominated by Committee on Faculty Governance) | Health and Human Sciences | 2021 |
| <u>NAOMI LEDERER</u> (Nominated by Committee on Faculty Governance) | Libraries | 2021 |
| <u>CHRIS ACKERSON</u> (Nominated by Committee on Faculty Governance) | Natural Sciences | 2021 |
| <u>IULIANA OPREA</u> (Nominated by Committee on Faculty Governance) | Natural Sciences | 2021 |
| <u>PIOTR KOKOSZKA</u> (Nominated by Committee on Faculty Governance) | Natural Sciences | 2021 |
| <u>MO SALMAN</u> (Nominated by Committee on Faculty Governance) | CVMBS | 2021 |

Tim Gallagher, Chair, asked for nominations from the floor. Hearing no nominations, the nominations were closed.

The above faculty members were elected to the University Grievance Panel starting July 1, 2018.

4. Proposed revisions to Section C.2.1.3.2 *Ex Officio* Members of the *Academic Faculty and Administrative Professional Manual - CoFG*

Gallagher explained that Section C pertains to the Code of the *Manual* and needs to be approved by a 2/3 vote to pass. If any one of these Code changes has some significant number of disagreement, then we will move to voting by standing. If there appears to be no real dissent, then a voice vote will be taken.

Steve Reising, Vice Chair, CoFG, moved that Faculty Council approve the proposed revisions to Section C.2.1.3.2 *Ex Officio* Members of the *Academic Faculty and Administrative Professional Manual*.

SUBJECT: Proposed revision to Section C.2.1.3.2 of the *ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL*

The Committee on Faculty Governance submits the following amendment:

MOVED, THAT SECTION C.2.1.3.2 of the ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL BE AMENDED AS FOLLOWS:

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

C.2.1.3.2 Ex Officio Members (last revised August 8, 2014)

Chairpersons of Faculty Council regular ~~and specialized~~ standing committees, serving as the official representatives of the standing committees to the Faculty Council, shall be ex officio voting members of Faculty Council. Faculty representatives of Faculty Council specialized standing committees, serving as the official representatives of their respective colleges and the Libraries on the specialized committee and before Faculty Council, shall be ex officio voting members of Faculty Council.

The immediate past Chairperson of Faculty Council shall be an ex officio non-voting member of the Faculty Council for one (1) year immediately following the expiration of his or her term as Chairperson of the Faculty Council.

The President of the University, the Provost, the Vice Presidents, the Vice Provosts, the Deans of the Colleges and the Libraries, and the Chair of the Administrative Professional Council shall be seated on the Faculty Council as ex officio non-voting members.

Rationale:

A long-standing aspect of the Code has invested the Chairs of the Standing Committees as voting ex officio members of Faculty Council. In that capacity, the Chairs of Standing Committees can speak for motions introduced by their Standing Committees followed by supporting those motions by a vote.

Specialized Standing Committees deal with issues for which there is significant variation in the interests across the Colleges and the Libraries. In those cases, the faculty representatives of specialized Standing Committees have an important responsibility to represent the interests of their respective Colleges and the Libraries. That responsibility should carry over to Faculty Council meetings, where the members should be able to speak for or against motions introduced by their specialized Standing Committee, supported by a vote for or against the motions. In that role, the faculty representatives on specialized Standing Committees can provide information about the interest, support, and opposition of their Colleges and the Libraries during Faculty Council considerations.

The Committee on Non-Tenure Track Faculty (CoNTTF) is currently the only specialized standing committee and it has 9 nontenure track faculty members. The CoFG will ask the regular standing committees to consider becoming specialized committees.

Discussion:

Steve Reising (Vice Chair, CoFG) explained the Rationale. Among the Standing Committees is a specialized standing committee, which is CoNTTF. Currently, only the Chair (Jenny Morse) has

voting rights on Faculty Council. All members of CoNTTF, as well as other specialized standing committees, would have voting rights.

Antonio Pedros-Gascon (CLA At-Large): Pages 33, 35 and 37 of the proposals have no dates.

Faculty Council unanimously approved the motion.

5. Proposed revisions to Section C.2.1.9.6 Specialized Standing Committees: Membership and Function of the *Academic Faculty and Administrative Professional Manual* – CoFG

Steve Reising explained the NTTF for the colleges and Libraries have increased throughout the years and need to have representation. The issues that are considered are of concern. Would also like to include one graduate and undergraduate student on each committee as well.

Steve Reising, Vice Chair, CoFG moved that Faculty Council approve the proposed revisions to Section C.2.1.9.6 Specialized Standing Committees: Membership and Function of the *Academic Faculty and Administrative Professional Manual*.

SUBJECT: Proposed revision to Section C.2.1.9.6 of the *ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL*

The Committee on Faculty Governance submits the following amendment:

MOVED, THAT SECTION C.2.1.9.6 of the *ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL* BE AMENDED AS FOLLOWS:

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

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) 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. 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 committees, then additional non-tenure track faculty members shall be selected to provide a total of six (6)~~

~~non-tenure-track faculty members. These nominations shall be sought from the University community by the Committee on Faculty Governance.~~

~~3. Two (2) regular 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.~~

The Committee on Non-Tenure-Track Faculty shall consist of one (1) non-tenure-track faculty member (senior teaching, special, or multi-year research appointment) from each college and the Libraries, two (2) regular faculty members elected from the Colleges and the Libraries, one (1) undergraduate student, and one (1) graduate student.

The duties of this specialized standing committee shall be to recommend to the Faculty Council:

1. Policies defining the general responsibilities of non-tenure-track faculty to the University, college, and department.
2. Policies related to the standing of non-tenure-track faculty.

Rationale:

During the intervening years since the CoNTTF was established, the numbers of non-tenure-track faculty have increased in all colleges and the Libraries. Because non-tenure-faculty issues vary significantly across the Colleges and the Libraries, each such unit needs direct representation on CoNTTF. Issues affecting non-tenure-track faculty often affect students and students should have a role in consideration of motions affecting non-tenure-faculty.

Discussion:

Antonio Pedros-Gascon (CLA At-Large): Will undergraduate and graduate students have voting rights on Faculty Council, as well as on that committee?

Brad Conner (CNS At-Large): Reiterates the same question of Pedros-Gascon.

Mary Meyer (Statistics): The wording says members of the specialized standing committees.

Gallagher: The faculty members represent particular colleges and Libraries while students do not.

Faculty Council unanimously approved the motion.

6. Proposed revisions to Section C.2.1.3.2 – The current wording in Section C.2.1.9.3 is provided in the supporting materials to provide background information as the proposed change to Section C.2.1.3.2 is considered – CoFG

Steve Reising, Vice Chair, CoFG moved that Faculty Council approve the proposed revisions to Section C.2.1.3.2 of the *Academic Faculty and Administrative Professional Manual*.

Reising explains that in the absence of voting members, designees can vote.

Gallagher: The motion is to amend C.2.1.3.2 This earlier material is not part of what you are asked to vote on. It is just provided for your benefit to provide context.

SUBJECT: Proposed revision to Section C.2.1.3.2 of the *ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL*

The Committee on Faculty Governance submits the following amendment:

MOVED, THAT SECTION C.2.1.3.2 of the ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL BE AMENDED AS FOLLOWS:

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

C.2.1.9.3 Membership and Organization (last revised May 3, 2017)

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.

Each standing committee shall have a chairperson whose term of office is twelve (12) months beginning July 1. Each standing committee chairperson shall be elected by and from the membership of that committee. After members of standing committees are elected, as specified in Section C.2.1.9.4, the continuing and newly elected members of each standing committee, other than the Executive Committee, shall meet and elect a committee chairperson for the coming term before May 15. The committee members who are being replaced may attend this meeting, and they may speak, but they shall not cast votes for the new chairperson. However, if a newly elected committee member is unable to attend the meeting, then he or she may allow the committee member that he or she is replacing to cast a vote for the chairperson in his or her place.

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 otherwise specified.

Standing committees shall convene subcommittees as needed to consider specific issues or perform specific tasks. These subcommittees shall exist to serve the standing committees. A subcommittee of a standing committee shall be chaired by a member of that committee, but may draw other members from throughout the University as appropriate.

The Chairperson of Faculty Council shall be an *ex officio*, non-voting member of each standing committee of the Faculty Council.

Unless otherwise specified in the committee's operating procedures, for transacting business at standing committee, a quorum is defined as a simple majority of the voting members.

The elected chairperson of the standing committee shall serve as an *ex officio* voting member of the Faculty Council for the duration of his or her term as chairperson. **The chairperson may designate a committee member to substitute as *ex officio* voting member provided prior notice is given to the Chairperson of Faculty Council.**

C.2.1.3.2 *Ex Officio* Members (last revised August 8, 2014)

Chairpersons of Faculty Council regular and specialized standing committees, serving as the official representatives of the standing committees to the Faculty Council, shall be *ex officio* voting members of Faculty Council. The chairperson may designate a committee member to substitute as *ex officio* voting member provided prior notice is given to the Chairperson of Faculty Council.

The immediate past Chairperson of Faculty Council shall be an *ex officio* non-voting member of the Faculty Council for one (1) year immediately following the expiration of his or her term as Chairperson of the Faculty Council.

The President of the University, the Provost, the Vice Presidents, the Vice Provosts, the Deans of the Colleges and the Libraries, and the Chair of the Administrative Professional Council shall be seated on the Faculty Council as *ex officio* non-voting members.

Rationale:

We have indications that some Chairpersons of Standing Committees have been unaware that they may designate a substitute from their committee to attend Faculty Council meetings. We think that this needs

to be stated in both sections of the Code in which the chairpersons are designated as *ex officio* voting members of Faculty Council.

Faculty Council unanimously approved the motion.

7. Proposed revisions to Section K.10.6.5 of the *Academic Faculty and Administrative Professional Manual – CoRSAF*

Marie Legare, Chair, CoRSAF moved that Faculty Council approve the proposed revisions to Section K.10.6.5 of the *Academic Faculty and Administrative Professional Manual*.

Legare said the Rationale is clear. The part that is being amended is that the BOG has its own process for dealing with appeals and we cannot alter that. The changes reflect this fact.

Gallagher: Faculty Council approved earlier changes to Section K and The Board won't approve those changes until the Section K wording is brought into compliance with Board policy.

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

MOVED, THAT SECTION K.10.6.5 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL BE AMENDED AS FOLLOWS:

Deletions ~~Overscored~~ Additions Underlined

K.10.6.5 Review by the Board

If the President was a party to the Grievance, the Board shall review the Recommendation from the Hearing Committee, together with any appeal from the Grievant (hereinafter referred to collectively as the "Final Appeal Record"), unless the Recommendation suggests that no action be taken as a result of the Grievance and no appeal was submitted by the Grievant within the five (5) working day limit. This review shall be based only on the Final Appeal Record. No new substantive issues may be introduced. Board Policy 123 contains the procedures to be followed regarding this review.

Upon completion of this review, the Board shall make a final decision regarding the Grievance. This decision shall be in writing, and it shall include a summary of the relevant information and the reasoning that supports the decision. ~~The decision of the Board may differ from the Recommendation from the Hearing Committee only if the Board finds that the Recommendation from the Hearing Committee is unfair, unreasonable, arbitrary,~~

~~capricious, or discriminatory.~~ The Chair of the Board shall send this written decision to the UGO, and the UGO shall send copies of this decision to the Grievant, the Supervisor, the Provost, and the President. The decision of the Board is final.

If the decision of the Board includes taking action as a result of the Grievance, the Chair of the Board shall notify the President and the UGO of the action to be taken, and the President shall notify the appropriate individuals. This may involve special Board action.

Rationale: The Board has its own policy for conducting appeals, and we cannot override that policy.

Discussion:

Silvia Canetto (Psychology): Reviews some of the information of Section K. Why is it in the *Manual* it says “unfair” and in the other locations says “unlawful”. Why are you removing it? Is it a contradiction? Seems it is not a contradiction.

Richard Eykholt (UGO): You’re right, the Board policy is different than what we have because the Board oversees three campuses. We cannot tell the Board what they can and cannot do. So, we have two choices: We can either approve this, or we cannot approve this, in which case none of the changes to Section K go forward.

Richard Eykholt (UGO): The Board may differ “only if”. The Board dictates policy.

Antonio Pedros-Gascon (CLA At-Large): So, number one, they talk about accountability, you are telling us the Board is not accountable to anyone? That really makes me question the purpose of representation and accountability.

Richard Eykholt (UGO): I cannot say that I disagree with you, but what you’re saying is that you disagree with the State Constitution. We can’t change the State Constitution by a vote on Faculty Council.

Mary Meyer (Statistics): Out of curiosity, what if we say no?

Richard Eykholt (UGO): Then all the changes we make to Section K don’t get changed to address all the issues. That would be the effect.

Ross McConnell (Computer Science): Why is it that we don’t have the option of taking that out and leave everything else?

Richard Eykholt (UGO): That is what we are doing, changing only Section K.10.6.5.

Ross McConnell (Computer Science): Why does the entire thing depend on this one change?

Richard Eykholt (UGO): What we passed at Faculty Council, the Board won’t approve. We sent something forward that conflicts with Board policy.

Gallagher: Everything we do in Faculty Council is subject to Board approval. Jason Johnson (Office of General Counsel) said this will meet with the Board’s requirements if we do this.

Brad Conner (CNS At-Large): If the Board decides to change its procedure, we could find ourselves with another issue to change. Why don't we strike the section as well?

Richard Eykholt (UGO): If you want to strike the whole section, then we can't appeal to the Board. We made massive changes to Section K and the Board is opposed to one sentence.

Gallagher: All in favor of the motion to make the recommended changes Section K.10.6.5 say aye. All opposed to the motion say no. A few no's were noted.

The motion was approved

8. Proposed revisions to the *Graduate and Professional Bulletin* – Graduate Study – CoSRGE

Sid Suryanarayanan, on behalf of CoSRGE, moved that Faculty Council approve the proposed revisions to the *Graduate and Professional Bulletin* – Graduate Study

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

ADDITIONS - UNDERLINED - DELETIONS ~~OVERSCORE~~

Master's Degrees

Master's Degrees

Master of Fine Arts Degree

CSU offers a variety of master's degrees. The features and requirements of these degrees are summarized in the [Programs A-Z section of the Catalog](#). ~~table below.~~ (include a link here).

[Summary of Requirements for the Master's Degrees¹](#)

Master's Degrees Requirements

| Degree | Plan | Minimum Number of Credits ² | Thesis | Foreign Language |
|---|------|--|--------|------------------|
| Master of Accountancy (M.Acc.) | € | 30 | No | No |
| Master of Addiction Counseling (M.A.C.) | € | 42 | No | No |

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 Master's Degrees Requirements

| Degree | Plan | Minimum Number of Credits² | Thesis | Foreign Language |
|--|-------------|--|-----------------------|-----------------------------|
| Master of Agriculture (M.Agr.) | A,B | 30 | When req. by dept. | No |
| Master of Applied Industrial/Organizational Psychology (M.A.I.O.P.) | C | 38 | No | No |
| Master of Applied Statistics (M.A.S.) | C | 31 | No | No |
| Master of Arts (M.A.) | A | 30 | Yes | When req. by dept. |
| Master of Arts (M.A.) | B | 32 | No | When req. by dept. |
| Master in Arts Leadership and Cultural Management (M.A.L.C.M.) | C | 32 | No | No |
| Master of Business Administration (M.B.A.) | C | 40-52 | No | No |
| Master of Computer Information Systems (M.C.I.S.) | C | 33 | No | No |
| Master of Computer Science (M.C.S.) | C | 35 | No | No |
| Master of Education (M.Ed.) | A | 30 | Yes | No |
| Master of Education (M.Ed.) | B | 30 | No | No |
| Master of Engineering (M.E.) | C | 30 | No | No |
| Master of Extension Education (M.Ext.Ed.) | C | 36 | No | No |
| Master of Finance (M.F.I.N.) | C | 30 | No | No |
| Master of Fine Arts (M.F.A.) | A | 48-60 | Yes | When req. by dept. |
| Master of Fish, Wildlife & Conservation Biology (M.F.W.C.B.) | C | 30 | No | No |
| Master of Greenhouse Gas Management and Accounting (M.G.M.A.) | C | 37 | No | No |

| Degree | Plan | Minimum Number of Credits² | Thesis | Foreign Language |
|--|-------------|--|--------------------|-------------------------|
| Master of Landscape Architecture (M.L.A.) | C | 40 | No | No |
| Master of Management Practice (M.M.P.) | C | 30 | No | No |
| Master of Music (M.M.) | A, B | 30 | When req. by dept. | No |
| Master of Natural Resources Stewardship (M.N.R.S.) | C | 30 | No | No |
| Master of Natural Sciences Education (M.N.S.E.) | C | 30 | No | No |
| Master of Occupation Therapy (M.O.T.) | C | 63 | No | No |
| Master of Public Health (M.P.H.) | C | 42 | No | No |
| Master of Science (M.S.) | A | 30 | Yes | When req. by dept. |
| Master of Science (M.S.) | B | 30-32 ³ | No | When req. by dept. |
| Master of Social Work (M.S.W.) | A, B | 40-63 ⁴ | When req. by dept. | No |
| Master of Tourism Management (M.T.M.) | C | 30 | No | No |
| Professional Science Master's (P.S.M.) | PSM30 | 45 | No | No |

¹ Final examinations are required for all degrees except Plan C master degree.

² At least 16 credits must be earned at the 500 level or above and at least 12 of these must be in regular courses, except Plan C. However, the number of 500 level or above credits earned for the degree must be 16 or 50% for a plan A or B, whichever is most and 21 or 50% for a plan C, whichever is most.

³ Plan B degrees require a minimum of 30 credits and either a scholarly paper, exam, portfolio, or similar project.

⁴ Demonstrated equivalency may reduce the total required to less than 58 but not less than 40.

Master's Degrees

An important distinction is made between Plan A and Plan B, Plan C, and the Professional Science Master's. The former, Plan A option, requires the preparation of a thesis. The thesis is typically a written formal document which addresses, in an original fashion, some important concern of the discipline. A thesis involves significant independent work. A certain number of credits are allowed for the preparation of the thesis. The Plan B degree does not require a thesis; instead, either a scholarly paper, exam, portfolio, or similar project is required.

Plan C master's degree options are distinguished in two ways. First generally, only course work is required. No thesis, project, or final examination is required; however, some specific programs may require an internship, practicum, or other experience consistent with expressed goals of the program, as approved by the University Curriculum Committee. Second, Plan C options are designed for professional degrees; thus, this option is not available in the M.A. or M.S. Further, within any given department, Plan C degrees may not bear the same title as those with Plan A or Plan B options. Please note, however, that not every professional degree need offer the Plan C option.

~~The minimum number of required credits for all master's degrees is 30.~~

The Professional Science Master's (PSM) degree option (30 credit minimum) is designed to meet the following curriculum requirements: 1) a majority of credits must be earned in advanced science, technology, engineering, math and/or computational sciences courses over the two year program; 2) there must be a professional skills component; and 3) a capstone ~~project~~ activity based on an experiential component, that includes a field placement course (e.g. internship, practicum, affiliation, field work) must be a part of the curriculum. No thesis, project, or final examination is required. The PSM is to provide managers for organizations that provide technology-based outcomes in public, private, government, or non-profit sectors. PSMs must conform to the nationally accepted academic criteria for the PSM curriculum as determined by the PSM National Office (psmoffice@sciencemasters.com).

An active advisory board composed of individuals from industry, business, government, non-profit organizations, and CSU faculty is required; advisory board members serve to provide advice on the program curriculum, assist with student projects and placement, and interact individually with students. To be recognized as a PSM degree, programs must first be approved by the PSM National Office, and subsequently approved and routed through the paths required by the CSU Faculty Council, Curricular Policies and Procedures Handbook. PSM specializations are listed in the Graduate and Professional Bulletin.

Credit Requirements (Master's Degrees)

~~Credit requirements vary greatly; for certain terminal professional degrees, the minimum number of credits may exceed 60; other master's degrees vary from 30 to 36 (Table 1). Further, individual departments may have credit requirements in excess of these minimum university requirements. However, the number of 500 level or above credits earned for the degree must be 16 or 50% for a Plan A or B, whichever is most and 21 or 50% for a Plan C or Professional Science Master's, whichever is most. A minimum of 24 credits must be earned at Colorado State, 21 of which must be earned after admission to the Graduate School. A minimum number of credits earned at Colorado State must be in 500 or higher level courses (21 for Plan C master's degrees and Professional Science Master's; 16 for all other master's degrees). Of this number, at least 12 credits must be in regular courses.~~

The minimum number of required credits for all master's degrees is 30. However, individual departments may have credit requirements in excess of the minimum university requirement. For example, terminal professional degrees may have a minimum credit requirement that exceeds 60. The number of 500 level or above credits earned for master's degrees varies: 16 or a minimum of 50% whichever is more for Plans A and B, and 21 or a minimum of 50% whichever is more for Plan C's and Professional Science Master's degrees. Additionally, at least 12 of the 500 level or more credits must be in regular courses for all master's degrees. Other courses may be at the 300 or 400 level or may be in courses not defined as regular. A minimum of 24 credits must be earned at Colorado State, 21 of which must be earned after admission to the Graduate School. Plan C master's and Professional Science Master's programs may not include independent study, research, or supervised college teaching credits toward the degree unless one or more of these are required by the program, as approved by the University Curriculum Committee. Additionally, Plan C master's may not include internship or practicum credits toward the degree unless one or both are required by the program, as approved by the University Curriculum Committee. Credits earned in pursuit of one master's degree may not be used for a second except in those cases where an M.A. degree is applied to the M.F.A. (see section on [Master of Fine Arts Degree](#)).

Final Examination (Master's Degrees)

Master's Plan A and Plan B students are required to complete and pass a final examination/defense. At the discretion of the committee, the final examination may be oral or written, or both. At least one week before the final examination the advisor must inform the student and the committee member of the nature and scope of the examination.

Master of Fine Arts Degree

This is a terminal degree for practicing professionals in the visual or literary arts. In general, it requires at least three years of full time study beyond the baccalaureate or at least one year of full time study beyond the Master of Arts degree.

This degree requires the preparation of a major artistic work. This work, whether in the form of a product of the visual arts, a performance, or a written manuscript, must

1. demonstrate a level of creativity sufficient to establish the student as a member of the appropriate artistic community, and
2. stand in its own right as a significant aesthetic or literary contribution. This work is presented as an M.F.A. thesis.

Credit Requirements (Master of Fine Arts Degree)

Total credit requirements vary from 48 to 60 according to the department in which the degree is earned. Further, individual departments may have requirements in excess of CSU minimums laid out in this the Catalog section. The number of 500 level or above credits earned for the Master of Fine Arts must be a minimum of 50%; of that number, 12 must be in regular courses. Other courses may be at the 300 or 400 level or may be in courses not defined as regular. In general, a minimum of 32 credits must be earned at CSU, 21 of which must be earned after formal admission to the Graduate School.

However, if a previously completed Master of Arts degree is submitted in partial fulfillment of the requirements, up to 30 credits may be accepted toward the program. If this option is used, no additional transfer credits may be accepted. In this case, a minimum of 18 credits must be earned after formal admission to the M.F.A. program.

~~At least 16 of the credits earned at CSU must be in 500 or higher level courses. Of the 16, 12 must be in regular courses. Other courses may be at the 300 or 400 level or may be in courses not defined as regular. However, the number of 500 level or above credits earned for the degree must be 16 or 50% for a Plan A or B, whichever is most and 21 or 50% for a Plan C, whichever is most.~~

Final Examination (Master of Fine Arts Degree)

A final examination is required for the Plan A degree. The final examination may be oral or written or both. At least one week before the final examination, the adviser must inform the student and the committee members of the nature and scope of the examination.

RATIONALE

1. The table is a duplicate version of what is already in the Catalog under Programs A-Z, which lists program requirements specific to individual degree types. The listing is maintained by the

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Curriculum staff. A second table is not necessary, since it duplicates efforts leaving room for errors.

2. Footnoted content 1-3 are revised and presented in paragraph format and/or incorporated into the policy. Footnote 4, “Demonstrated equivalency may reduce the total required to less than 58 but not less than 40”, is **specific to the M.S.W. and is listed in the Catalog under respective program.**
3. In the PSM paragraph: “No thesis, project, or final examination is required” was previously omitted. The PSM is like the Plan C, but has additional course criteria which gives it the PSM title. The added sentence, as found in the Plan C description, clarifies that no final exam etc. is required.
4. Credit Requirements (Master’s Degrees): This section was reorganized to read more smoothly and to include all credit-related information in one location. -- To explain the requirement of 50% of courses must be at the 500 level or higher, HLC makes the following statement: “The institution’s policy and practice assure that at least 50% of courses applied to a graduate program are courses designed for graduate work, rather than undergraduate courses credited toward a graduate degree.” Removing “16 or” and “whichever is more” to be consistent with HLC’s policy, which requires 50% minimum of 500, level coursework in graduate degrees.
5. Final Examination (Master’s Degrees): Master’s Plan A and Plan B students are required to complete and pass a final examination/defense. This content was added to address footnote #1. This content was not previously included in the text.
6. “Credit Requirements (Master of Fine Arts Degree): The number of 500 level or above credits earned for the Master of Fine Arts must be a minimum of 50%; of that number, 12 must be in regular courses. Other courses may be at the 300 or 400 level or may be in courses not defined as regular.” This section was reorganized to read more smoothly, to follow the format of the master’s degree section, and to include all credit-related information in one location. The content deleted referring to a minimum Plan B and to a minimum of 16/ 21 credits at the 500 level or more did not make sense in regards to the MFA which only offers a Plan A and requires 48-60 credits. (The 16 and 21 500 level credit minimums do not meet the HLC credit requirements of 50% of the degree credits that must be earned at the 500 or more level.
7. Final Examination (MFA Degree): The final exam requirement was added to address the #1 footnote that was removed.
8. Labels after Credit Requirement and Final Examination sections (e.g. Master’s Degree, Master of Fine Arts Degree) were added to distinguish sections when navigating Bulletin on the web. Additionally, this is consistent with the PhD sections.

Gallagher: Any discussion?

No discussion.

Faculty Council approved the motion.

9. Proposed revisions to the *Academic Faculty and Administrative Professional Manual* – Section E.1 Definition of Faculty – CoRSAF

Marie Legare, Chair, CoRSAF moved that Faculty Council approve the proposed revisions to the *Academic Faculty and Administrative Professional Manual* – Section E.1 Definition of Faculty

Gallagher: When CoRSAF brought their proposal to EC, it is a coherent motion as all together.

Antonio Pedros-Gascon (CLA At-Large): I would like to propose that we discuss the sections separately.

Gallagher: The Parliamentarian said we can vote on separating the sections, but it is not debatable.

Gallagher: All in favor of presenting as one unit?

Majority voted to consider jointly.

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

MOVED, THAT SECTIONS E.1 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL, BE AMENDED AS FOLLOWS:

Deletions ~~Overscored~~—Additions Underlined

E.1 Definition of Faculty (last revised ~~May 2, 2007~~xxx)

The faculty includes all personnel who carry academic rank (professor, associate professor, assistant professor; master instructor, senior instructor, instructor; and faculty affiliate) and ~~additional personnel as defined by C.R.S. 23-31-104~~ the University President. All faculty members shall have the academic freedom enjoyed by tenured faculty members, regardless of the type of appointment.

Rationale:

- (1) In Section E.1 it has been emphasized that all faculty should enjoy the benefits of academic freedom.
- (2) Additional faculty appointments have been added to be consistent with what is outlined in E.2.
- (3) C.R.S. 23-31 104 is not consistent with the faculty appointment types so has been deleted.

Legare presented a few slides first. How is this better than what we had previously, and what was the process to get here? Legare gave narrative and provided slides to accompany. She explained the whole process.

Provides flexibility with the addition of adjunct, which is an at-will appointment and a continuing appointment, which is at-will as well, for a total of as many as 6 years at-will. Evaluations provided. Professional development opportunities outlined out of the office of the Provost. The three-tier promotional path is a way forward for NTTF. Two year contracts with termination in writing from chair with approval required of the dean. Contract can be converted to continuing without loss of rank. To increase flexibility, continuing provides opportunity for at-will. At 10 semesters you can request going under contract.

Adjunct is the old temporary with a probationary period. Central point: adjunct cannot be continued for more than two semesters. We do not want adjunct to be a long-term condition for faculty. STA is the trickiest. STA is an appointment type which did not confer promotion so CORSAF proposes changing this to Senior Instructor. If you have an STA at the assistant professor level, that can remain. The STA can still be awarded as an honorary title.

Richard Eykholt explained the way things used to work with applications occurring every semester or every year. Open-ended appointments were a solution and STA was created. A very high barrier was created by chairs. Over time, virtually everyone came under an open-ended appointment or an STA. Because of that evolution, the STA got viewed as a promotion but it's not a promotion. The vast majority of STAs are instructors, even though assistant, associate and full professor are available. With the new language the new proposal makes the Senior Instructor rank a promotion. Ranks are associated with promotions. Appointment types are not. STA had become the wrong kind of category. The third thing is title. Clinical professor is used in the CoB. Titles are not addressed in the *Manual* so a unit can use any title they wish. If people like STA, and use it as an honorific title, they can continue to use this title to indicate something honorific. STA did not go away but became Senior Instructor and is recognized as a promotion.

Discussion of both E.1 and E.2:

Jenny Morse (Chair, CoNTTF): As you know, we worked really hard for many years on this proposal, so CoNTTF would like to read a statement of support (Morse read statement).

Carole Makela (Chair, UCC): Can you bring up page 48 on the

screen? The material at the top of this page ... is that part of the motion?

Joe Cannon (CoB): One year notice clause. Unintended consequence puts a constraint on administrators that might be detrimental to NTTF and to departments seeking flexibility. Having a shorter time period might be more beneficial to both NTTF and chairs.

Richard Eykholt (UGO): To answer Carole, that part of the language was intended to be part of the motion. We can't just get rid of an appointment type and not tell them where they're going. As Grievance Officer, I believe you must give fair warning. Currently, you can't be temporary for more than a year. Contracts of one year in length have been a sneaky way to limit the appointment to one year.

Gallagher: The section that precedes is part of the motion but would not be part of the *Manual*.

Mary Meyer (Statistics): Motion to amend the motion by changing the wording addressing department and college codes in regard to voting and the "standard expectation" language. Get rid of the words "shall" and "full." The motion is to remove the words "shall" and "full" in line 3 of E.2.1.3.d dealing with Contract Faculty and in line 3 of E.2.1.4 Continuing Faculty Appointments. Does a department have to justify NOT doing this? If we take out the words "shall" and "full," then I would be okay with this.

Gallagher reiterates Mary Meyer's recommendation. The recommended change would create the wording, Section E.2.1.3.d "The standard expectation is that contract faculty have voting rights in the governance of their department and college, with the exception of decisions relating to tenure, and will be eligible to serve on departmental and college committees."

Section E.2.1.4.d "The standard expectation is that continuing faculty have voting rights in the governance of their department and college, with the exception of decisions relating to tenure, and will be eligible to serve on departmental and college committees."

Meyer moved (Pedros-Gascon 2nd) the motion.

Gallagher showed the two locations in the agenda packet on the screen for faculty.

Mary Meyer's motion to amend would affect these two locations on pages 52 and 53.

Stephen Hayne (CoB): The concern I have about the language about voting apply to other items that perhaps need to be excluded.

Doug Cloud (English): I'm a little confused about how removing "shall" and "full" give departments any more flexibility. Wouldn't the intro language asserting "shall" render this change unnecessary?

Antonio Pedros-Gascon (CLA At-Large): Yes, as you're saying, this first sentence says "shall specify" while the second one undermines the departmental decision-making. The later "shall" indicates that you must"

Troy Mumford (CoB): Since the language indicates restrictions to voting rights on tenure decisions, then some are concerned that this implies that tenure decisions are the only domain in which voting rights can be restricted. There may be other role or job-related domains where differential voting would be appropriate.

Karen Barrett (CHHS): The problem with removing that last clause would be that continuing faculty have voting rights that do not clearly exclude. If you include "full" and you include "shall," that is contradicting the original statement.

Gallagher calls for the vote on Meyer's amendment. The amendment passes.

Discussion of the amendment proceeds.

Troy Mumford (CoB): Motion to amend: Strike the sentence about "The standard expectation is that contract faculty shall have full voting rights in the governance of their department and college, with the exception of decisions relating to tenure, and will be eligible to serve on departmental and college committees."

Seconded by Jonathan Carlyon (CLA).

Richard Eykholt (UGO): Mentions an alternative drawn from the STA appointment in regard to language on voting.

Brian Tracy (HHS): Why is this sentence necessary at all if the

beginning sentence says that departments can do whatever they want?

Joseph Diverdi (Non-voting member): Graduate students all serve as GTAs. All are mentored by NTTF, so why shouldn't those people be involved in their supervision?

Natalie Barnes (CLA): If we're eliminating voting, then we are also eliminating committee participation and that would be a problem.

Mary Van Buren (CLA): Speaks against the amendment. NTTF have almost no rights. This is a very weak statement and is actually only a rhetorical move.

Stephen Hayne (CoB): Voting on a case by case basis. If this means nothing, why have it?

Mary Van Buren (CLA): I want to respond to that. This entire proposal is a very slow move forward that involves a lot of compromise that may not be apparent if you are just coming to this now. The proposal allows a great deal of flexibility. I see this as rather mean-spirited to continue to deny participation of NTTF in voting.

The vote on the amendment to strike the entire sentence that begins, "The standard expectation is..." is called for. This motion to amend is not approved.

Back to the original motion as amended by the approved Meyer motion.

Antonio Pedros-Gascon (CLA At-Large): Proposal to amend from page 54, point 3. I would like to propose that it be 4 semesters. I am transmitting a concern I received. Why not either 4 or 6 semesters?

Marie Legare (Chair, CoRSAF): In the previous proposal there was no continuing appointment, so the language said 4 semesters, but now there is a continuing appointment.

Richard Eykholt (UGO): In the *Manual*, you can have someone at-will on continuing appointment for as long as you like. Adjunct is the old temporary. For years that has been limited to two semesters.

Rick Miranda (Provost): On the adjunct appointment, if less than half time, then can they go on for a longer period of time?

Richard Eykholt (UGO): Only applies to those 50% of more.

Steve Reising (CoB): Has emails from two out of five department heads. Bottom of page 51, department heads are concerned about not receiving information about budgets two years out. They feel trapped by the current fiscal system.

Mary Van Buren (CLA): I would like to speak in favor of the proposal. Department heads are trapped and most objections come from department heads. The budgetary problem is not an issue of NTTF so we shouldn't be sacrificing NTTF jobs for purposes of this budgetary concern.

Jenny Morse (Chair, CoNTTF): The CSAL study shows that 40% of NTTF have been here longer than 10 years and 60% have been here for longer than 3 years.

Richard Eykholt (UGO): You don't have to put people on contracts. People can keep people on continuing appointments. You only put someone on contract if you are sure. A one-year contract is not really a contract.

Robert Gudmestad (CLA): Do online classes apply?

Richard Eykholt (UGO): The number of and type of courses vary by unit.

Alex Bernasek: I would like some clarification. There is very little change. The only person who can terminate is the President.

Richard Eykholt (UGO): Having this go up the line is assurance that chairs aren't abusing their authority.

Brad Conner (CNS At-Large): Unintentional effect may be that instructor will be perceived as a lower rank.

Marie Legare (Chair, CoRSAF): Section E.13 currently has no language around NTTF.

Richard Eykholt (UGO): Makes a brief follow up: we have an instructor that we would like to promote.

Allison Prasch (CLA At-Large): Graduate teaching instructors are often relied upon in our college. What happens at or after three years to this group?

Marie Legare (Chair, CoRSAF): It blew my mind that you would assign a graduate student as NTTF. Can be adjunct forever, or they can become continuing appointment faculty.

Richard Eykholt (UGO): Right now, all the people you're talking about are special faculty.

Sue Doe (Vice Chair, Faculty Council) moved that we suspend the debate and call the vote.

The motion to suspend debate and to immediately vote on the motion on the floor passes by the required 2/3s majority.

Gallagher: The original motion from CoRSAF with the approved amendment from Mary Meyer is to be voted on.

Gallagher: All in favor of the motion.

Faculty Council approved the motion.

10. Proposed revisions to the *Academic Faculty and Administrative Professional Manual* – Section E.2 Types of Faculty Appointments - CoRSAF

Marie Legare, Chair, CoRSAF moved that Faculty Council approve the proposed revisions to the *Academic Faculty and Administrative Professional Manual* – Section E.2 Types of Faculty Appointments

Subject: E.2 Types of Faculty Appointments

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

MOVED, THAT FACULTY WITH SENIOR TEACHING APPOINTMENTS HAVE THE OPTION OF CONVERTING TO THE RANK OF SENIOR INSTRUCTOR OR BE ALLOWED TO KEEP THEIR CURRENT RANK. FACULTY WITH SENIOR TEACHING APPOINTMENTS WHO CURRENTLY HAVE A CONTRACT WILL BE CONVERTED TO A CONTRACT APPOINTMENT; FACULTY WITH SENIOR TEACHING APPOINTMENTS WHO ARE NOT CURRENTLY ON CONTRACT WILL BE CONVERTED TO A CONTINUING APPOINTMENT UNLESS THE DEPARTMENT CHOOSES TO GIVE THEM A CONTRACT.

MOVED, THAT SECTIONS E.2 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL, BE AMENDED AS FOLLOWS:

Deletions ~~Overseored~~ Additions Underlined

E.2 Types of Faculty Appointments *(last revised ~~June 21, 2011~~xxx)*

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

Six (6) basic types of appointments exist for members of the faculty. They are ~~regular full-time, regular part-time, senior teaching, special, temporary, tenured faculty, tenure-track faculty, contract faculty, continuing faculty, adjunct faculty, and faculty on and~~ transitional appointments. Only faculty members holding ~~either regular full-time or regular part-time~~ tenure-track appointments at the time of consideration are eligible to acquire tenure. ~~Full-time is defined as the academic year or a minimum of nine (9) months. Faculty members with either senior teaching or special 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.~~

Full-time is defined as the academic year or a minimum of nine (9) months. Part-time is defined as any fraction of time less than one hundred (100) percent, but not less than fifty (50) percent of full-time.

The major characteristics of the various types of appointments are as follows.

E.2.1.1 ~~Regular Full-Time~~Tenured Appointments *(last revised ~~June 21, 2011~~xxx)*

~~The usual type of academic appointment is regular full-time. A tenured faculty appointment may be either full-time or part-time. If a tenured faculty member is tenured only for part-time service, additional employment may be arranged each year between the faculty member and the department. Responsibilities and salaries are scaled appropriately to the portion of time worked.~~

If a tenured faculty member changes to a contract, continuing, or adjunct 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.

The following conditions apply to a ~~which distinguish a regular full-time tenured faculty appointment~~ are:

a. ~~Regular full-time appointments are~~ It is limited to the ranks of assistant professor, associate professor, and professor.

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~~b. There is no specified ending date for a regular full-time appointment with tenure.~~

~~e. An individual with a regular full-time appointment who serves satisfactorily for a specified period is eligible to acquire tenure (see Section E.10).~~

~~dc. Faculty with regular full-time appointments~~The faculty member shall have full voting rights in the governance of their at departmental and college faculty meetings and are shall be eligible to serve on departmental and college committees.

~~ed. For this type of appointment, e~~Enrollment in a retirement program is mandatory. Holders of regular full-time appointments areThe faculty member is eligible for other fringe benefits and privileges (see Sections F and G and the *Academic Faculty and Administrative Professional Benefits and Privileges Handbook*), and for sabbatical leave (see Section F.3.4).

E.2.1.2 Regular Part-Time Tenure-Track Appointments *(last revised June 21, 2011)*

A tenure-track faculty member may be either full-time or part-time. The six (6) year time limit for acquisition of tenure applies for both full-time and part-time appointments (see Section E.10.4.c). Criteria, procedures, and regulations for promotion, tenure, and salary for part-time appointments are subject to the rules governing full-time appointments. If a contract, continuous or adjunct faculty member is given a tenure-track faculty appointment, an appropriate amount of credit may be given for this prior service.

The following conditions apply to a tenure-track faculty appointment:

~~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~~It is 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.~~

~~e. 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).~~

~~db. Faculty with regular part-time appointments.~~The faculty member shall have full voting rights in the governance of their at departmental and college faculty meetings and are shall be eligible to serve on departmental and college committees.

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~~ec. Enrollment in the a retirement program is mandatory for holders of regular part-time appointments. Holders of regular part-time appointments are~~ The faculty member is eligible for all other fringe benefits and privileges (see Sections F and G and the *Academic Faculty and Administrative Profession Benefits and Privileges Handbook*), but not for sabbatical leaves (see Section F.3.4). However, time spent on a tenure-track appointment does count towards the accumulation of service for sabbatical leave.

E.2.1.3 Senior Teaching Appointments *(new section August 2, 2013)*

Senior teaching 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). The granting of a senior teaching appointment shall follow the procedures in Section E.11. Faculty on senior teaching appointments have the following distinguishing characteristics:

a. ~~Senior teaching 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, employment as a senior teaching appointment faculty member reverts to an ‘at-will’ appointment, unless the multi-year contract is renewed by written agreement of both parties.~~

b. ~~There is no specified ending date for a senior teaching appointment.~~

c. ~~Faculty members on senior teaching appointments shall have effort distributions with at least fifty (50) percent of the effort being in the category of teaching and advising and at least five (5) percent of the effort being in the category of service.~~

d. ~~Faculty members on senior teaching 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 appointment.~~

e. ~~Faculty members on senior teaching appointments are not eligible for tenure (see Section E.10.4).~~

f. ~~Department and college codes shall specify the voting rights of faculty members with senior teaching appointments 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 regular faculty members, including the department chair.~~

g. ~~If a tenured faculty member changes positions to a senior teaching 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.~~

h. ~~Faculty members on senior teaching appointments are required to enroll in the retirement program and are eligible to participate in other benefits offered by the University as described in~~

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~~the *Academic Faculty and Administrative Professional Benefits and Privileges Handbook* and in Sections F and G of the *Manual*. They are not eligible for sabbatical leave.~~

E.2.1.43 Special Contract Faculty Appointments *(last revised May 8, 2015~~xxx~~)*

~~Special Contract faculty appointments may be either full-time or part-time. 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:~~

Contract faculty appointments for research may be offered only for research performed for the University. In this case, the unit or department must document that the multi-year contract or extension is necessary for the hiring or retaining of the faculty member.

The following conditions apply to a contract faculty appointment:

~~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 for research or teaching, 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.~~

~~a. All special appointment multi-year contracts carries an shall have a specified ending date as specified in the contract and a term of at least two (2) years. At least one (1) year prior to the expiration of the contract, the faculty member shall either be given a new contract or informed in writing by both the department head and the college dean that the current contract may be allowed to expire. 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.~~

~~eb. Faculty members on special appointment are not eligible for tenure (see Section E.10.4). If the contract is allowed to expire, the employment as a contract faculty appointment shall be converted to employment as a continuing faculty appointment, without loss of rank, unless a new contract is agreed to in writing by both parties.~~

~~dc. The Faculty members on special appointments shall receive a salary and shall participate in annual reviews and the annual salary exercise in the same manner as tenured faculty with senior teaching, regular full-time, and regular part-time appointments.~~

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~~ed. Department and college codes shall specify the voting rights of contract faculty and their eligibility to participate on departmental and college committees. The standard expectation is that contract faculty shall have full voting rights in the governance of their department and college, with the exception of decisions relating to tenure, and will be eligible to serve on departmental and college committees. The effort distributions of faculty members on special appointments shall be specified in the appointment letter. While the effort distribution in the case of special 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.~~

~~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.~~

~~h. If a tenured faculty member changes positions to a special 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.~~

~~ie. Special appointment faculty are required to enroll. Enrollment in the a retirement program is mandatory. The faculty member is and are eligible to participate in for other fringe benefits and privileges offered by the University as described (see Sections F and G in the *Academic Faculty and Administrative Professional Benefits and Privileges Handbook*), and in Section F and G of the *Manual*. They are not eligible but not for sabbatical leave (see Section F.3.4).~~

~~f. A full-time contract faculty member who has at least twelve (12) semesters of total full-time employment as a contract and/or continuing faculty member becomes eligible for funding for release time in order to pursue professional development. Once such funding has been granted, the faculty member becomes eligible for such funding again after another twelve (12) semesters of such employment. A request for such funding shall be submitted in writing by the faculty member to the department head. This request shall include details regarding the type of professional development and the amount of funding requested. This request shall be forwarded to the college dean and then to the Provost, who will make the final decision. The Provost shall respond in writing to the faculty member with an approval or denial of the request. If the request is granted, the amount of funding and release time granted will depend on the value of the proposed activity. If the request is denied, the reasons for the denial shall be stated in writing in the response.~~

E.2.1.4 Continuing Faculty Appointments (new section xxx)

Continuing faculty appointments may be either full-time or part-time. The following conditions apply to a continuing faculty appointment:

a. There is no specified ending date.

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b. The appointment is “at will” and is 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.

c. The faculty member shall participate in annual reviews and the annual salary exercise in the same manner as tenured faculty.

d. Department and college codes shall specify the voting rights of continuing faculty and their eligibility to participate on departmental and college committees. The standard expectation is that continuing faculty shall have full voting rights in the governance of their department and college, with the exception of decisions relating to tenure, and will be eligible to serve on departmental and college committees.

e. Enrollment in a retirement program is mandatory. The faculty member is eligible for other fringe benefits and privileges (see Sections F and G and the *Academic Faculty and Administrative Professional Benefits and Privileges Handbook*), but not for sabbatical leave (see Section F.3.4).

f. A full-time continuing faculty member who has at least twelve (12) semesters of total full-time employment as a contract and/or continuing faculty member becomes eligible for funding for release time in order to pursue professional development. Once such funding has been granted, the faculty member becomes eligible for such funding again after another twelve (12) semesters of such employment. A request for such funding shall be submitted in writing by the faculty member to the department head. This request shall include details regarding the type of professional development and the amount of funding requested. This request shall be forwarded to the college dean and then to the Provost, who will make the final decision. The Provost shall respond in writing to the faculty member with an approval or denial of the request. If the request is granted, the amount of funding and release time granted will depend on the value of the proposed activity. If the request is denied, the reasons for the denial shall be stated in writing in the response.

g. A continuing faculty member who has been employed with this appointment type for at least ten (10) semesters shall be given serious consideration for conversion to a contract faculty appointment. In this circumstance, the faculty member may submit a formal request in writing to the department head for such a conversion. Such a formal request shall be responded to in writing by the department head with an approval or denial of the request. In the case of a denial of the request, the reasons for the denial shall be stated in writing in the response.

E.2.1.5 Temporary Adjunct Faculty Appointments (last revised May 6, 2016)

Temporary Adjunct faculty appointments may be either full-time, or part-time, or less than half-time. and are distinguished from other types of appointments by the expectation that the appointment is for a specified period of time, at the end of which, it is anticipated that employment at the University may not be renewed or that the member will transition to a different appointment type (see d. below). Part time is defined as any fraction less than one hundred (100) percent of full-time. Conditions applicable to temporary appointments are:

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Adjunct faculty appointments are intended for situations where the previous types of appointment are not appropriate. These include the following situations:

i. Employment at less than half-time.

ii. Employment on an occasional basis, rather than being for every (Fall and Spring) semester. An approved leave without full-time or part-time service (such as Family Medical Leave) shall not constitute employment on an occasional basis.

iii. Employment for only one (1) or two (2) semesters (Fall and Spring).

This appointment type may not be used for a faculty member employed full-time or part-time every semester (Fall and Spring) for more than two (2) semesters.

The following conditions apply to an adjunct faculty appointment:

~~a. Temporary appointments are “at will” and are subject to termination by either party at any time (the process set forth in Section D.5.6 regarding the termination of “at will” appointments shall apply to temporary faculty appointments). Temporary 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. The inclusion of a specified ending date on an appointment form or other such documentation is for administrative convenience only and does not create a minimum or fixed duration of appointment.~~

~~ba. Temporary appointees are not eligible for tenure. There may or may not be a specified ending date.~~

b. The appointment is “at will” and is 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.

c. The faculty member shall participate in annual reviews and the annual salary exercise in the same manner as tenured faculty.

d. Department and college codes shall specify the voting rights of adjunct faculty and their eligibility to participate on departmental and college committees.

~~e. Temporary appointees are required to enroll. Enrollment in the a retirement program is mandatory. If the faculty member is full-time or part-time, and if half time or greater are then he or she is eligible to participate in for other fringe benefits and privileges offered by the University as described (see Sections F and G and the *Academic Faculty and Administrative Professional Benefits and Privileges Handbook*), published annually by Human Resources and in Sections F and G of the *Manual*. Eligibility for sick leave is defined in Section F.3.2. Temporary appointees are eligible for faculty privileges described in Sections G.1—G.3. Temporary appointees are not eligible but not for sabbatical leave (see Section F.3.4.1).~~

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~~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 faculty member's appointment shall be required to convert to a special appointment and cannot be renewed as a temporary appointment.~~

E.2.1.6 Transitional Appointments *(last revised June 21, 2011)*

The University provides the opportunity for transitional appointment to its tenured faculty members who have retired and terminated employment in consideration of a subsequent reappointment on a part-time tenured basis for a limited period of time. The transitional appointment requires that the faculty member participate in the teaching, advising, service, and research activities of the department, subject to the part-time provisions of his or her appointment. Administrators who also hold a tenured faculty appointment are eligible to request a transitional appointment within the context of their faculty roles. Administrative professionals and non-tenured faculty members are not eligible for transitional appointments due to the legal conflict between the statutory "at will" status of such appointments and the appointment term guarantees embodied in a transitional appointment.

Faculty members covered under the federal retirement system are not eligible for transitional appointment due to prohibitive provisions of that retirement system. However, post-retirement employment in a position other than the one requiring a federal appointment is not prohibited. Interested faculty members and/or departments should contact the Director of Human Resource Services for further information.

Conditions regarding transitional appointments are as follows:

- a. Only tenured faculty members on ~~regular~~ full-time or part-time tenured 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) 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.
- b. Ordinarily, a request for a transitional appointment should be submitted in writing to the department head one (1) full academic year before the requested commencement of the transitional appointment. A time period of less than one (1) year may be accepted in those cases where such appointments with lesser notice are considered to be in the interest of the University. Such an exception requires the approval of the department head, the dean, and the Provost. A transitional appointment shall be evaluated on the basis of both the needs of the department and college and the desires of the faculty member.
- 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 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.

e. A faculty member shall be tenured on a part-time basis as a condition of the transitional appointment.

f. Faculty with transitional appointments shall have full voting rights in the governance of their at departmental and college ~~faculty meetings and are~~shall be eligible to serve on departmental and college committees.

g. Any uncompensated leave balances at the time of retirement shall be reinstated and available for use during the transitional appointment. However, at the end of the transitional appointment, there shall be no compensation for unused leave balances.

h. The salary and workload for a transitional appointment shall normally be fifty (50) percent of what they were at the time of retirement.- However, when it is to the benefit of both the University and the faculty member, variations from this fifty (50) percent standard, including brief periods of full-time employment, may be proposed by the department head and the dean for review and approval by the Provost.

i. The percentage of salary and the percentage of effort during the transitional appointment are subject to negotiation between the department and the faculty member and shall be spelled out in the transitional appointment agreement. Such changes in salary and/or effort shall not affect the percentage level of the appointment (e.g., part-time versus full-time) specified in the transitional appointment agreement. The terms under which the appointment is undertaken or subsequently modified shall be negotiated to be mutually beneficial to both the faculty member and the University, and the terms of the agreement shall be specified in writing, subject to the review and approval of the dean and the Provost. Final approval authority resides with the President.

j. A faculty member on a transitional appointment who is a PERA annuitant may be subject to that retirement system's annuity penalty for "post retirement" work for PERA affiliated employers, including the University, in excess of one hundred and ten (110) days in any calendar year or for work during the first month of retirement. A faculty member who is receiving a PERA annuity should check with PERA directly to determine what effects, if any, a transitional appointment may have on their his or her annuity amounts.

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~~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.

1. 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~~ tenured appointment, proportionate to the extent of the appointment.

Rationale: The faculty appointment types are restructured to better accommodate the variety of employment situations for non-tenure-track faculty (NTTF).

1. (1) The term “regular faculty”, although historically tied to funding source, suggests that other faculty appointments are “irregular”. Tenured and tenure track faculty member as appointment types is currently in C.2.3.3. Combining full-time and part-time for faculty who are on the tenure-track allows consistency in the definition for all faculty appointments.
2. (2) The category of “senior teaching appointment” is problematic across colleges as an appointment type and has been eliminated. Persons with this appointment type are given the option of having the rank of senior instructor or be allowed to keep their current rank.

A number of years ago, the appointment type of Senior Teaching Appointment (STA) was created. Conversion from special faculty to STA was intended as a promotion. In keeping with this practice, we have created the higher rank of senior instructor for those STAs who currently hold the rank of instructor. In addition, a third rank of master instructor has been created to give NTTF more opportunity for promotion.

STAs who currently have a contract will be converted to a contract appointment; STAs who are not currently on contract will be converted to a continuing appointment unless the department chooses to give them a contract. A department or college may continue to use STA as a title, since the *Manual* does not address the use of titles. A faculty member may choose to retain their current rank if they prefer.

A promotion is an increase in rank, not a change of appointment type. In the future, promotions from instructor to senior instructor or senior instructor to master instructor will be recognized officially as promotions and accompanied by appropriate salary increases (as is currently the case for promotions from assistant professor to associate professor and from associate professor to professor).

3. (3) Formalizing a “contract faculty appointment” supports a commitment by the University to ongoing employment via readiness to offer multi-year contracts and offers greater protection for faculty. A one-year notice of the possibility of an expiration of contract is not a guarantee of non-renewal of contract.

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- . (4) A “continuing appointment” type allows maximum flexibility for departments and colleges with uncertainty in course enrollment while providing a pathway toward contract appointment for the faculty.
- . (5) The “adjunct appointment” is defined to better represent common use of faculty in this role – a faculty member who contributes for one or two courses, or a limited number of semesters. This appointment is “at will” without a contract and further allows flexibility to departments in temporarily expanding their faculty ranks to cover critical needs.
- . (6) Minor changes to transitional appointments were made for consistency within the document.
- . (7) Titles (e.g., clinical professor within the College of Business) are not addressed in the Manual, so any current title being used can continue to be used by departments and colleges.
- . (8) It has been left up to individual departments to decide what voting rights are appropriate for the various categories of NTTF.

Faculty Council unanimously approved the motion.

(Mary Meyer’s approved amendment is shown on pages 35 and 36 of these Faculty Council meeting minutes).

DISCUSSION

1. Proposal to adopt LENS (Learning Environment Survey) to replace the existing Student Course Survey, including proposed changes to Section E.12.1 and Section I.8 of the *Academic Faculty and Administrative Professional Manual - CoTL*

Faculty Council unanimously voted to end the meeting. The discussion item was not presented to Faculty Council.

Gallagher adjourned the meeting at 6:20 p.m.

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

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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 |
| Thomas Borch | Soil and Crop Sciences | 2020 |
| <u>Jane Choi</u> | College-at-Large | 2019 |
| Ruth Hufbauer | College-at-Large | 2020 |
| <u>Bradley Goetz</u> | 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 |
| Karen Barrett | Human Development and Family Studies | 2018 |
| Bolivar Senior | Construction Management | 2020 |
| Matt Malcolm | Occupational Therapy | 2020 |
| <u>Tom Chermak</u> | 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 |
| <u>Tuba Ustuner</u> | Marketing | 2018 |
| Joe Cannon | College-at-Large | 2019 |
| <u>John Hoxmeier</u> | College-at-Large | 2019 |
| Engineering | | |
| <u>Russ Schumacher</u> | Atmospheric Science | 2018 |
| <u>Travis Bailey</u> | Chemical and Biological Engineering | 2019 |
| Rebecca Atadero | Civil and Environmental Engineering | 2018 |
| Siddharth Suryanarayanan | Electrical and Computer Engineering | 2019 |
| <u>Shantanu Jathar</u> | Mechanical Engineering | 2020 |
| J. Rockey Luo | 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 | 2020 |
| <u>Marius Lehene</u> | Art (will serve term thru Fall '19) | 2019 |
| Ziyu Long (substituting for Julia Khrebtan-Horhager) | Communication Studies | 2019 |
| Robert Keller | Economics | 2020 |
| Doug Cloud | English | 2020 |
| Albert Bimper | Ethnic Studies | 2019 |
| Jonathan Carlyon | Languages, Literatures and Cultures | 2018 |
| Robert Gudmestad | History | 2020 |
| <u>Gayathri (Gaya) Sivakumar</u> | Journalism and Technical Communication | 2020 |
| Wesley Ferreira | Music, Theater, and Dance | 2019 |
| <u>Moti Gorin</u> (Excused) | Philosophy | 2019 |
| Kyle Saunders | Political Science | 2018 |
| Tara Opsal | Sociology | 2019 |
| Antonio Pedros-Gascon | College-at-Large | 2019 |
| Mary Van Buren for Steven Mumme (substituting for Steve Shulman – Spring '18 sabbatical) | College-at-Large | 2020 |
| <u>David Riep</u> (Excused) | College-at-Large | 2018 |
| Allison Prasch | College-at-Large | 2020 |
| Leif Sorenson (substituting for Lisa Langstraat) | College-at-Large | 2020 |

Natural Resources

| | | |
|--|--|------|
| Monique Rocca | Ecosystem Science and Sustainability | 2020 |
| <u>Barry Noon</u> (Spring 2018) | Fish, Wildlife, & Conservation Biology | 2018 |
| Chad Hoffman | Forest and Rangeland Stewardship | 2020 |
| Mike Ronayne (substituting for Bill Sanford – Spring '18 sabbatical) | Geosciences | 2020 |
| <u>Alan Bright</u> | HDNR in Warner College | 2020 |

Natural Sciences

| | | |
|------------------------|------------------------------------|------|
| Jennifer Nyborg | Biochemistry and Molecular Biology | 2019 |
| <u>Melinda Smith</u> | Biology | 2018 |
| George Barisas | Chemistry | 2020 |
| Ross McConnell | Computer Science | 2019 |
| Yongcheng Zhou | Mathematics | 2020 |
| TBD | Physics | 2017 |
| Silvia Canetto | Psychology | 2019 |
| Mary Meyer | Statistics | 2019 |
| <u>Chuck Anderson</u> | College-at-Large | 2020 |
| Anton Betten | College-at-Large | 2019 |
| <u>Janice Moore</u> | College-at-Large | 2018 |
| Brad Conner | College-at-Large | 2018 |
| Alan Van Orden | College-at-Large | 2020 |

Veterinary Medicine & Biomedical Sciences

| | | |
|---|--|------|
| C.W. Miller | Biomedical Sciences | 2019 |
| <u>Dean Hendrickson</u> | Clinical Sciences | 2019 |
| Elizabeth Ryan | Environmental & Radiological Health Sciences | 2020 |
| Alan Schenkel | Microbiology, Immunology and Pathology | 2018 |
| Noreen Reist | College-at-Large | 2020 |
| Jennifer Peel | College-at-Large | 2020 |
| <u>William Black</u> | College-at-Large | 2020 |
| Marie Legare | College-at-Large | 2019 |
| Anne Avery | College-at-Large | 2019 |
| Tod Clapp | College-at-Large | 2019 |
| Douglas Thamm (substituting for Dawn Duval) | College-at-Large | 2019 |
| <u>Patrick McCue</u> | College-at-Large | 2018 |
| <u>Stuart Tobet</u> | College-at-Large | 2018 |
| DN Rao Veeramachaneni | College-at-Large | 2018 |

University Libraries

| | | |
|-------------------------------|-----------|------|
| <u>Nancy Hunter</u> (excused) | Libraries | 2019 |
| Michelle Wilde | At-Large | 2019 |

Ex Officio Voting Members

| | | |
|-----------------------------|---|------|
| Timothy Gallagher | Chair, Faculty Council/Executive Committee | 2018 |
| Sue Doe | Vice Chair, Faculty Council | 2018 |
| Margarita Lenk | BOG Faculty Representative | 2018 |
| Don Estep, Chair | Committee on Faculty Governance | 2019 |
| Todd Donovan, Chair | Committee on Intercollegiate Athletics | 2017 |
| Nancy Hunter, Chair | Committee on Libraries | 2019 |
| Jenny Morse, Chair | Committee on Non-Tenure Track Faculty | 2020 |
| Marie Legare, Chair | Committee on Responsibilities & Standing of Academic Faculty | 2018 |
| Donald Samelson, Chair | Committee on Scholarship Research and Graduate Education | 2019 |
| Karen Barrett, Chair | Committee on Scholastic Standards | 2019 |
| Katharine Leigh, Chair | Committee on Strategic and Financial Planning | 2019 |
| Matt Hickey, Chair | Committee on Teaching and Learning | 2019 |
| Mo Salman, Chair | Committee on University Programs | 2018 |
| Carole Makela, Chair | University Curriculum Committee | 2018 |

Ex-Officio Non-Voting Members

| | |
|-------------------|--|
| Anthony Frank | President |
| Rick Miranda | Provost/Executive Vice President |
| Brett Anderson | Special Advisor to the President |
| Kim Tobin | Vice President for Advancement |
| Mary Ontiveros | Vice President for Diversity |
| Louis Swanson | Vice Provost for Engagement/Director of Extension |
| Leslie Taylor | Interim 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 |
| Shannon Wagner | Chair, Administrative Professional Council |