

MINUTES
Executive Committee
Tuesday August 21, 2018
3:00 p.m. – Room 106 - Administration

Present: **Tim Gallagher**, Chair; **Sue Doe**, Vice Chair; **Margarita Lenk**, BOG Faculty Representative; **Rita Knoll**, Executive Assistant; **Stephan Kroll**, Agricultural Sciences; **Stephen Hayne**, Business; **Steven Reising**, Engineering; **TBD**, Health and Human Sciences; **Steven Shulman**, Liberal Arts; **Linda Meyer**, Libraries; **Tara Teel**, Natural Resources; **Mary Meyer**, Natural Sciences; **Dawn Duval** substituting for Anne Avery, CVMBS; **Rick Miranda**, Provost/Executive Vice President

Guests: **Bradley Goetz**, Chair, UCC

Absent: **Anne Avery**, CVMBS (excused)

Tim Gallagher, Chair, called the meeting to order at 3:00 p.m.

SEPTEMBER 4, 2018 FACULTY COUNCIL AGENDA ITEMS:

I. Proposed Faculty Council Agenda – September 4, 2018 – Plant Sciences Building – Room C101 - 4:00 p.m.

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – October 2, 2018 – Plant Sciences building – Room C101 – 4:00 p.m.
2. President’s Fall Address and University Picnic
October 3, 2018 on the Oval – 11:30 a.m.-1:00 p.m.
3. Executive Committee Meeting Minutes located on FC website: April 24, 2018; May 8, 2018
(<http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/>)
4. Schedule of 2018-19 Faculty Council Meeting Dates
5. Faculty Council Membership
6. Faculty Council Standing Committees Membership
7. University Committees Membership
8. Parliamentary Motions – Quick Reference
9. Parliamentary Motions – What They Mean
10. UCC Minutes – April 27, 2018 and May 4, 2018
(Approved at May 8, 2018 Executive Committee meeting on behalf of Faculty Council)

B. MINUTES TO BE APPROVED

1. Faculty Council Meeting Minutes – May 1, 2018

C. UNFINISHED BUSINESS

D. REPORTS TO BE RECEIVED

1. Provost/Executive Vice President – Rick Miranda
2. Faculty Council Chair – Tim Gallagher
3. Board of Governors Faculty Representative – Margarita Lenk
4. Faculty Council Standing Committee 2017-18 Annual Reports
 - a. Faculty Council Report to the Board of Governors
 - b. Committee on Faculty Governance
 - c. Committee on Intercollegiate Athletics
 - d. Committee on Libraries
 - e. Committee on Non-Tenure Track Faculty
 - f. Committee on Responsibilities and Standing of Academic Faculty
 - g. Committee on Scholarship, Research, and Graduate Education
 - h. Committee on Scholastic Standards
 - i. Committee on Strategic and Financial Planning
 - j. Committee on Teaching and Learning
 - k. Committee on University Programs
 - l. University Curriculum Committee
5. University Benefits Committee
6. Suicide prevention program called “Notice & Respond”
-Jody Donovan and Janelle Patrias

E. CONSENT AGENDA

1. Confirmation of Faculty Council Secretary – Rita Knoll –
Executive Assistant to Faculty Council

2. Confirmation of Faculty Council Parliamentarian – Lola Fehr – Professional Registered Parliamentarian

3. UCC Minutes –

UCC will be meeting for the first time this Friday (August 24) and there are no urgent items to add to the September FC meeting agenda. The UCC minutes will be added to the FC agenda for October.

Gallagher also clarified that this week is the last week to do substantive changes to the FC meeting agenda.

F. ACTION ITEMS

1. Proposal for Lory Student Center as Polling Site for Midterm Elections – Tom Hoehn, Retired CSU Admin Pro

Gallagher: There may be interest in CSU being a permanent polling place with a drop box for ballots.

2. New CIOSU: Geospatial Centroid at CSU - CUP

G. DISCUSSION

Gallagher explained when Discussion items are put on the agenda to be brought to the floor of Faculty Council (especially if it's an extensive topic i.e., NTTF). These policies were very broad and controversial in some areas and it gives the Faculty Council members a chance to participate and share their ideas.

Mary Meyer: Suggested that we have a discussion regarding the new course survey.

Gallagher: This is part of the plan for October but probably not September. CoTL is discussing it this week. Gallagher talked to Matt Hickey and they are looking into some things.

Lenk: Feels some explanation of Faculty Council roles and processes is needed in order to reinvigorate and reactivate the importance of Faculty Council so that diminishment of interest does not occur or continue.

Gallagher: Intends to say some key points about FC membership and participation in his report. (For instance, "Here are the things that require

a two-thirds vote.”) One of the things Gallagher plans to speak about is that a member can call for a secret ballot.

Lenk: Turn your report to the end as more of a discussion. My department doesn't respect my position and has me on FC. How can we elevate things again?

Gallagher: Doesn't think that the topic of reinvigorating FC is a matter suitable for a discussion item.

Reising: Appreciates what Lenk is saying. We need to find a place because of deflating FC energy and we talked about asking the university to reward us. Not so easy to implement.

Lenk: As this university grows, the nature of governance changes. We have older FC members who resist change and new ones that are unsure what their roles can be. What is a productive involvement of Faculty Council?

Gallagher: Compares advice about valuing service more to earlier resolution from FC about how course evaluations shall not be the sole indicator of teaching. Many department heads are ignoring this policy. Suggests pursuing this more, even if a department head says, "I don't care what the Faculty Manual says." Gallagher is more than willing to speak up when he sees such things happening.

Lenk: Tells the story of a chair that described participation on FC as "selfish" since it means that others have to do more department-level work.

Gallagher: Dan Bush is talking with some deans to have talks with department heads.

Reising: Please let CoFG know if there is anything that we can do to address this situation.

AUGUST 21, 2018 EXECUTIVE COMMITTEE AGENDA ITEMS:

I. Minutes to be Approved

A. *Executive Committee Meeting Minutes*

1. August 14, 2018

Linda Meyer, Libraries, pointed out a minor error on page 6 for correction.

Hayne moved, Reising (2nd) placing the August 14, 2018 Executive Committee meeting minutes on the September 4, 2018 Faculty Council meeting agenda.

Hayne's motion was approved.

II. Items Pending/Discussion Items

A. *Announcements*

1. Next Executive Committee Meeting: August 28, 2018 - 3:00 p.m. – Room 106 – Administration

Gallagher announced that the next Executive Committee would be held on August 28, 2018.

Brad Goetz attended and introduced himself to the Executive Committee as the new UCC Chair. He will be attending EC if any questions arise regarding UCC proposals.

B. *Action Items*

1. None

C. *Reports*

1. Provost/Executive Vice President – Rick Miranda

Miranda reported on the following:

Enrollment--Numbers are holding at a robust level. We will have the exact numbers at census in about two weeks.

Provosts from around the state meet the second Tuesday of each month. There is a degree-completion initiative in the entire state of Colorado to start and have contracted with Complete College America to help Colorado meet its completion goals. We are part of their second cohort. There are five basic elements and some are curricular and others co-curricular: 1) Have students take 15 credits per semester, 30 a year with Math and English early; 2) Rely more on co-requisite instruction, especially for at-risk students (vs. pre-requisite courses); 3) Build on an 8 semester map for every student which includes annotations for gateway, etc.; 4) Math pathways—more options (3 or 4) for students for entry to additional math; emphasizing choices besides algebra, and; 5) Have students as early as possible choose a major or meta-major and take 9 credits in that meta-major so that they see themselves taking classes that are relevant to their major as early as possible. Some logistical challenges since advisors see Banner but conversations at Center for Student Achievement may offer additional information.

Hayne: Would there be an opportunity for a student to obtain credit from different institutions or residential and online mixes for college completion?

Reising: Question about whether the criteria for ineffective for-profit institutions (predatory, low-quality) might be expanded.

Miranda: The federal department of higher ed, during the Obama administration, implemented the Gainful Employment policy. This was a reporting requirement for institutions offering federal financial aid to report statistics concerning employment and salaries of students who completed programs. I believe one of the main drivers of that policy was to shine on predatory for-profit institutions that were offering credentials with low value/quality. Miranda thinks that the lobbying by the for-profits is leading to a relaxation of this policy.

Reising: How does Colorado do in regard to gainful employment?

Miranda: Our data is pretty incomplete. For students who stay in Colorado we can get wage data but not for those who leave. The data is spotty.

Lenk: Sounds like the co-requisite plan can make it harder for the instructors. While it may decrease the completion time, it may reduce the retention rate.

Miranda: Studies show this helps with retention rates.

Doe: This model is very well related for writing instruction. Co – requisite approach works very effectively.

Hayne: The focus on this strategy is for first year students?

Miranda: Yes.

Miranda's report was received.

2. Faculty Council Chair- Tim Gallagher

Gallagher reported on the following:

HHS is currently not represented at this table but Knoll has been in touch with Lee Nagle in HHS. They are still working on finding an EC representative.

An orientation for the newly elected FC members will be held tomorrow in the Provost's conference room. Gallagher will bring some insider knowledge to members such as the fact that Faculty have primary role for curriculum and for discipline, according to the state constitution. When entities do not undertake the policies that are passed, FC continues to push. Gallagher will review these points in his report at the September Faculty Council meeting.

Gallagher and Knoll are working on materials to send out to the FC Standing Committee Chairs. There is the section of the *Manual* that talks about their duties and the Operating Procedures. Gallagher will pick out the highlights that he has seen over the years. Some committee chairs have been around a long time but others are new. Gallagher is trying to educate and communicate to help these committees.

Gallagher's report was received.

3. Board of Governors Faculty Representative – Margarita Lenk

Lenk reported on the following:

No additional board meetings since last week. At the last meeting, more leadership training for faculty was discussed, in addition to department chair training.

Lenk's report was received.

D. Discussion Items

Data regarding the changing NTTF and TTF numbers over time
-Tim Gallagher

Gallagher worked on this data over the summer. Talked to Laura Jensen and had one of her staff members verify these numbers. Gallagher's perception is that the numbers are very telling in that NTTF numbers have been going up considerably relative to TTF numbers. Gallagher offers the information and invites conversation. Do you think these are significant trends? Should we be talking to the President about this? Did this sneak up on this? What about the balance between faculty and staff in addition to the balance between TTF and NTTF? Are numbers going to non-faculty type positions vs. faculty positions?

Reising: I do agree with you regarding TTF decrease, but on the other graphs, APs are not involved in teaching Why include APs?

Gallagher: Interested between faculty and staff balance. It gets complicated. The number of APs on this campus has gone up a lot as State Classified positions were converted. Are our resources going appropriately to faculty-type positions vs non-faculty issues?

Mary Meyer: Student enrollment has gone up by 27% but TTF numbers have only gone up by 7% Feels that this is a concern.

Hayne: I feel this confirms what we know. We felt this in the College of Business, facing accreditation issues. They are bumping up against accreditation issues due to the NTTF to TTF ratios. Hayne is interested in seeing even more data, going back further. Break out "enterprise programs".

Miranda: Recommends disaggregating distance instruction from RI instruction. Online enrollment is growing faster than RI and most distance instruction is done by NTTF. Are numbers FTEs or head counts? Break this out.

Shulman: Would it be possible to ask IR to produce more data on NTTF employment? We know from national data that part-time faculty teach two courses per semester. That means TTF teach at least two courses per semester.

Hayne: I feel we need to find some sort of standard. What is optimal about the current ratio, from the point of view of President Frank?

Gallagher: Assurances that we wouldn't spare expense by hiring NTTF in lieu of TTF. This is not a "got cha", but rather let's see how well we have done. Recognizing the importance of what both types of faculty are doing.

Shulman: Impact on graduate programs may be more significant than this suggests.

Lenk asks Miranda: Are there any efforts underway to figure out what the optimal ratio would be?

Miranda: These are not strategic decisions. We are in line with peer institutions.

Lenk: What is happening to our ability to fulfill our research missions? How sustainable is our research mission given the growth of NTTF?

Hayne: I find this nerve wracking for an institution that is supposed to be doing research. Our funded research cumulatives have been going up but it would be good to see what the ratio of TTF to research dollar productivity has been.

Shulman: IR keeps numbers in regard to credit hours and faculty categories. Are NTTF involved in governance, curriculum, etc.? What is the effect then on instruction?

Gallagher: We can continue this discussion but I also need to address the Campus Climate Survey as well. I will turn this over to Sue Doe.

Doe: It was brought to my attention that faculty participated at very low levels. The desire for those that are running this survey would like more participation. Carole Makela and Barb Wallner talked about no follow-up on the Campus Climate Survey. The Office of Diversity is very keen on getting more faculty involvement to increase faculty participation. Some of the language doesn't seem inclusive of faculty. Doe suggested that

some language changes be made in that regard. We need to hear more from faculty based on what Makela and Wallner said, plus more follow-up on this as well. October 2, 2018 is the next time the survey is released, which is the same day as the Faculty Council meeting.

Shulman: Is the way this is done just via email?

Doe: Yes.

Gallagher and Doe felt that possibly Mary Ontiveros could speak to the importance of the survey directly to the Faculty Council in October.

Miranda suggested that FC members do the survey after the Faculty Council meeting.

Gallagher and Doe agreed that they were thinking the same thing.

Executive Committee adjourned at 4:40 p.m.

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