

MINUTES
Executive Committee
Tuesday September 18, 2018
3:00 p.m. – Room 106 - Administration

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

Guests: **Richard Eykholt**, UGO and CoRSAF; **Marie Legare**, Chair, CoRSAF; **Bradley Goetz**, Chair, UCC

Absent: **Rita Knoll**, Executive Assistant (excused)

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

OCTOBER 2, 2018 FACULTY COUNCIL AGENDA ITEMS:

I. Proposed Faculty Council Agenda – October 2, 2018 – Plant Sciences Building – Room C101 - 4:00 p.m.

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – November 6, 2018 – Plant Sciences Building – Room C101 – 4:00 p.m.
2. Executive Committee Meeting Minutes located on the FC website: August 21, 2018
(<http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/>)

B. MINUTES TO BE APPROVED

1. Faculty Council Meeting Minutes

C. UNFINISHED BUSINESS

1. Faculty Council Standing Committee Elections – Committee on Faculty Governance
2. Standing Committee Elections – Graduate Student Representatives - CoFG

D. REPORTS TO BE RECEIVED

1. President – Tony Frank
2. Provost/Executive Vice President – Rick Miranda
3. Faculty Council Chair – Tim Gallagher
4. Board of Governors Faculty Representative – Margarita Lenk
5. Faculty Council Standing Committee 2017-18 Annual Reports
 - a. Committee on Libraries
6. Neighbor to Neighbor
 - Deborah Mayer, Housing Solutions Coordinator
 - Emma Chavez, CARE Program Coordinator

Gallagher mentions the discussion often goes on too long when the President and Provost give their reports. Gallagher seeks suggestions for how to deal with this. He emphasized that he does not want to limit, in any way, the content of Faculty Council members' questions and comments. He seeks only to budget the time for this so that Faculty Council can complete the rest of the agenda, including action items.

Tara Teel suggests that comments and questions could be saved for the end.

Gallagher mentions that instead of back and forth discussions between members, the comments should be directed to him.

Parliamentary procedures can be enacted and Gallagher mentions that a parliamentarian meeting will occur just prior to the FC meeting.

E. CONSENT AGENDA

1. UCC meeting minutes – August 24, 2018

F. ACTION ITEMS

1. Proposed revisions to the Preface and Section H of the *Academic Faculty and Administrative Professional Manual - CoRSAF*

Gallagher asked Eykholt, who was present at EC, about this material and Eykholt offered comments.

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

Gallagher mentions that subsequent to this section being sent out, Silvia Canetto brought up the gendered terms that are in need of revising. Don Estep, Chair, CoFG concurred with this idea. Gallagher asks how the EC feels about making this move to plural pronouns that are gender-inclusive.

Linda Meyer asks if this would hold up the section's consideration at the next FC meeting.

Gallagher says that a motion could be made on the floor of FC, which would not re-set the calendar (two-week notice) of this change to the Code. Gallagher seeks feedback on this idea.

Lenk suggests that this would be a nice solution.

Discussion ensued about this idea, which would involve changing just Section C in the part that is under consideration.

Amendments to Section C may or may not require a 2/3 vote. Lola Fehr, the Parliamentarian, will be asked.

Lenk suggests that Canetto be allowed to make this motion from the floor.

Next week's meeting will not involve any big changes to the FC agenda but will involve talking about next month's meeting.

G. DISCUSSION

SEPTEMBER 18, 2018 EXECUTIVE COMMITTEE AGENDA ITEMS

I. Minutes to be Approved

II. Items Pending/Discussion Items

A. *Announcements*

1. Next Executive Committee Meeting: September 25, 2018 - 3:00 p.m. – Room 106 – Administration

Gallagher announced that the next Executive Committee meeting would be held on September 25, 2018.

B. *Action Items*

1. UCC minutes – August 31, 2018 and September 7, 2018 (Draft)

The August 31 and September 7, 2018 UCC minutes were unanimously approved by Executive Committee and will be placed on the October Faculty Council meeting agenda.

Goetz was asked if he had comments on anything in the packet. He indicated no concerns at this time.

Gallagher requests a motion.

(Lenk) and second (Hayne) to put the UCC minutes on the October 2, 2018 FC meeting consent agenda.

Lenk's motion was approved.

3. Proposed revisions to Section E.13 of the *Academic Faculty and Administrative Professional Manual* – CoRSAF

A second revised version of Section E.13 was emailed from CoRSAF on September 14, 2018. Gallagher emailed the newest version to EC members for review before the September 18 EC meeting. Richard Eykholt and Marie Legare will attend the September 18 meeting to answer questions.

Marie Legare discusses the need for clarifying the constitution of the promotion committee.

We are talking about the third paragraph of E 13.1.

Lenk and Hayne ask about the middle of this paragraph in the underlined part, in the language about who may vote on TTF and NTTF promotion. Here the wording of the voting members required clarification and discussion.

Gallagher indicates that there will be questions about the difference between rank and level.

Legare offers to explain this with slides that she brought.

Eykholt begins to explain. Level is not something that's in department codes or Oracle, or anywhere else official. A promotion is an advancement in rank. Is every change in rank a promotion? No. Rank is more like a title. However, a level change indicates a promotion. Any promotion would be a change in rank but not every change in rank would be a promotion. Legare's slides show how someone could go from senior instructor to assistant professor (same level) and this would be a change in rank but not a promotion.

Gallagher draws an analogy in order to give an example. "Say I'm in the Navy and I'm an ensign and I shift over to the Air Force or Army and now I become a 2nd Lieutenant. I am at the same level but have a different rank."

Avery adds that most people see a change in rank as a promotion.

Hayne thinks we shouldn't co-mingle levels and ranks.

Legare explains that this solution was the best they could come up with in an effort to simplify. There is confusion everywhere,

Mary Meyer: If we try to change the name of assistant professor, chaos will ensue. It's okay with me except that we need some clarification language. Start with a statement such as all faculty are located in one of six ranks. Could the table on the slide be included in the description in the *Manual*?

Miranda: All faculty are located in one of six ranks. The six available ranks are organized into four levels for purposes of advancement and promotion.

Hayne: Suggests a change to the first sentence to “an advancement in rank that moves up a level is a promotion.” Or, “a promotion is an advancement in rank which is a change in rank that moves up in level.”

Gallagher: Would people who are interested be part of an online conversation by next Monday. If we agree by next week’s meeting that the wording is okay and ready for FC, then having this on the agenda will be okay. If we’re not there, then yes, sooner rather than later is the objective but a mess on the floor of FC would be worse.

Further discussion. Suggestion of breaking up the paragraph. Take the third paragraph and make it two separate paragraphs-- where one paragraph deals with TTF and the other NTTF.

Legare: If general consensus is minor changes, then we can send it forward; if it’s major changes, then it will have to go back to CoRSAF.

Reising: Points out the inherent problem with the word “rank”, which is deeply embedded in our collective DNA.

Avery: Asks a question about who initiates the discussion with the chair regarding NTTF seeking promotion.

Legare: Puts the faculty member into the driver’s seat.

Gallagher: Takes away the de facto veto power of the department chair.

Lenk: Many people have been seeking a promotion path for NTTF but may be dissuaded by messages that are implied by the structure of the table discussed.

Eykholt: It’s not a NTTF column and a TTF column. I don’t see how the columns are a big plus.

Miranda: We are all in agreement around the proposal but what we need is just some word changes that add clarity, and avoid the table.

Eykholt: The wording suggested by Mary Meyer will not be controversial. Breaking it into two paragraphs may cause more dissent.

Gallagher: Similar to what Miranda and Eykholt have said, we have the ability to offer clarifying information. If we can offer this, we will have done our job. I hope we don't each try to impose our own personal peccadillos about how we would like to see the wording. I want us to move forward in the next several days that give this a better chance of passing when it hits the floor of FC.

Gallagher: What if we were to get together and send this revised language out to Faculty Council members and get people over email to give their feedback over the next week. Then if we have a consensus, we can have the agenda item ready to go out next Tuesday.

Eykholt: The motion that is made on the floor of FC does not have to be the same as the one that's sent out in the packet. If people are in principle, okay with changes, then CoRSAF could meet on Friday so that Legare and I aren't speaking alone for CoRSAF.

Gallagher: Would like to have things in as good shape as possible by Monday. If things are still a problem at next Tuesday's meeting then at that point it might still be open for the motion itself to be changed when it comes before FC. Let's get as close as possible by next Monday.

Miranda discusses the natural breaks in the large paragraph. Eykholt responds with legal counsel's concerns about info across paragraphs and there are restrictions. Miranda is suggesting that the break begin with "If a committee.."

Lenk says that some departments are moving ahead and creating separate processes for TTF and NTTF.

Eykholt offers to work on the wording and then send it to us, then meet with CoRSAF to move with speed and alacrity on any changes to wording.

Eykholt and Legare conclude the discussion. Gallagher asks if EC wants to put this on the agenda.

Hayne: If we approve putting it on the agenda this week, then we would have to pull it from next week's agenda.

Gallagher: If we're not 99% of the way there next Tuesday, then it puts a strain on the administrative people like Rita to get the info put together and distributed to Faculty Council members.

Gallagher: It sounds like we want to wait until next week and be thoughtful and cooperative as possible so that we can reach a consensus quickly next time, or else hold this item off until November. There are general nods around the table.

Executive Committee unanimously decided to wait a week.

C. Reports

1. Provost/Executive Vice President – Rick Miranda

No report was received.

2. Faculty Council Chair- Tim Gallagher

Gallagher reported on the following:

Regarding the report item from Deborah Mayer and Emma Chavez - Neighbor to Neighbor. They will be given 10 minutes to present at the October FC meeting.

Bullying data offered in the form of a handout from Diana Prieto. Gallagher will display this information at the FC meeting.

Reising indicates some problems with the document at the style and mechanics level.

Faculty Council has been asked to find someone who would be willing to serve on the Physical Development Committee. There are academic implications to this work. Would we be willing to reach out to our college constituencies? Gallagher will forward the information to EC members.

Changes to Section D.2 from Don Estep--sent in one motion. Also included was a change to Section C. Estep on has sent two separate motions. CoFG doesn't have full jurisdiction over other parts of the *Manual* besides Section C items. The proper protocol

for requests of this type are to also include CoRSAF, since the question involves Section D, not just Section C.

Gallagher's report was received.

3. Board of Governors Faculty Representative – Margarita Lenk

No report was received.

D. Discussion Items

Possible report to Faculty Council on alternative transportation for CSU faculty and employees (*30 minutes requested w/PowerPoint*)
-Erika Benti, Parking Services Alternative Transportation Team

Executive Committee adjourned at 4:50 p.m.

Tim Gallagher, Chair
Sue Doe, Vice Chair
Margarita Lenk, Faculty Representative to BOG