

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**  
**November 6, 2018 – 4:00 p.m. – Plant Sciences – Room C101**

**CALL TO ORDER**

The Faculty Council meeting was called to order at 4:00 p.m. by Tim Gallagher, Chair.

**ANNOUNCEMENTS**

1. Next Faculty Council Meeting – December 4, 2018 – Plant Sciences Building – Room C101 – 4:00 p.m.

Gallagher announced that the Faculty Council meeting would be held on December 4, 2018 at 4:00 p.m. – Plant Sciences Building, Room C101

2. Executive Committee Meeting Minutes located on FC website – September 18 and 25, 2018; October 9, 16 and 23, 2018

(<http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/>)

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

**MINUTES TO BE APPROVED**

1. Faculty Council Meeting Minutes – October 2, 2018

Gallagher asked for any corrections or additions.

Linda Meyer emailed a correction to the Faculty Council office.

EC discussed and moved the Reports to the end of the FC agenda. They felt the most important items should be addressed first.

Faculty Council approved the amended FC meeting minutes by unanimous consent. The amended minutes will be placed on the FC website.

**UNFINISHED BUSINESS**

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

Ruth Hufbauer moved, on behalf of the Committee on Faculty Governance, that the following faculty be elected:

COMMITTEE ON NON-TENURE TRACK FACULTY

NATALIE OOI WCNR 2021  
(Nominated by Committee on Faculty Governance)

COMMITTEE ON UNIVERSITY PROGRAMS

STUART COTTRELL WCNR 2021  
(Nominated by Committee on Faculty Governance)

Gallagher asked for any additional nominations from the floor. There were none. All FC Standing Committee nominees were unanimously approved.

2. University Grievance Panel Elections – Committee on Faculty Governance

Ruth Hufbauer moved, on behalf of the Committee on Faculty Governance, that the following faculty be elected:

LISA LANGSTRAAT CLA 2019  
(Nominated – Committee on Faculty Governance)

DEBBIE YALEN CLA 2019  
(Nominated – Committee on Faculty Governance)

MICHAEL STEGER CNS 2019  
(Nominated – Committee on Faculty Governance)

STEVE SHULMAN CLA 2019  
(Nominated – Committee on Faculty Governance)

MARICELA DEMIRIJYN CLA 2020  
(Nominated – Committee on Faculty Governance)

ELIZABETH HOBBS Agricultural Sciences 2020  
(Nominated – Committee on Faculty Governance)

JOSHUA BERNING Agricultural Sciences 2020  
(Nominated – Committee on Faculty Governance)

JERRY JOHNSON Agricultural Sciences 2020  
(Nominated – Committee on Faculty Governance)

NOA ROMAN-MUNIZ Agricultural Sciences 2020  
(Nominated – Committee on Faculty Governance)

<u>ROSA MARTEY</u> (Nominated – Committee on Faculty Governance)	CLA	2021
<u>REBECCA PHILLIPS</u> (Nominated – Committee on Faculty Governance)	CLA	2021
<u>ELLIE MOSEMAN</u> (Nominated – Committee on Faculty Governance)	CLA	2021

Hufbauer stated we are having representatives from each department. For any individual grievances brought forward, there will be a subset that serves on the Grievance Panel.

Gallagher asked for any additional nominations from the floor. There were none.

All University Grievance Panel nominees were unanimously approved.

3. Faculty Council Standing Committee Elections – Undergraduate Student Representatives – CoFG

Ruth Hufbauer moved, on behalf of the Committee on Faculty Governance, for the following undergraduate student representative to be elected:

	<u>University Curriculum Committee</u>	Term Expires
Hank Stowers	Undergraduate	2019

Faculty Council unanimously approved the graduate student nominee.

### **CONSENT AGENDA**

1. UCC meeting minutes – September 21 and 28, 2018; October 5, 12 and 19, 2018.
2. Approval of Fall Degree Candidates

Brad Goetz, Chair, UCC, moves for the approval of the consent agenda.

The Consent Agenda was unanimously approved.

### **ACTION ITEMS**

1. Proposed revisions to Section E.13 Advancement in Rank (Promotion) of the Academic Faculty and Administrative Professional Manual - CoRSAF

Marie Legare, Chair, CoRSAF spoke regarding the proposal.

Gallagher: Professor Legare sent out a Q&A email a couple weeks ago regarding Section E.13.

Marie Legare (Chair, CoRSAF): CoRSAF felt this would be helpful. They have discussed E.13 in front of Executive Committee on multiple occasions.

Karen Barrett (Chair, CoSS): The Q&A was helpful. It's two different types of appointments actually. I find it confusing that there are four levels. Most people don't start at the first level and few will make it to the final level, so it seems cumbersome and could be viewed as different categories. TTF positioned to always be one-step ahead. Despite the responses given to the questions, I think it would be better to divide the types of appointments—professorial line vs. instructor line—though on either the TT or NTT line with three levels rather than four.

Margarita Lenk (BOG Faculty Representative): Thanks to Marie and CoRSAF for their explanation through the Q&A. I have received many requests for separating the two proposals. Coming from Dan Bush, it helps with clarification to keep the two together.

Marie Legare (Chair, CoRSAF): I appreciate the concerns. There are faculty who move between the appointment types—for instance in the library. It wasn't meant to be that you crisscross between the two ranks.

Jenny Morse (Chair, CoNTTF): I want to clarify that currently there are four ranks in the *Manual* and we are building on what NTTF already have in place in the *Manual*. We added senior and master instructor in the spring. The question is where to put these.

Karen Barrett (Chair, CoSS): We have had a few that end up on tenure track lines that started as instructors, so it wasn't seen as a full position yet when on the instructor. I would like to move that we separate the two but have language that describes the levels and how they relate to one another. It feels to some people that it ends up looking like NTTF have 4 different levels and the TTF have 3 levels. Or that really they have three levels but they are not equal. These are two different ways people can be appointed but these are the levels and here are the comparable levels for each type.

Gallagher: I need to hear the exact words you want changed to amend this proposal.

Richard Eykholt (UGO and CoRSAF): I just want to point out all the discussion is about changing E.2 not E.13. E.13 is only talking about when you change a rank--is it a promotion or not? The rank structure is Section E.2, and that is not on the agenda this meeting.

Karen Barrett (Chair, CoSS): I am not trying to put people into different ranks. I am trying to say that there are two different systems of advancement. My amendment: For the purposes for promotion ... are grouped into two types—one type is instructor ranks and the other type is professorial ranks. Then each rank explained. With senior instructor comparable to associate professor and master instructor equivalent to professor.

Thomas Chermack (HHS): I second the motion.

Margarita Lenk (BOG Faculty Rep): My comment had nothing to do with E.2. This section in the amendment being proposed should help departments write their promotion expectations for TTF and NTTF. The way it is currently written isn't helping.

Linda Meyer (Libraries): The problem I have is that it divides the TTF and NTTF. It would muddy the waters further. What is accomplished for this proposal is to have equity amongst NTTF and TTF. We already have NTTF at each of these ranks. I don't see how dividing the two is equitable. In some places you have an instructor whose department decides to make them an assistant or associate professor. The question is whether that is a promotion or not. If you are going from senior instructor to associate you are not being promoted. This is a basic outline that can be worked with at the department level. In some departments there are people who do not have a terminal degree so we need to have a system for those people. In the libraries we will probably only hire instructors on a temporary basis.

Doug Cloud (English): I have a lot of sympathy for the concerns to the confusion. I would like to speak against the amendment. What would be a specific confusion that would result from the unamended version? I am prepared to be persuaded but I need to hear an example.

Margarita Lenk (BOG Faculty Rep): From the feedback that came to me, they want the department code to match the Faculty *Manual* as much as possible and lay out the language for promotion processes will be assisted if the appointment types are separated. It would be easier for future updates.

Richard Eykholt (UGO and CoRSAF): Let me raise two problems, although I could raise 20. The Provost's office kicks in money for the promotion. Is this a promotion or not? CoRSAF did it this way to clarify the promotions and who sits on committees. We realized that we didn't need to make things complicated in this way. Department codes do not need to be rewritten every time there's a change to the *Manual*.

Karen Barrett (Chair, CoSS): I was not suggesting that we separate TTF and NTTF. To me, what this gives you is clarification about the movement within a track. It doesn't seem very accurate. There are two different though comparable tracks. It sounds like mix and match as it stands now. You could move from one category to another and I don't think that's the case.

Marie Legare (Chair, CoRSAF): I appreciate your comments but I disagree. There is an instructor track and a professorial track that is established in E.2. There may be a rare instance where someone in the professorial path moves to the instructor ranks. This is a way of comparing two different titles and ranks structures.

Mary Meyer (CNS): The reason I support this is because promotions mean that the Provost's office has to pony up money rather than departments.

Karen Barrett restated the proposed amendment: The six available ranks are broken into two tracks with each having three ranks. One is the instructor type and the other is the professorial type, with senior instructor comparable to assistant professor and master instructor comparable to associate professor.

Gallagher: Are we ready to vote? All in favor of the proposed amendment?

The motion to amend did not pass.

Gallagher: Any more discussion on Section E.13? Hearing none, are we ready to vote?

All in favor of approving the motion as presented in your packet by CoRSAF?

Faculty Council approved the motion.

2. New Degree: Master of Agribusiness Innovation Management, Plan C, be established *effective Fall 2019* in the Department of Agricultural and Resource Economics Resources, Warner College of Natural Resources – UCC

Brad Goetz, Chair, UCC spoke regarding the new degree.

Gallagher: The floor is open for discussion.

No discussion.

Gallagher: All in favor of approving the motion?

Faculty Council unanimously approved the motion.

3. New Degree: Master of Conservation Leadership, Plan C, be established *effective Spring 2019* in the Department of Human Dimensions of Natural Resources, Warner College of Natural Resources – UCC

Brad Goetz, Chair, UCC spoke regarding the new degree.

Gallagher: The floor is open for discussion.

No discussion.

Gallagher: All in favor of approving the motion?

Faculty Council unanimously approved the motion.

4. New Professional Doctorate: Doctor of Systems Engineering, be established *effective Spring 2019* in Walter Scott, Jr. College of Engineering – UCC

Brad Goetz, Chair, UCC spoke regarding the new degree.

Gallagher: The floor is open for discussion.

Questions:

Tom Chermack (HHS): Is this a cohort model? How often would people be admitted?

Carole Makela (HHS): It is up to the option of the department. They may treat it separately.

Tom Chermack stated his concerns about the faculty workload implications of this new professional doctorate.

Carole Makela: (HHS): I think those concerns are addressed in the full proposal. The Professional Doctorate does require a full committee.

Tom Chermack (HHS): So that takes me back to my original question. How many students? There are implications for faculty work due to the amount of additional outside committee work that would be involved.

Gallagher: All in favor of approving the motion?

Voice approval too close.

All in favor, please stand up. 36 Approved; 16 Opposed

The motion passed.

5. Proposed revisions to the All-University Core Curriculum (AUCC) language and requirements – UCC
  - Tracked changes version of AUCC guidelines document
  - Changes accepted (clean) version of AUCC guidelines document

Brad Goetz, Chair, UCC spoke regarding the new degree.

The first four pages are to create a preface, talking about the experience of AUCC. The last 20 pages integrated State mandates.

Mare Legare (Chair, CoRSAF): My understanding is that these changes are being made to comply with State mandates?

Goetz: Yes.

Gallagher: All in favor of approving the motion as presented?

Faculty Council unanimously approved the motion.

### **REPORTS TO BE RECEIVED**

1. Faculty Council Chair – Tim Gallagher

Gallagher reported on the following:

A while back I talked about the importance of Faculty Council. I want to add a thank you for the hard working people of Faculty Council--those of you that read the agenda and are ready to have thoughtful conversations. The standing committees put in hours and hours of work. I wanted to express my personal thanks to everyone who has done this important work.

Gallagher has been asked to serve on the President's Council on Culture. This will be important with the new president. Also heard that faculty participation on the campus climate survey was significantly higher than the last time. To show you why this matters, the supervisor training went into effect because of the last survey. Department heads are going through training and finding out all the rules. Anything that moves us in the direction of having accountability with the administration is a helpful thing.

Encourages all FC to communicate with anyone on the Presidential Search Committee. Margarita Lenk, Albert Bimper, Diana Wall, Wade Troxell, and Denice Apodaca are all members of the search committee. Since this will be a closed search, it's very important that we communicate with the committee and get our opinions to this committee since they will do the heavy lifting. There won't be several candidates who appear on campus for interviews. This puts a burden on us to be actively involved in the ways that we can be. Let the search committee members know candidate characteristics that concern you and those that you favor.

2. Board of Governors Faculty Representative – Margarita Lenk

A hard copy of Lenk's summary from the BOG meeting, October 4-5, 2018 was made available for FC members on the back tables as members entered the meeting. Please let Lenk know if you have any questions from the October meeting.



Lenk did research on closed presidential searches versus open searches and feels that the closed search produces the best results, even though it can make faculty uncomfortable. Lenk believes there are many more examples of successful presidents in a closed search.

Lenk invites everyone to go to open forums and to speak up. Forums all next week and this week. Please make voices heard. Minutes will be taken and shared.

Will recommend that the search committee meet with the various councils, including the Council of Deans. This will help with accepting the new president too. She is going to suggest that we look at how much of the upper administrative structure is a function of Tony's personality or something that the Board of Governors will continue to support.

Carole Makela (HHS): I'm curious if the Board has a policy of transparency. Only current agendas are included, not past years.

Lenk will look into this and is happy to ask the Board.

Joseph DiVerdi (Chair, CoSFP): When is the approval of the budget by the Board?

Margarita Lenk (BOG Faculty Rep): It depends on the Governor. Since there is going to be a new Governor, it may change.

Joseph DiVerdi (Chair, CoSFP): When was the budget approved last year?

Gallagher: May for the Board. Usually the Governor's budget is a little earlier—it could be January or February.

### **DISCUSSION**

1. None

Gallagher adjourned the meeting at 4:52 p.m.

Tim Gallagher, Chair  
Sue Doe, Vice Chair  
Rita Knoll, Executive Assistant to Faculty Council

ATTENDANCE  
**BOLD INDICATES PRESENT AT MEETING**  
UNDERLINE INDICATES ABSENT AT MEETING

<b>ELECTED MEMBERS</b>	<b>REPRESENTING</b>	<b>TERM</b>
<b>Agricultural Sciences</b>		
<b>Stephan Kroll</b>	Agricultural and Resource Economics	2019
<b>Jason Bruemmer</b>	Animal Sciences	2021
<b>Cynthia (Cini) Brown</b>	Bioagricultural Sciences & Pest Management	2021
<u>Adam Heuberger</u>	Horticulture & Landscape Architecture	2019
<b>Thomas Borch</b>	Soil and Crop Sciences	2020
<u>Jane Choi</u>	College-at-Large	2019
<b>Ruth Hufbauer</b>	College-at-Large	2020
<b>Bradley Goetz</b>	College-at-Large	2019
<b>Health and Human Sciences</b>		
<b>Nancy Miller</b>	Design and Merchandising	2021
<b>Brian Tracy</b>	Health and Exercise Science	2021
(Raoul Reiser starts term January 2019)		
<b>David Sampson</b>	Food Science and Human Nutrition	2019
<b>Karen Barrett</b>	Human Development and Family Studies	2020
<b>Bolivar Senior</b>	Construction Management	2020
<u>Anita Bundy</u>	Occupational Therapy	2020
(substituting for Matt Malcolm)		
<b>Thomas Chermack</b>	School of Education	2021
<b>Anne Williford</b>	School of Social Work	2019
<b>Business</b>		
<b>Larry Johnson</b>	Accounting	2019
(substituting for Bill Rankin)		
<b>Stephen Hayne</b>	Computer Information Systems	2021
<u>John Elder</u>	Finance and Real Estate	2019
(substituting for Tianyang Wang – Fall '18 sabbatical)		
<u>Dawn DeTienne</u>	Management	2021
<b>Kathleen Kelly</b>	Marketing	2021
<b>Joe Cannon</b>	College-at-Large	2019
<b>John Hoxmeier</b>	College-at-Large	2019
<b>Engineering</b>		
<u>Kristen Rasmussen</u>	Atmospheric Science	2021
<b>Travis Bailey</b>	Chemical and Biological Engineering	2019
<b>Peter Nelson</b>	Civil and Environmental Engineering	2021
<b>Ali Pezeshki</b> (substituting for Siddharth Suryanarayanan Fall '18 sabbatical)	Electrical and Computer Engineering	2019
<b>Shantanu Jathar</b>	Mechanical Engineering	2020
<b>J. Rockey Luo</b>	College-at-Large	2019
<u>Steven Reising</u> (excused)	College-at-Large	2019
<b>Jason Quinn</b>	College-at-Large	2021

**Liberal Arts**

<b>Michael Pante</b>	Anthropology	2020
<u>Marius Lehene</u>	Art	2019
<b>Julia Khrebtan-Horhager</b>	Communication Studies	2019
<b>Ramaa Vasudevan</b>	Economics	2020
<b>Doug Cloud</b>	English	2020
<b>Albert Bimper</b>	Ethnic Studies	2019
<u>Jonathan Carlyon</u>	Languages, Literatures and Cultures	2019
<b>Thaddeus Sunseri</b>	History	2020
<b>Michael Humphrey</b> (substituting for Gayathri (Gaya) Sivakumar)	Journalism and Technical Communication	2020
<u>Wesley Ferreira</u>	Music, Theater, and Dance	2019
<b>Moti Gorin</b>	Philosophy	2019
<b>Peter Harris</b>	Political Science	2021
<b>Ken Berry</b> (substituting for Tara Opsal – Fall '18 sabbatical)	Sociology	2019
<u>Antonio Pedros-Gascon</u>	College-at-Large	2019
<b>Steve Shulman</b>	College-at-Large	2020
<u>Allison Prasch</u>	College-at-Large	2020
<b>Lisa Langstraat</b>	College-at-Large	2020
<b>Marcela Velasco</b>	College-at-Large	2021
<b>Del Harrow</b>	College-at-Large	2021
<u>Maura Velazquez-Castillo</u>	College-at-Large	2021

**Natural Resources**

<b>Monique Rocca</b>	Ecosystem Science and Sustainability	2020
<b>David Koons</b>	Fish, Wildlife, & Conservation Biology	2021
<b>Chad Hoffman</b>	Forest and Rangeland Stewardship	2020
<b>Bill Sanford</b>	Geosciences	2020
<b>Tara Teel</b>	HDNR in Warner College	2020

**Natural Sciences**

<b>Jennifer Nyborg</b>	Biochemistry and Molecular Biology	2019
<b>Melinda Smith</b>	Biology	2021
<u>George Barisas</u>	Chemistry	2020
<b>Ross McConnell</b>	Computer Science	2019
<u>Yongcheng Zhou</u>	Mathematics	2020
<b>Dylan Yost</b>	Physics	2021
<b>Deana Davalos</b> (substituting for Silvia Canetto)	Psychology	2019
<b>Mary Meyer</b>	Statistics	2019
<u>Chuck Anderson</u>	College-at-Large	2020
<u>Anton Betten</u>	College-at-Large	2019
TBD	College-at-Large	2018
<b>Brad Conner</b>	College-at-Large	2021
<b>Alan Van Orden</b>	College-at-Large	2020

**Veterinary Medicine & Biomedical Sciences**

<u>DN Rao Veeramachaneni</u>	Biomedical Sciences	2019
<u>Dean Hendrickson</u>	Clinical Sciences	2019
<b>Elizabeth Ryan</b>	Environmental & Radiological Health Sciences	2020
<b>Tony Schountz</b>	Microbiology, Immunology and Pathology	2021
<u>Noreen Reist</u>	College-at-Large	2020
<u>Jennifer Peel</u>	College-at-Large	2020
<u>William Black</u>	College-at-Large	2020
<b>Marie Legare</b>	College-at-Large	2019
<u>Anne Avery</u>	College-at-Large	2019
<b>Tod Clapp</b>	College-at-Large	2019
<b>Dawn Duval</b>	College-at-Large	2019
TBD	College-at-Large	2018
<u>Gerrit (Jerry) Bouma</u>	College-at-Large	2021
TBD	College-at-Large	2018

**University Libraries**

<b>Linda Meyer</b>	Libraries	2019
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***Ex Officio* Voting Members**

<b>Timothy Gallagher</b>	Chair, Faculty Council/Executive Committee	2018
<b>Sue Doe</b>	Vice Chair, Faculty Council	2018
<b>Margarita Lenk</b>	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
<b>Jenny Morse, Chair</b>	Committee on Non-Tenure Track Faculty	2020
<b>Marie Legare, Chair</b>	Committee on Responsibilities & Standing of Academic Faculty	2018
Donald Samelson, Chair	Committee on Scholarship Research and Graduate Education	2019
<b>Karen Barrett, Chair</b>	Committee on Scholastic Standards	2019
<b>Joseph DiVerdi, Chair</b>	Committee on Strategic and Financial Planning	2019
<b>Matt Hickey, Chair</b>	Committee on Teaching and Learning	2019
Mo Salman, Chair	Committee on University Programs	2018
<b>Bradley Goetz, Chair</b>	University Curriculum Committee	2018
<b>Susan (Suellen) Melzer</b>	Committee on Non-Tenure Track Faculty	2021
<b>Denise Apodaca</b>	Committee on Non-Tenure Track Faculty	2021
<b>Christine Pawliuk</b>	Committee on Non-Tenure Track Faculty	2019
<b>Ashley Harvey</b>	Committee on Non-Tenure Track Faculty	2019
(substituting for Patty Stutz-Tanenbaum)		
<b>Pinar Omur-Ozbek</b>	Committee on Non-Tenure Track Faculty	2020
(substituting for Daniel Baker)		
<u>Leslie Stone-Roy</u>	Committee on Non-Tenure Track Faculty	2019
<b>Mary Van Buren</b>	Committee on Non-Tenure Track Faculty	2020
<u>Steve Benoit</u>	Committee on Non-Tenure Track Faculty	2019
<b>Natalie Ooi</b>	Committee on Non-Tenure Track Faculty	2019

***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	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