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
(ftp://faculty.council.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 DEMIRIJJYN _____________________ 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)
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:

<table>
<thead>
<tr>
<th>University Curriculum Committee</th>
<th>Term Expires</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hank Stowers</td>
<td>Undergraduate</td>
</tr>
</tbody>
</table>

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.


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**

<table>
<thead>
<tr>
<th>ELECTED MEMBERS</th>
<th>REPRESENTING</th>
<th>TERM</th>
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<tbody>
<tr>
<td><strong>Agricultural Sciences</strong></td>
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<tr>
<td>Stephan Kroll</td>
<td>Agricultural and Resource Economics</td>
<td>2019</td>
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<td>Jason Bruemmer</td>
<td>Animal Sciences</td>
<td>2021</td>
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<tr>
<td>Cynthia (Cini) Brown</td>
<td>Bioagricultural Sciences &amp; Pest Management</td>
<td>2021</td>
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<tr>
<td>Adam Heuberger</td>
<td>Horticulture &amp; Landscape Architecture</td>
<td>2019</td>
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<tr>
<td>Thomas Borch</td>
<td>Soil and Crop Sciences</td>
<td>2020</td>
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<tr>
<td>Jane Choi</td>
<td>College-at-Large</td>
<td>2019</td>
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<tr>
<td>Ruth Hufbauer</td>
<td>College-at-Large</td>
<td>2020</td>
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<td>Bradley Goetz</td>
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<td>2019</td>
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<tr>
<td><strong>Health and Human Sciences</strong></td>
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<tr>
<td>Nancy Miller</td>
<td>Design and Merchandising</td>
<td>2021</td>
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<tr>
<td>Brian Tracy</td>
<td>Health and Exercise Science</td>
<td>2021</td>
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<td>(Raoul Reiser starts term January 2019)</td>
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<tr>
<td>David Sampson</td>
<td>Food Science and Human Nutrition</td>
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<tr>
<td>Karen Barrett</td>
<td>Human Development and Family Studies</td>
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<tr>
<td>Bolivar Senior</td>
<td>Construction Management</td>
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<tr>
<td>Anita Bundy</td>
<td>Occupational Therapy</td>
<td>2020</td>
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<tr>
<td>(substituting for Matt Malcolm)</td>
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<tr>
<td>Thomas Chermack</td>
<td>School of Education</td>
<td>2021</td>
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<tr>
<td>Anne Willford</td>
<td>School of Social Work</td>
<td>2019</td>
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<tr>
<td><strong>Business</strong></td>
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<tr>
<td>Larry Johnson</td>
<td>Accounting</td>
<td>2019</td>
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<tr>
<td>(substituting for Bill Rankin)</td>
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<tr>
<td>Stephen Hayne</td>
<td>Computer Information Systems</td>
<td>2021</td>
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<tr>
<td>John Elder</td>
<td>Finance and Real Estate</td>
<td>2019</td>
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<tr>
<td>(substituting for Tianyang Wang – Fall ’18 sabbatical)</td>
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<tr>
<td>Dawn DeTienne</td>
<td>Management</td>
<td>2021</td>
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<tr>
<td>Kathleen Kelly</td>
<td>Marketing</td>
<td>2021</td>
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<tr>
<td>Joe Cannon</td>
<td>College-at-Large</td>
<td>2019</td>
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<tr>
<td>John Hoxmeier</td>
<td>College-at-Large</td>
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<tr>
<td><strong>Engineering</strong></td>
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<tr>
<td>Kristen Rasmussen</td>
<td>Atmospheric Science</td>
<td>2021</td>
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<tr>
<td>Travis Bailey</td>
<td>Chemical and Biological Engineering</td>
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<tr>
<td>Peter Nelson</td>
<td>Civil and Environmental Engineering</td>
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<tr>
<td>Ali Pezeshki (substituting for</td>
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<td>Siddharth Suryanarayanan Fall ’18 sabbatical)</td>
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<tr>
<td>Shantanu Jathar</td>
<td>Mechanical Engineering</td>
<td>2020</td>
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<tr>
<td>J. Rockey Luo</td>
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<tr>
<td>Steven Reising (excused)</td>
<td>College-at-Large</td>
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</tr>
<tr>
<td>Jason Quinn</td>
<td>College-at-Large</td>
<td>2021</td>
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</tbody>
</table>
Liberal Arts
Michael Pante  Anthropology  2020
Marius Lehene  Art  2019
Julia Khrebtan-Horhager  Communication Studies  2019
Ramaa Vasudevan  Economics  2020
Doug Cloud  English  2020
Albert Bimper  Ethnic Studies  2019
Jonathan Carlyon  Languages, Literatures and Cultures  2019
Thaddeus Sunseri  History  2020
Michael Humphrey  Journalism and Technical Communication  2020
(substituting for Gayathri (Gaya) Sivakumar)
Wesley Ferreira  Music, Theater, and Dance  2019
Moti Gorin  Philosophy  2019
Peter Harris  Political Science  2021
Ken Berry  Sociology  2019
(substituting for Tara Opsal – Fall ’18 sabbatical)
Antonio Pedros-Gascon  College-at-Large  2019
Steve Shulman  College-at-Large  2020
Allison Prasch  College-at-Large  2020
Lisa Langstraat  College-at-Large  2020
Marcela Velasco  College-at-Large  2021
Del Harrow  College-at-Large  2021
Maura Velazquez-Castillo  College-at-Large  2021

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

Natural Sciences
Jennifer Nyborg  Biochemistry and Molecular Biology  2019
Melinda Smith  Biology  2021
George Barisas  Chemistry  2020
Ross McConnell  Computer Science  2019
Yongcheng Zhou  Mathematics  2020
Dylan Yost  Physics  2021
Deana Davalos  Psychology  2019
(substituting for Silvia Canetto)
Mary Meyer  Statistics  2019
Chuck Anderson  College-at-Large  2020
Anton Betten  College-at-Large  2019
TBD  College-at-Large  2018
Brad Conner  College-at-Large  2021
Alan Van Orden  College-at-Large  2020
Veterinary Medicine & Biomedical Sciences
DN Rao Veeramachaneni          Biomedical Sciences          2019
Dean Hendrickson                Clinical Sciences              2019
Elizabeth Ryan                  Environmental & Radiological Health Sciences 2020
Tony Schountz                   Microbiology, Immunology and Pathology 2021
Noreen Reist                    College-at-Large             2020
Jennifer Peel                   College-at-Large             2020
William Black                   College-at-Large             2020
Marie Legare                    College-at-Large             2019
Anne Avery                      College-at-Large             2019
Tod Clapp                       College-at-Large             2019
Dawn Duval                      College-at-Large             2019
TBD                             College-at-Large             2018
Gerrit (Jerry) Bouma             College-at-Large             2021
TBD                             College-at-Large             2018

University Libraries
Linda Meyer                     Libraries                           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 Donavan, 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
Joseph DiVerdi, 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
Bradley Goetz, Chair            University Curriculum Committee 2018
Susan (Suellen) Melzer          Committee on Non-Tenure Track Faculty 2021
Denise Apodaca                  Committee on Non-Tenure Track Faculty 2021
Christine Pawliuk               Committee on Non-Tenure Track Faculty 2019
Ashley Harvey                   Committee on Non-Tenure Track Faculty 2019
(substituting for Patty Stutz-Tanenbaum)
Pinar Omur-Ozbek                Committee on Non-Tenure Track Faculty 2020
(substituting for Daniel Baker)
Leslie Stone-Roy                 Committee on Non-Tenure Track Faculty 2019
Mary Van Buren                   Committee on Non-Tenure Track Faculty 2020
Steve Benoit                     Committee on Non-Tenure Track Faculty 2019
Natalie Ooi                      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 Advancement
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