

MINUTES
Executive Committee
Tuesday, August 27, 2019
3:00 p.m. – Room 106 - Administration

Present: **Tim Gallagher**, Chair; **Sue Doe**, Vice Chair, **Stephanie Clemons**, BOG Faculty Representative; **Rita Knoll**, Executive Assistant; **Jason Bruemmer**, Agricultural Sciences; **Kathleen Kelly**, Business; **Susan James**, Engineering; **Thomas Chermack**, Health & Human Sciences; **Michelle Wilde** substituting for Linda Meyer, Libraries; **Antonio Pedros-Gascon**, Liberal Arts; **David Koons**, Natural Resources; **Dan Bush**, Vice Provost for Faculty Affairs

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

Absent: **Jennifer Peel**, CVMBS (excused); **Melinda Smith**, Natural Sciences (excused); **Rick Miranda**, Provost/Executive Vice President (excused)

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

SEPTEMBER 3, 2019 FACULTY COUNCIL AGENDA ITEMS:

I. Proposed Faculty Council Agenda – September 3, 2019 – Clark Building – Room A201 - 4:00 p.m.

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – October 1, 2019 – Clark Building - Room A201 – 4:00 p.m.
2. President’s Fall Address and University Picnic September 19, 2019 – CSU Oval – 11:30 a.m.
3. Executive Committee Meeting Minutes located on the FC website – April 23, 2019 and May 14, 2019 (<http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/>)
4. Schedule of 2019-2020 Faculty Council Meeting Dates
5. Faculty Council Membership for 2019-2020
6. Faculty Council Standing/Advisory Committees Membership for 2019-2020
7. University Committees
8. Parliamentary Motions – Quick Reference
9. Parliamentary Motions – What They Mean
10. UCC Minutes - April 26, 2019; May 3 and 10, 2019 UCC meeting minutes were approved by Executive Committee “on behalf of Faculty Council” at the May 14, 2019 Executive Committee meeting

B. MINUTES TO BE APPROVED

1. Faculty Council Meeting Minutes – May 7, 2019

C. UNFINISHED BUSINESS

D. CONSENT AGENDA

1. Confirmation of Faculty Council Secretary
2. Confirmation of Faculty Council Professional Registered Parliamentarian

E. ACTION ITEMS

1. New CIOU: Institute for Research in the Social Sciences (IRISS) - CUP

F. REPORTS TO BE RECEIVED

1. President – Joyce McConnell
2. Provost/Executive Vice President – Rick Miranda
3. Faculty Council Chair – Tim Gallagher
4. Board of Governors Faculty Representative – Stephanie Clemons
5. Faculty Council Standing Committee 2018-19 Annual Reports
 - a. Faculty Council Report to the Board of Governors
 - b. Committee on Faculty Governance (pending)
 - c. Committee on Intercollegiate Athletics
 - d. Committee on Libraries (pending)
 - 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

6. University Benefits Committee

G. DISCUSSION

AUGUST 27, 2019 EXECUTIVE COMMITTEE AGENDA ITEMS:

I. Minutes to be Approved

II. Items Pending/Discussion Items

A. *Announcements*

1. Next Executive Committee Meeting will be held on September 10, 2019 – 3:00 p.m. – Provost’s Conference Room

Gallagher announced that the next Executive Committee meeting will be held on September 10, 2019.

B. *Action Items*

1. New Degree: Master of Public Policy and Administration, Plan C, be established *effective Fall 2020* - in the College of Liberal Arts – UCC

Gallagher: Any questions or comments?

Goetz: This is a MPPA, which may be fairly new for people. A new Master of Public Policy and Administration.

James asked about whether this is a shell degree and where there could be additional specializations.

Goetz: Yes, this is a shell where there could be other specializations. Actually, this is shell with two concentrations underneath.

Chermack: Asks about Masters in the Engineering department and wonders if there is increasing specializations beyond M.A. and M.S. to now include new Masters, such as the MPPA?

Kelly asked about the sign off/approval process of related programs.

Goetz reassures EC members that there is discussion and approval.

Chermack moved, (Pedros-Gascon 2nd) to place the New Degree: Master of Public Policy and Administration, Plan C, on the September 3, 2019 Faculty Council meeting agenda.

Chermack’s motion was approved.

2. Discuss likely items for Faculty Council this academic year

Gallagher was pleased with the thoughtful suggestions last week and Doe had a couple items for follow-up this week as well.

Doe asked for a status check on both the Salary Equity Committee Report and the Standing Committee on the Status of Women Faculty at CSU. Requests some kind of follow up as a way of establishing accountability on committee and studies like this.

James: There has been some follow up and we could do a better job about following up on the campus. Part of the communication plan for the President's Culture on Campus was to communicate it this Fall. I didn't think it as part of FC, but the President's Commission on Women and Gender Equity and that the President may respond. There is a plan to follow up.

Bush: Regarding salary equity. Every fall, after salaries are in place, Bush looks at and compares to outliers for TTF.

James: The plan is for NTTF to become involved.

Pedros-Gascon: I think it would be important to have salary equity discussions. The problem is that I think there are many things that fall through the cracks.

Doe: I was on the Salary Equity Committee. What is interesting about the statistical model is that it explains things. Is this associated with the college, or productivity, or any number of other factors. Then you are looking for the inexplicable. Then there's a problem. When there are things that you are looking at in your own college, then comparing, it's different.

James: I use statistics in our area. Equity studies are guilty of this. There is the fairness side as well.

Bush: We are addressing this in your colleges, but we aren't comparing English to Languages, Literatures and Cultures, we are making comparisons to the same department in other institutions.

Pedros-Gascon: Comparing to other peers is a different story.

Bush: Within your discipline to look at a large group of peers, so we are not comparing apples and oranges within the colleges. I would say that

we are finding several of your departments that are low and we are moving to make adjustments.

Doe: The model serves certain instances. We quite consciously decided not to explain some things—things that fall unequally. For example, family leave.

Bush: Was there something here that happened that we should respond to. The model was set “this doesn’t look right, we need to explore this”. The model is simply a trigger to look at outliers more closely to better understand why they are there (i.e. equity issues vs. performance).

Doe: There needs to be another piece explored. It’s almost like guidance, i.e., you take multiple maternity leaves.

Bush: When we first did this, we did it for every college and all departments. When you find outliers, within a department, what was the history--was there something you could point to. Sometimes there was nothing you could point to—and in the initial study, 50 of 110 female full professors were identified as outliers and 29 (58%) of them had a salary adjustment after reviewing their record at CSU.

Chermack: To come back to Antonio’s question. If it is about peer institutions. I saw a list of our peer institutions. Perhaps you can ask your department chairs.

Bush: Asking if salaries within a department are appropriate for the discipline is driven with the dean and department chair. We did this for CLA last year, comparing the number of faculty and comparable levels of scholarships to select appropriate peer institutions.

James: What have we done here? We have made progress, but I feel we have brushed the surface and some things you cannot put into statistical models. Not only having people understand this, the department chair has a lot of power over the situations.

Gallagher: I would like to take this off the shelf for now, but obviously faculty salaries are a huge issue. What I would like to do today is talk about other things for our list later on this year, in addition to last week’s meeting.

Gallagher reports that he followed up on requests from the last EC meeting, the first being mental health information brought to Faculty Council.

Gallagher contacted Blanche Hughes and Anne Hudgens to talk on student mental health. Threw out October as a potential to follow up with Blanche and Anne.

Gallagher also followed up with Matt Hickey, Chair, CoTL that they may want to look on the low response rates for the student course survey. Hickey said his committee is addressing this and will follow up.

Gallagher contacted Jennifer Schneider to see if she would be willing to speak to the faculty re: 2018 Campus Climate Survey. Jennifer was out of town and Gallagher received an out of office reply that she will be back on Sept 4.

Gallagher also contacted Todd Donovan, Chair, CoIA to see if he was going to include a report on the Department of Athletics budget. Donovan said they didn't intend to do this as it is not their charge. Their charge is to oversee the Department of Athletics and making sure the athletes are getting the support needed.

Gallagher also followed up on the OEO and getting them involved in T&P decisions. UDPs and UDTS were a follow-on discussion. It's apparently approximately 1% -3% of the professoriate who are UDPs. The Blue Ribbon Committee set up criteria for recognizing the most important scholars on campus. For UDTS the process is somewhat more flexible than the UDP selection process.

Pedros-Gascon makes the case that having a highly selected group who makes selections for new members limits the selection criteria.

Bush: I believe they just changed that rule. They are still the selecting body. There is no longer one voice that controls the vote. This was set up in the 60s, and they brought in people from the outside. They are slowly going to start moving this up from 1% to 3% on the campus.

Chermack: New topic: Steven Shulman was working on a resolution that was drafted last year regarding the status around athletic budgeting and football.

Gallagher states he promised Steve Shulman that he would be invited back to EC to make a pitch about his resolution, and did invite Shulman. Shulman responded that he would like to follow up. Gallagher and Shulman subsequently had a conversation in which Shulman stated that he would like to give the President a chance to review subsidies for athletics rather than hit her with a resolution right off the bat. Gallagher told Shulman that he was welcome to come to FC and ask a question (now as a visitor) on the floor. President McConnell will be there so it's an

opportunity for her to answer his question. Gallagher also then indicated that Shulman was invited to come to EC on Sept 10 or later if he wishes.

Pedros-Gascon: The new President deserves 100 days to get settled but eventually this must be addressed.

Chermack: We reviewed several of his proposals. I was just worried it would get pushed off the table.

Pedros-Gascon also mentioned that diversity and inclusion would be a good additional topic for discussion this year.

Gallagher: I think it is worthwhile to keep brainstorming for upcoming FC agendas.

Chermack would like to see EC address CSU Online regarding questions about where the revenue goes and where it might go in the future. He understands from a statement made by his dean that the formula is changing.

Bush reports that he has heard of no new formulas but reassures EC that there won't be a change that would pull the rug out from under a college or department.

Kelly: For the College of Business, CSU Online money is going to come directly to departments.

Gallagher states that different colleges have negotiated different approaches but acknowledges that "When the giant elephant starts to move around, we need to pay attention."

Chemack wonders why there's such a decentralized approach to negotiating online course revenue.

James: Have the director of CSU Online come talk to us.

Gallagher: This is one thing already on my agenda.

Koons recommends that we discuss proportionality with regard to NTTFF to TTF at CSU.

Gallagher: Yes, the TTF:NTTF ratio. In fact, this may be a good question for the President next week.

Pedros-Gascon: There should be a commitment to a reasonable proportionality so that departments like his own don't experience TTF

who are carrying tremendously heavy service loads due to the high number of NTTF.

Gallagher: More topics?

Clemons: Course survey: CoTL would have additional questions. Second thing, student success initiatives. Can we give FC some sort of update? Ryan Barone is the contact person.

Chermack would like to hear from someone about engagement and wants to learn more.

Reports

1. Dan Bush, Vice Provost for Faculty Affairs

Bush reported on the following:

There is a lot going on around the NTTF issue.

Pedros-Gascon asked if the intention is to have TTF reviewing NTTF files. In his department NTTF have indicated that they would like to have a TTF member who oversees the process but that NTTF review the file.

Bush: Having TTF and NTTF work together helps many of our departments. It would be good for TTF and NTTF to have an understanding of what each other does.

James points out that because NTTF are unfamiliar with processes of promotion, they will develop them but are nervous (appropriately and understandably). But she also asks that someone will oversee the processes.

Bush states that they will ask for letters and they expect some of those letters will be out to lunch. He anticipates that the processes will take a few years to roll out and that mistakes will be made.

Chermack asks about how the promotions are being paid for.

Bush's report was received.

2. Faculty Council Chair – Tim Gallagher

Gallagher has nothing new to report.

3. Board of Governors Faculty Representative – Stephanie Clemons

Clemons reported on the following:

Clemons attended the Public Safety Meeting and reports on the creation of a roundtable regarding a potential measles outbreak. CSU is very well positioned and has persons on board already. The one thing that concerns them is when there are large group meetings. They are working on this.

Clemons also reports on an issue coming out of the University of Utah due to their losing 4 students over the past few years due to suicide. Utah professors discussed whether to integrate information into their syllabi as a “safety statement” but concerns were expressed at Utah that there is already so much in the syllabus and that wasn’t the place for non-classroom concerns. Discussion was around whether there be a way to have a statement placed on CANVAS.

Bush states that he thinks our existing doorway of Tell Someone should remain as such and simply should be disseminated as the method more clearly.

Bruemmer states his strong belief in relying on Tell Someone since faculty aren’t qualified.

Kelly states that getting media involved is important.

James points out that graduate students are also at risk.

James also points out that pass/fail grading may be something we want to consider. Engineering faculty addressed this issue and wanted to send a message that “you can make it here” rather than contributing their stress from sudden experience of lower grades than they’re accustomed to since they’re high performing students on arrival.

Gallagher: We might consider this more broadly.

Clemons then talks about the Sustainability Commission, which is doing the heavy lift around the STARS rating since there is no sustainability office or designated site for this. President McConnell asked whether it’s time to put some structure, an office,

that would be an Office of Sustainability, since the load has been so heavy. Students look at our rating when considering campuses.

Board of Governors report: Reports to EC and the Faculty Council about the workings of the Board. We are three systems: CSU Global; CSU Pueblo; and CSU (Fort Collins). Chancellor Frank.

June 12-14 retreat. This occurs once a year. They look at financials and broader contexts. How does CSU look for the future, looking at demographics, the national landscape for higher education and changing age groups in Colorado. We actually look very good. Out of state enrollment looks very promising.

Chermack asks about capacity.

Clemons states that Lynn Johnson gave an extensive report about the physical plant.

The other part of the retreat was focused on the National Western Center: water, food, and health. Maintaining a sense of the history is important and maintaining the visibility of the Western Stock Show. \$100 million impact on the Denver economy. Three buildings going up. All three buildings will be finished by 2022.

The second meeting was August 8-9, which was at the CSU Global headquarters. The Aurora Public School District made an investment in the CSU Global headquarters to invest as well in Aurora school children.

Anne Hudgens gave a report on mental health that Stephanie has recommended that we get a presentation of at FC.

CSU-Pueblo is enjoying some substantial progress. They have gotten rid of financial deficits and have obtained the support of the community. They are turning their attention to graduate student hours and another priority.

There is discussion at CSU Global of creating an online counseling degree program for first responders.

Chermack asks about what the essential differences are between CSU Global and CSU Online.

Bush explains that CSU Online serves mostly our own students while CSU Global serves an international audience.

Clemons then explains what the focuses are of Board meetings. The next Board meeting is October 3, 2019.

Kelly talks about how we are positioned in the state and perceptions of how CSU is understood. She points out that as terrific as our affiliation to the National Western Stock Show is, nonetheless, affluent families in Denver prefer CU due to our association with agriculture.

D. Discussion Items

1. None.

Executive Committee adjourned at 4:48 p.m.

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