

MINUTES
Executive Committee
Tuesday, September 24, 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; **Antonio Pedros-Gascon**, Liberal Arts; **Naomi Lederer** substituting for Linda Meyer, Libraries; **David Koons**, Natural Resources; **Melinda Smith**, Natural Sciences; **Jennifer Peel**, CVMBS; **Dan Bush**, Vice Provost for Faculty Affairs

Guests: **Steve Shulman**, College of Liberal Arts; **Matt Hickey**, Chair, CoTL

Absent: **Linda Meyer**, Libraries (excused); **Rick Miranda**, Provost/Executive Vice President (excused)

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

OCTOBER 1, 2019 FACULTY COUNCIL AGENDA ITEMS:

I. Proposed Faculty Council Agenda – October 1, 2019 – Clark Building – Room A201 - 4:00 p.m.

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – November 5, 2019 – Clark Building - Room A201 – 4:00 p.m.
2. Executive Committee Meeting Minutes located on the FC website – August 20 and 27, 2019; September 10, 2019 (<http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/>)

B. MINUTES TO BE APPROVED

C. UNFINISHED BUSINESS

1. New CIOUSU: Institute for Research in the Social Sciences (IRISS) – CUP (pp.)

D. CONSENT AGENDA

1. UCC meeting minutes – August 23 and August 30, 2019; September 6 and September 13, 2019 (pp.)
2. Approval of Degree Candidates – Fall Semester 2019 (p.)

E. ACTION ITEMS

1. Elections – Student Representatives (Graduate and Undergraduate) – Faculty Council Standing Committees – Committee on Faculty Governance
2. Elections – Faculty Council Standing Committees – Committee on Faculty Governance
3. Proposed revisions to the *Graduate and Professional Bulletin* – Admissions Requirements and Procedures – Readmission – CoSRGE (p.)
4. Proposed revisions to Section D.5.3.1 Types of Appointments of the *Academic Faculty and Administrative Professional Manual* - CoRSAF (pp.)
5. Proposed revisions to Section D.7.18 Retirement of the *Academic Faculty and Administrative Professional Manual* – CoRSAF (pp.)
6. Proposed revisions to Section E.2.1 Basic Types of Faculty Appointments of the *Academic Faculty and Administrative Professional Manual* – CoRSAF (pp.)
7. Proposed revisions to Section F.3.13 Leave Without Pay of the *Academic Faculty and Administrative Professional Manual* – CoRSAF (pp.)
8. Proposed revisions to Section K Resolution of Disputes of the *Academic Faculty and Administrative Professional Manual* – CoRSAF (pp.)
9. Proposed revisions to Section K.3.1 A Grievable Action does not include: of the *Academic Faculty and Administrative Professional Manual* – CoRSAF (pp.)
10. Proposed revisions to Section K.3.2 Type of Grievable Actions and Burden of Proof of the *Academic Faculty and Administrative Professional Manual* – CoRSAF (pp.)

11. Proposed revisions to Section K.12.4 Duties of the University Grievance Officer of the *Academic Faculty and Administrative Professional Manual* – CoRSAF (pp.)

F. REPORTS TO BE RECEIVED

1. Provost/Executive Vice President – Rick Miranda
2. Faculty Council Chair – Tim Gallagher
3. Board of Governors Faculty Representative – Stephanie Clemons
4. CSU Mental Health Initiatives – Blanche Hughes and Lori Lynn

G. DISCUSSION

SEPTEMBER 24, 2019 EXECUTIVE COMMITTEE AGENDA ITEMS:

I. Minutes to be Approved

A. *Executive Committee Meeting Minutes*

1. September 17, 2019

Gallagher: Are there any additions or corrections to these minutes?

Pedros-Gascon: At the bottom of page 6, under Goetz' statement at end of first sentence: will not change *anything*. Change anything to UCC process. Change programs to process.

Goetz: Please change the word "anything" to "the UCC process". Also change curricular "programs" to curricular "process".

These changes were unanimously approved by Executive Committee and the September 17 meeting minutes will be amended.

II. Items Pending/Discussion Items

A. *Announcements*

Sue James sent an email before today's meeting and made a request to talk about the racist events that are happening currently and Gallagher responded that we would do this at the beginning of the meeting.

The FC officers convened before today's meeting to discuss this. Gallagher stated that we won't be able to address all the issues in one meeting, but EC could start creating a framework to work with these issues. At 3:30, we need to move on to Steve Shulman's resolution (from 3:30-4 p.m.). Matt Hickey will be here at 4 p.m. and EC has questions about his report for Faculty Council. Hickey's report will go on the November agenda as well. At 4:30 p.m., we will go into Executive Session to discuss a few items until 5 p.m. We will have many items that will be continued at other EC meetings.

Racism issues.

Sue James started the discussion on racial issues. James attended the meeting last Wednesday at ASCSU, which was motivated and prompted by the black face issues. Many students stood up and talked about some of their personal experiences with racism. Our student senators did an excellent job of keeping up with procedures. Very well organized and behaved.

What can Faculty Council do? Passing resolutions similar to those passed by ASCSU is one possible approach. We can also be thinking about our codes, Manuals and policies. Make it easier to hold people accountable for this type of behavior. James is open to suggestions. There were not many faculty in the room, but no faculty member spoke at the microphone and let the students talk (for approximately 6.5 hours).

Pedros-Gascon: In addition, it has to be a holistic approach, educating not just faculty but many others—including the CSU Police Department.

Gallagher stated that the Office of General Counsel spoke to the Attorney General, who said that the students who appeared in black face are protected by the First Amendment. Why don't we focus on something we can do that supports our students? Let's come up with a multitude of things that we can do.

Kelly mentions that advertisers have limits on what they can say, but Gallagher points out that advertisers are not government entities while we are.

James: The students were saying that we should educate people more. Any first year student who steps on campus has to go through alcohol education training, how about other trainings related to issues like black face. James feels this should be a priority issue. The sooner the better.

Gallagher: We can share this with other Faculty Council members. I want us to move forward with what we can do.

Peel: Is there any forum for asking the students what they want?

Gallagher: We can decide this and invite students if we want to.

Bruemmer: I like having the idea of having students come and talk to Faculty Council. I think it would go a very long way. Pick out

ASCSU officers, or various other groups and what they want-- education or training.

Kelly: My whole research is working with ethnic populations and vulnerable populations. I would not be comfortable in class and leading a discussion on what we should be doing. Maybe it's just thank you for the support, or talking in the class, but we would need to be trained on how to be facilitated to do this.

Gallagher: I am thinking that if we had a big discussion at a regular Faculty Council meeting, but there may be 400 students attending. This was done maybe once, or, a special meeting of Faculty Council. EC makes that determination and this would not be the first Tuesday of the month. If we could create an agenda with one item on it. We would get a special room to hold a lot of people. Not advocating for or against.

Doe: I know there is a certain amount of fatigue that the students are reporting. I would suspect that they feel this is an undue burden, just listen to the meeting recording. The students are doing this every day, now others that have not been involved need to step up.

Pedros-Gascon: Something is needed to produce change. We need a qualified (someone with an understanding of what they want). Understand what is being asked and deliver. We have more members of faculty than just Faculty Council. Try to identify the best way to move forward.

Bruemmer: Focus on inviting the officers from ASCSU to focus on the resolution Faculty can assist helping them understand what is unconstitutional.

Gallagher suggests stopping the discussion for now.

1. Next Executive Committee Meeting will be held on October 8, 2019 – 3:00 p.m. – Provost's Conference Room

Gallagher announced that the next Executive Committee meeting will be held on October 8, 2019.

B. Action Items

1. Steve Shulman to discuss athletic subsidies and possible Resolution

Gallagher: Steve Shulman is a CLA At-Large representative to Faculty Council. EC members have seen this resolution.

Shulman wanted to hear what EC members thought about it and suggestions on improving or changing it. Shulman also wanted to float the idea about putting it before Faculty Council as a discussion item before putting it as an action item.

A lengthy discussion ensued.

Chermack likes the idea of bringing the resolution to Faculty Council as a discussion item first, before a report.

Gallagher: This is up to Executive Committee members and will be discussed further at upcoming meetings.

C. Reports

1. Vice Provost for Faculty Affairs – Dan Bush – substituting for Provost Miranda.

There was no report.

2. Faculty Council Chair – Tim Gallagher

Gallagher reported on the following:

The 2018 Employee Campus Climate survey will be on the December Faculty Council meeting agenda. Rachel McKinney has taken over now since Jennifer Schneider left the university. The issue I need help with is the time constraints. McKinney's email said they needed 34-40 minutes, plus Q & A. How should we respond for a reasonable time? She just needs guidelines.

James: We can ask her to focus on certain parts of data.

Gallagher: It is focused on the faculty only.

Kelly suggested 15 minutes.

Chermack: 15 minutes to present and 15 minutes for Q&A.

EC members unanimously approved Chermack's suggestion.

Gallagher: Regarding the CIOSU that was deferred at the September Faculty Council meeting--Jeni Cross, who is the IRISS Director and helped propose IRISS, wants to give a PowerPoint presentation. Mo Salman will also be at the FC meeting to answer any questions.

EC voted “no” on a PowerPoint presentation.

Gallagher also received an email from Lynn Johnson regarding a presentation on the University Business Operations Task Force. Johnson had to previously back out because of her calendar last spring, and now they are coming back and requesting the presentation this Fall. The December 3 meeting will work best for her schedule and a 15-minute concise report was promised.

Gallagher: All in favor of putting Lynn Johnson’s Report on the December 3 Faculty Council agenda?

Executive Committee unanimously approved.

Gallagher’s report was received.

3. Board of Governors Faculty Representative – Stephanie Clemons

Clemons reported on the following:

The Board will be meeting next Thursday and Friday (October 3-4) on the CSU campus. She highlighted the College of Engineering and the College of Agricultural Sciences for her report. Clemons will select more colleges to highlight before we are done in May. Clemons also reported on other things that will be in the report for the Board meeting.

Clemons’ report was received.

4. Report for November 5, 2019 FC meeting - Report from the Task Force on Institutional Learning Objectives – Matt Hickey, Chair, CoTL

Per Gallagher, this will be a written report with an oral supplement.

Hickey: We were asked over 2 years ago to think about this and, following that forum, Miranda asked for a task force. The fact of the matter is to read this into the undergraduate curriculum. It can range on the simple to curricular mapping with Laura Jensen. The more imaginative exercises do include taking a hard look at the All-University Core Curriculum and having these five items put into the disciplines. It's a long discussion. They are more oriented to--here is what we are about with our educational mission. Now, the trick is a matter of discussion and debate. Some small pilots. Reminiscent of things in the past. Replication or reimagining the freshman seminar experience. Many discussions had the twist of building bridges within disciplines

Gallagher: Any discussion?

Pedros-Gascon: I am very hesitant--we are being asked to advance something that can be used in many different ways. If it is specifically addressing undergraduate education.

Hickey: We don't want to not address the graduate school

Clemons: Hear as outcomes and objectives.

Hickey: A concern is the outcome of Capstone experiences. These are objectives that we point our curriculum towards. At this state they are not meant to be outcomes.

Chermack: What resources or support?

Hickey: Provost Miranda has been support, but I haven't pushed that yet.

James: Did you talk about the various accreditation institutes. In engineering, we have outcomes that we have to meet.

Hickey: We hope so. I hope it is evident that they don't overly describe things and they hopefully can fit within accreditation.

Gallagher: More discussion?

Pedros-Gascon: How might it affect mapping? Are you specifically talking about AUCC? Or the disciplines are going to have to rearrange according to what is here? That is a big deal. If that is the case, I want it to be spelled out more clearly.

Hickey: It's not just the AUCC.

Gallagher: We can vote to put this as a Report on the November agenda.

Clemons moved (James 2nd) to place as a Report on the November FC meeting agenda.

Koons: What does habit of mind mean?

Hickey: Different ways of thinking from different disciplines.

Kelly: Depends on what discipline you are from. There is some creative writing in here.

Peel: The report starts out that the Provost asked for this.

Hickey: The initial domino was the higher learning commission, they suggested that other peer institutions are moving in this direction. The AUCC has learning objectives and we were able to see what the other peer institutions were doing. The concern was not to please the commission.

Gallagher: Anymore discussion? All in favor as a report in November?

EC approved with one 1 nay vote.

Doe moved that Executive Committee enter into Executive Session (Clemons 2nd). Reason: EC meeting processes and racism discussion.

Doe moved that Executive Committee exit Executive Session (Clemons 2nd).

D. Discussion Items

1. None

Executive Committee was adjourned at 4:55p.m.

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