

MINUTES
Executive Committee
Tuesday, October 8, 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; **Kathleen Kelly**, Business; **Thomas Chermack**, Health & Human Sciences; **Antonio Pedros-Gascon**, Liberal Arts; **Linda Meyer**, Libraries; **David Koons**, Natural Resources; **Dan Bush**, Vice Provost for Faculty Affairs substituting for Rick Miranda, Provost/Executive Vice President

Guests: **Brad Goetz**, Chair, UCC

Absent: **Rick Miranda**, Provost/Executive Vice President (excused); **Susan James**, Engineering (excused); **Jennifer Peel**, CVMBS (excused); **Melinda Smith**, Natural Sciences (excused); **Jason Bruemmer**, Agricultural Sciences (excused)

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

NOVEMBER 5, 2019 FACULTY COUNCIL AGENDA ITEMS:

- I. Proposed Faculty Council Agenda – November 5, 2019 – Clark Building – Room A201 - 4:00 p.m.**
 - A. ANNOUNCEMENTS**
 1. Next Faculty Council Meeting – December 3, 2019 – Clark Building - Room A201 – 4:00 p.m.
 2. Executive Committee Meeting Minutes located on the FC website –
[\(http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/\)](http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/)
 - B. MINUTES TO BE APPROVED**
 - C. UNFINISHED BUSINESS**
 - D. CONSENT AGENDA**
 1. UCC meeting minutes –
 - E. ACTION ITEMS**
 - 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. Task Force on Institutional Learning Objectives
-Matt Hickey. Chair, CoTL

G. DISCUSSION

OCTOBER 8, 2019 EXECUTIVE COMMITTEE AGENDA ITEMS:

I. Minutes to be Approved

A. *Executive Committee Meeting Minutes*

1. September 24, 2019

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

Clemons moved (Chermack 2nd) to place the September 24, 2019 EC meeting minutes on the November 5 FC meeting agenda.

Clemons' motion was approved.

Gallagher: Since we are discussing minutes, at the October Faculty Council meeting, we did not have the September Faculty Council meeting minutes available for approval. As you may recall, a lot of things were happening on the campus at that time, so the President was unable to review her report. Knoll sent an email to remind the President's assistant that we would appreciate the September meeting minutes for placement on the November Faculty Council meeting agenda.

II. Items Pending/Discussion Items

A. *Announcements*

1. Next Executive Committee Meeting will be held on October 15, 2019 – 3:00 p.m. – Provost's Conference Room

Gallagher announced that the next Executive Committee meeting will be held on October 15, 2019.

B. *Action Items*

1. UCC meeting minutes – September 20 and 27, 2019

Gallagher: Any questions or comments? There were none.

Pedros-Gascon moved (Meyer 2nd) to place the September 20 and 27, 2019 UCC meeting minutes on the November 5 FC meeting agenda.

Pedros-Gascon's motion was approved.

2. Proposed revisions to the Academic Calendar – Fall Semester 2024 - Summer 2026

Doe: For the Summer Session 2025, the second 4-week term ends on July 3. The calendar was sent to the Registrar's office for review to make sure this would not cause any issues. The Registrar's office found no conflict with this, and also approved the rest of the calendar.

Koons: So no change in the number of days?

Doe: No. There are 79 days. When working on the calendar, you have to back it up from the end of the semester and bracket it between the summer, then you have to look at where the semester would logically end.

Clemons: There was a discussion a couple years ago about where our break should possibly be. The students get stressed in the fall and need a break sometimes. There was talk about possibly a four day break in October. Have you heard anymore discussions on this?

Gallagher: I do remember this topic coming up. The counterpoint is that if we give the students *part* of Thanksgiving week, they would just probably take the whole week off regardless and that would cause other academic issues as well.

Clemons: There are pros and cons to both sides, agreed.

Gallagher: No one has come to Faculty Council with this motion.

Kelly moved (Koons 2nd) to place the proposed revisions to the Academic Calendar – Fall Semester 2024 – Summer 2026 on the November 5 FC meeting agenda.

Kelly's motion was approved.

3. Proposed revisions to the *Graduate and Professional Bulletin* – Graduate Certificate Program – CoSRGE

Gallagher: Melinda Smith, Chair of CoSRGE, is not present at our meeting today. Would you like to wait on this proposal until she returns next week?

EC members unanimously decided to move ahead.

Clemons moved (Doe 2nd) to place the proposed revisions to the *Graduate and Professional Bulletin* – Graduate Certificate Program, on the November 5 FC meeting agenda.

Clemons' motion was approved.

4. Proposed revisions to the *Graduate and Professional Bulletin* – Requirements for all Graduate Degrees and Graduation Procedures – CoSRGE

Gallagher: Would you like to wait until Melinda comes back next week?

Chermack: They are just simple edits.

Gallagher: All in favor?

Koons moved (Clemons 2nd) to place the proposed revisions to the *Graduate and Professional Bulletin* – Requirements for all Graduate Degrees and Graduation Procedures on the November 5 FC meeting agenda.

Koons' motion was approved.

5. Proposed revisions to the *Graduate and Professional Bulletin* – Scholastic Standards – CoSRGE

Gallagher suggested moving this proposal to the October 15 EC meeting agenda as there are more points to review.

Executive Committee unanimously agreed.

6. Proposed Resolution on athletic subsidies

Gallagher: I would like to hear the voices of other EC members that are not present today. The language has been tweaked in a minor way. Steve Shulman decided not to attend today's meeting. Let's take a little time to talk about the pros and cons, then pick up the conversation for next week.

Chermack: Less is pointed out than the last resolution. I think it is better.

Doe: I sent him some suggestions. I would get rid of some inflammatory words like “extravagant”. Makes it argumentative in a different kind of way.

Chermack: I don’t see the utility of #7 at all.

Pedros-Gascon: We can recommend taking point #7 out.

Pedros-Gascon mentions the large impact that is associated with the new law in California that allows college athletes to make money. How would this change things at CSU?

Bush states that compensation actually does occur in the form of tuition remission, room and board, etc.

Bush also suggests that #4 be fact checked. Do the dollars actually flow into the academic world?

Clemons: I think one other thing is that it is not clear what he is asking for. Does he want things cut in half? Needs a clear “ask” of what he wants.

Kelly: I think the data would support that football is the most expensive program that we run, but it does it make any difference of what the ask should say?

Gallagher: He may want something specifically related to football in there.

Bush: Point #4. I don’t think that is actually true. Many of these funds come from other sources. I think if you are going to make these statements, make sure they are true. I don’t know if this is a true statement or not.

Gallagher: It is a good question to ask.

Koons: There are funds from Development but a small fraction are earmarked for athletics? It is not clear.

Bush: I thought I heard that argument at one time. Those dollars just don’t flow into the academic world.

Clemons: He may need to put a footnote regarding what subsidies are. If this is not clear, there may be a huge debate in Faculty Council.

Pedros-Gascon suggests that the resolution include a budget in the report. It would be better for the information to be transparent rather than requiring a Freedom of Information request every time.

Gallagher: We could ask Steve to share it. If we don't have things that can be clearly established as facts, or if there is one problem in the whole thing, then others can dismiss it completely. The question is: Is it ready to sustain debate on the floor of Faculty Council?

Kelly: This is an individual faculty members asking for clearance for a full Faculty Council vote. From a framing perspective, he should bring this from a different angle than a personal angle. Some faculty will possibly balk.

Gallagher: Yes, it is a nontraditional way of bringing something to Faculty Council. Executive Committee can put whatever it wants on the FC agenda, and if it waives the first step, the people of EC have this authority. We should recognize that this is a nontraditional route.

Pedros-Gascon: What committee would be in charge of this?

Gallagher: The Committee on Strategic and Financial Planning or Faculty Council Committee on Intercollegiate Athletics.

Pedros-Gascon: Make it also a part of our own. If EC likes the wording in a way that we are comfortable with, we still could endorse this from EC.

Gallagher: Any of these would be acceptable ways. We could put Steve's name on the motion, or Executive Committee. It depends on how you want to frame the motion. I am glad that we started the conversation today as these are great points.

Gallagher: We can follow up next week on some of these points. Would you like me to invite Steve to next week's EC meeting?

Executive Committee unanimously agreed to invite Steve next week.

Meyer: I would encourage Steve to keep it short and sweet, and include additional reference materials.

Clemons: Should there be some kind of parity between athletics and academics?

Bush: Is that a reasonable comparison though? We are a billion dollar operation. How do you calculate? \$500-600 million goes to run the organization, so how do you divide out the academic part since so many parts go into the instruction mission.

Gallagher: The number of dollars going to the academics side of the house is way more than to athletics. The change has been in the last six years or so--the athletics pot has been growing more.

Bush: Pick the right numbers to talk about is my point.

Gallagher closed by reiterating he will invite Steve Shulman to join us at next week's meeting.

C. Reports

1. Vice Provost for Faculty Affairs – Dan Bush

Integrating NTTF appointments and promotions are going “generally smoothly and occasionally rough.”

2. Faculty Council Chair – Tim Gallagher

Section K motions were approved at the October Faculty Council meeting. Gallagher has sent this on to APC to review, so they have the opportunity to weigh in on items pertaining to their work.

3. Board of Governors Faculty Representative – Stephanie Clemons

Clemons did not give a report today but will have the Board report ready for the October 15 EC meeting.

D. Discussion Items

1. Continue discussion of faculty role in the university Race, Bias, and Equity Initiative

Gallagher: We said that we wanted to have ongoing conversations at this table. Any thoughts?

Bush: This is a challenge and a good opportunity to set up a subcommittee to look at alternatives, novel ideas, etc., to tackle this. It's a big topic and with many possible levers, so a subcommittee might be a good idea.

Pedros-Gascon: Recommends representation from students, then it is much easier to triangulate with 5 or 6 people.

Gallagher: Is the subcommittee out of EC?

Bush: It may be good to get others involved as well.

Gallagher: What is a unique contribution as faculty that we could add to these conversations? We are the faculty, what can we come forward with as a faculty to make a positive contribution.

Pedros-Gascon: We could engage with the documents students have created and signal our commitment to a more inclusive and equitable campus. We can have a parallel effort for specific things we are doing as faculty.

Doe: Central discussions from a meeting she was at previously revealed a level of frustration that our non-faculty members of the community have. The lack of involvement from faculty. There was heightened tension in the room--What is wrong with the faculty? Why aren't they getting this? Why aren't we talking about inclusive practices? We really need to somehow be deeply involved in these conversations and how we can make some impacts.

Bush: Again—have a subcommittee and other representatives. What is student affairs having those voices there to say? What is seen in the classrooms, and how can faculty help?

Pedros-Gascon: We wanted to hit the ground running. I feel that we want to have the best outcome around the Principles of Community. With that being stated, in a specific subcommittee by the end of the year we can have some achievable goals. We could have both situations running at the same time.

Clemons: You can get a feel that we should be ahead of this and not behind it. We didn't have a statement or expectations of our faculty. What are any code or policy changes—a statement.

Gallagher: I want a plan of action instead of a statement. I echo where this frustration is evident. We have things that could be used. I would like to see us come up with going to departments and say every one of your faculty are going to receive some training on how to improve the classroom experience for those who do not feel welcomed. Those feelings are stronger than some

faculty thought. If we were to have this as the end result of what we did, we would be able to improve this campus

Pedros-Gascon: Online training as well was proposed. They thought it was an absolutely important thing to happen.

Chermack: I'm not opposed to any of these ideas. The trouble is that people need training but what we need is some kind of assessment analysis to establish the current situation and then see where we go from there.

Koons: Our department is very receptive. Our department head is giving up department meetings (some of them) to integrate trainings. Another thing we could do is change our manual.

Doe: Engagement was more fully embraced. Someone pointed out that the engagement effort was modeled after language that is around diversity and inclusion. FSAS already recognizes the inclusion approaches. It is a helpful component.

Koons: Certain students feel that part of faculty is the problem.

Chermack: I think we need to recognize that some departments are farther ahead. Second, I do have some hesitation about the P&T adjustments.

Bush: Aren't we getting ahead of ourselves in talking about P&T standards? We cannot enter P&T into the issues. What can the faculty do to address these changes?

Clemons: There will be some things in the discussion that can be done and others that should not be done. Maybe a statement at first. We still need to do something about this and what we can do personally and collectively.

Pedros-Gascon: Language that is more supportive for things that are already happening. Make it more visible where it's happening. Show as a clear statement from faculty. Find ways how we can strategize. Codes are a constant work in progress.

Chermack: It's possible that tenured faculty are the ones central to the problem. New faculty aren't the problem.

Koons: Yes, the Humboldt code language applies to new faculty and does not grandfather. So it's a long game.

Gallagher: You can't mandate any kind of belief. We can question those things that some people believe are settled according to the AAUP on academic freedom.

Gallagher: Should we pause this and pick it up again next week?

Clemons: I am worried about people hearing nothing. What should we do?

Pedros-Gascon: As the Faculty Council Chair, could you have a brief conversation from someone in the *Collegian*? We are certainly trying.

Gallagher: My response is not yet, because I don't have anything to tell them. Once we come up with something in the subcommittee, I would be happy to do it at that time.

Chermack: Dangerous--but if it is fast and not thorough and thoughtful, it's not good.

Kelly: Are these meetings of frustration from other members of the community, or student leadership?

Bush: Student Affairs, etc., academic advisors, student success staff.

Gallagher: Next meeting, let's decide if we are doing a committee and, if so, who would we have serve on this committee.

Goetz: On the CoSRGE item you passed regarding graduate certificates—"Listing of all courses" when it is really a suite of courses to choose from. I am not concerned about the language but the rationale is inaccurate.

Gallagher: Let's revisit this next week with Melinda Smith in the room.

Executive Committee was adjourned at 4:08 p.m.

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