

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
December 3, 2019 – 4:00 p.m. – Clark Building – Room A201

CALL TO ORDER

The Faculty Council meeting was called to order at 4:03 p.m. by Tim Gallagher, Chair.

ANNOUNCEMENTS

1. Next Faculty Council Meeting – February 4, 2020 - Clark Building – Room A103 – 4:00 p.m.

Gallagher announced that the next Faculty Council meeting will be held on February 4, 2020 at 4:00 p.m. – Clark Building, Room A103. Faculty Council does not meet in January.

2. Executive Committee Meeting Minutes located on the FC website – October 22 and 29, 2019; November 12, 2019
(<http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/>)

Gallagher announced that the October 22 and 29, 2019 and November 12, 2019 Executive Committee meeting minutes are posted on the Faculty Council website.

MINUTES TO BE APPROVED

1. Faculty Council Meeting Minutes

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

There were none.

- November 5, 2019

Faculty Council approved the minutes by unanimous consent

UNFINISHED BUSINESS

1. None.

CONSENT AGENDA

1. UCC meeting minutes – October 25, 2019 and November 1 and 8, 2019

Brad Goetz spoke for the approval of the UCC meeting minutes.

Gallagher: Are there any items to be pulled for separate consideration?

There were none.

Faculty Council unanimously approved the Consent Agenda.

ACTION ITEMS

1. Proposed revisions to Section E.12.2 Research and Other Creative Activity of the *Academic Faculty and Administrative Professional Manual* – CoRSAF

Hong Miao spoke to the motion.

Gallagher: Any discussion?

John Elder (CoB): I think there are a number of inconsistencies in this paragraph, and I feel it should be much shorter. For example, textbooks. Why would an intro textbook be considered research but other things are not?

John Elder (CoB): I move to make an amendment.

Gallagher: What is your amendment?

John Elder (CoB): Let departments decide what is research rather than giving a list of what is included. Therefore, delete the entire sentence that begins with “Research and other creative activity..”

Gallagher: Is there a second?

The motion was seconded by Bolivar Senior (HHS).

Gallagher: The floor is open for discussion for or against the amendment.

Sue James (CoE): I totally understand what you are saying and what motivated this. If you leave it up to the department, this can cause problems too. I wonder if part of the motivation was broadening this for that reason.

Richard Eykholt (CoRSAF member and UGO): Please note that the faculty *Manual* statement does not indicate a textbook is research. It is considered creative activity. It is actually a continuing statement that a textbook is one of many creative activities. In recent years, there has been disparity within departments, leading to inconsistencies and disparities. How valuable they are is not identified. It is up to the departments to judge this and make the call. Is it teaching (e.g. deliver) vs. creative activity (collecting information that communicates intellectual value).

Mary Meyer (CNS): I am not speaking for or against the amendment, but the second sentence of the motion would not read well if we take the “research question” out of the motion. The following sentences would have to change also.

John Elder (CoB): I agree.

Karen Barrett (HHS): I wonder if it might be preferable, given your intent, to strike the very final sentence, which is less inclusive. I think this would be a better solution.

Gallagher: This would be out of order. We have to focus on the first amendment first.

John Elder (CoB): I am trying to think independently. I still think the departments should wrestle with this issue. I don't think a ruling through a *Manual* is the answer. We don't know the history behind the statement. I believe that our faculty *Manual* has become long and cumbersome.

Antonio Pedros-Gascon (CLA At-Large): To me, the statement “are not limited to” provides enough wiggle room to be evaluated in a nonbiased way and will protect faculty in and out of the specific department. I speak in favor of the current wording for that reason.

Karen Barrett (HHS): This is particularly relevant to NTTF and they will be supported more with the printed motion –not the amendment.

Jason Bruemmer (Agricultural Sciences): I speak in favor of this amendment. Some of these statements pigeon-hole where something can be counted. It should be up to the faculty member.

Joseph DiVerdi (Chair, CoSFP): I speak against this amendment. Regarding NTTF—rules and regulations at a higher level can hurt faculty.

John Elder (CoB): If there are problems with department codes, you can file a grievance against the department. It is inappropriate to think that the only people that can write good codes are the people in this room.

Gallagher restates the amendment--Deleting this sentence that starts with “Research and other creative activity include”.....

Gallagher: Are we ready to vote on the amendment? All in favor say aye.

The amendment did not pass by Faculty Council.

Melinda Smith (CNS): I have a question. The focus on impact rather than quantity statement is somewhat problematic. The statement about citations and publications is also an issue. Why are these statements necessary? Departments should decide whether quality or quantity matters.

Gallagher: Hong or Richard?

Richard Eykholt (CoRSAF member and UGO): With regard to citation of publications, this is just one possible measure. With regard to quality, I guess it is a fundamental disagreement. I can publish 20 papers a year, but quality is more important. CoRSAF felt quality is more important than quantity.

John Elder (CoB): I would like to make a motion to delete everything after the first sentence. Second paragraph: delete everything after the criteria for evaluating. Our peers define whether research is appropriate.

Gallagher: Discussion?

Melinda Smith (CNS): What is the motivation for this section?

Gallagher: I have to rule that out of order. Only the amendment can be discussed.

John Elder (CoB): In this context, where we are looking at the Faculty *Manual* – it can be perceived more than a guideline but a rule of law. To me, this Faculty *Manual* is too narrow. It causes departments to act in ways they may not want to.

Sue James (CoE): I respectfully disagree. The fact that the faculty *Manual* is guidelines, it helps faculty. Some departmental “old guard” may not recognize a specific journal that one of their faculty is publishing in. Some departments may say “focus on these four journals only”...which would be detrimental to certain faculty members. This gives a department chair that chance to say these are all the things that should be used.

Peter Harris (CLA): I am in favor of the motion. We don’t need it. Quality and quantity would conflict with my department. So what does it matter if it does not exist?

Gallagher: I need to consult with our parliamentarian. (Pause in discussion).

Gallagher: After consulting with our parliamentarian, I am saying this is out of order as it goes beyond the scope of the original motion.

John Elder (CoB): It is important (speaking against the underlined sentences). I do not believe that CoRSAF is the only committee that can determine what counts on the campus. I believe that departments can all write our codes just fine.

Gallagher: Would you like to vote on the motion on the floor? All in favor, as presented in your packet with no amendments, please say aye.

The motion was passed as stated originally in the Faculty Council agenda materials.

2. Proposed revisions to Section J.2 Definitions and Section J.3 Ownership and Rights of the *Academic Faculty and Administrative Professional Manual* – CoRSAF

Hong Miao spoke to the motion.

Gallagher: Linda Schutjer (OGC) is here today and available to respond to any legal-related questions regarding this proposal. Schutjer proposed a minor change earlier in the day and Hong and Richard were consulted and approved this minor change, which is now part of the main motion.

Gallagher: Any discussion? Speak in favor or against.

There was no discussion.

Gallagher: All in favor of approving this motion with this one set of additional words included? (Gallagher placed on overhead for members to see).

Faculty Council approved the proposed revisions.

3. Proposed revisions to the *Graduate and Professional Bulletin* – Integrated Degree Program and Integrated Degree Program Plus Admissions, The Advisory System, Graduate Assistantship – Terms and Conditions of Appointment, and Definition of “In-State Residency” for Tuition Purposes – CoSRGE

Melinda Smith, Chair, CoSRGE spoke to the motion.

Gallagher: Any discussion? In favor or against.

Sue James (CoB): I am supportive of this. It just makes the language more inclusive.

Gallagher: All in favor?

Faculty Council unanimously approved.

4. Proposed revisions to the *Graduate and Professional Bulletin* – Graduate Assistantship - Terms and Conditions of Appointment – CoSRGE

Melinda Smith, Chair, CoSRGE spoke to the motion.

Gallagher: Any discussion?

Gallagher: All in favor?

Faculty Council approved the proposed revisions.

F. REPORTS TO BE RECEIVED

1. Provost/Executive Vice President – Rick Miranda

Miranda reported on the following:

Since our last Faculty Council meeting; we had the APLU meeting. CSU is involved in a lot of activity. Powered by Publics is an attempt to corral the energy of 130 universities. Two main goals--increasing degree

completion and closing equity gaps. We are in the Western Land Grant cluster. We will continue to lead this cluster into the future.

Presidential investiture a couple weeks ago. The President was pleased by how it went, and she had a number of family members present.

We had the newly promoted faculty reception. Miranda's favorite event of the year.

The President is working on her strategic transformation documents. She has taken a series of events--Fall Forum, etc., and is trying to design a draft document for circulation, which will probably come out in the spring 2020 semester. The hope is to stimulate discussion.

Miranda introduced, Karen Estlund, the new Dean of Libraries. Estlund stated appreciation of the discussion of research and creative activity, especially being a librarian.

Miranda followed up on last month's discussion of academic funding. Faculty Council passed a resolution about reallocating the budget and encouraging the administration to place emphasis on academics.

Miranda didn't want to edit a document that was presented, but there were a few things that required clarification.

The very first statement said that instructional spending has remained flat. This did not sound right to me so I checked with Laura Jensen, and we tried to find out what the data really is on that. Prefacing this—we have tried hard over the last 10 years to drive resources towards our students; tuition sharing at the graduate level; 2-3-6 funding program at the undergraduate level. The intention is to not constrain the administration but to make sure that our instructional budgets are top priority, then further dollars are competed for after this. I feel good about those initiatives.

Miranda then presented the IPEDS data from our federal reporting, from both 2008 and 2018. There is a subtlety in how our pension obligations are reported and there is not a uniform treatment of this (which can be significant) across different universities. However the data he showed did indicate a significant increase in instructional spending per student FTE.

Miranda then presented data on SCH (student FTE), faculty FTE (both TT and NTT) and SCH generated by TT and NTT faculty, over the last decade. Since 2010 (when the hiring freeze ended) we have added TT

faculty at a rate higher than the growth of SCH. We have added NTT faculty at a rate much higher than the growth of SCH. We have seen a significant decrease in the SCH taught by TT faculty over this period. Correspondingly there has been a significant increase in the SCH taught by NTT faculty.

These kinds of data are worth keeping in mind when Faculty Council looks to the future when we budget. The central administration does not tightly control all hiring decisions. They are de-centralized to departments and deans. We take advice from them as to whom to hire.

As we have grown credit hours, we have grown both NTTF and TTF numbers. Are we optimally deploying faculty in the units? This data set indicates we have been generally keeping up.

John Elder (CoB): Athletic subsidies. Can it increase the instructional budget?

Miranda: I'm the Provost. I don't control the athletic budget. When I talk to the President and ask questions, yes, they point out the value of athletics. Intrinsicly, the university and student athletes are achieving at high levels. Athletics is one of our front doors to our university. The concept is that the athletics programs send a lot of eyeballs to the university, which is considered good.

Antonio Pedros-Gascon (CLA At-Large): As a representative from the college that teaches most credit hours, basically on the back of NTTs, and which has the highest population of NTTs, I'm very happy for the departments that may have been able to lower the teaching load of their TTs in the last ten years, but my department, LLC is still one of the few departments having to teach 5 courses per year.

I would like to provide some figures regarding the last 10 years when it comes to hiring priorities, to help with the increase of students enrolled in the institution. The data was retrieved from the *Factbooks*.

In the period 2009-2019 university RI students have raised by +13.58% [+3451 students, total 28,864], and the grand total by +19.68% [+5619, total 34,166].

To meet that increase, the institution has hired +1621 employees:

- +387 Faculty [total 1904];
- +1126 Admin Pros (Both RA and non RA), State Class, and Postdocs [total 5749];
- and +108 being other salaried employees [total 235].

When comparing the number of each category in 2009 versus 2019, the different growth of categories is staggering:

- TT faculty has increased by +9.78%, Special Faculty by +54.63%, and Temporary Faculty by +66.49%;
- Admin Pros (except RAs) by +94.79%; Admin Pros (RAs) by 14.88%; State Class by -13.20%, and Postdocs by -8.47%;
- Other salaried employees have increased by +85.04%.

I believe these revealing figures illuminate the budget and hiring priorities of the institution for the last decade, and justify the request to reevaluate the budget priorities of our administration, as expressed in the text that was advanced and supported by faculty in our last faculty council.

Mary Meyer (CNS): In *The Chronicle of Higher Education*—I read an article about colleges that spend far more. CSU spent far less, as far as the resolution statement. I haven't read this in deep detail. There is a perception that instructional spending has not been keeping up. My question is: is the subsidy going up again, or will the administration reduce the subsidies?

Miranda: The data in *The Chronicle* is not accurate. If you are basing your points on data from *The Chronicle*, rather than our IR data, then it may be incorrect. I have no idea what the President is deciding. IPEDs won't update their information until next year. If you are basing your argument on outside data, the data I presented is correct.

Gallagher reminded Miranda and Faculty Council members that we need to budget our time appropriately for the presentation on the Campus Climate Survey results.

Stephen Hayne (CoB): The granularity of the flow of these funds. They come in such a way that faculty lines don't appear easily. We may get just enough money for a NTTF to teach a section, and the next year we may get another NTTF without getting a full line. I worry that the flows have led to a different kind of chunkiness in the hiring process.

Miranda: Some faculty lines are allocated, as you indicated, and others have been used a different way. We basically have been sending monies to departments for hiring, etc. In the research line, we generally use the method of cluster hiring. Allocate a certain number of lines in one area over a period of over 2-3 years. You are right, more instruction monies have been allocated with 236 funds that don't usually provide funding for a full faculty line at the department level in any one year.

Steve Shulman (CLA): I have to go back over this, but it seems that educational spending has risen very slowly, if at all. I'm not sure athletics is always positive (e.g., football this year). If anything, by raising the profile of the university raises the profile in a negative, not a positive way. When you have subsidy raises every year--what that indicates is programmatic failure not success. It is clearly sucking resources away from the education mission of the university. You are here to defend the administration, and defend the indefensible.

Miranda: I am here to present the numbers.

John Elder (CoB): Rick, I would like to thank you for your presentations over the years. I have found them always forthcoming and clear. Some risks pay off and some don't. I believe your intentions have been good.

Miranda's report was received.

2. Faculty Council Chair – Tim Gallagher
Gallagher reported on the following:

Gallagher: Tomorrow and Friday, at 10:15 a.m., there are two finalists being considered for the Ombuds position. If you would like a copy of the CV materials, just shoot an email message to me.

There are some long-term projects underway in Faculty Council. Our Vice Chair, Sue Doe, is currently in Todos-Santos teaching. She is taking leadership in the FC *Manual* to propose changes re: special faculty and insert the new verbiage. For many years we had regular faculty, then we had special faculty. There is a whole bunch of references that need to be changed yet.

Gallagher's report was received.

3. Board of Governors Faculty Representative – Stephanie Clemons

Clemons reported on the following:

Three units will be highlighted at the upcoming Board meeting: CLA, CoB and CSU Libraries.

Campus faculty issues highlighted are: NTTF promotions, Institutional Learning Objectives; Race, Bias, and Equity Initiative; the Faculty

Council Resolution on Budget Priorities; Learning Analytics research; Graduate Student Showcase, and the President's Inauguration.

Clemons' report was received.

4. 2018 Employee Climate Survey results
Presenters: Shannon Archibeque-Engle and Jennifer Schneider

A PowerPoint presentation was presented to Faculty Council members. Faculty can be directed to the following website for information:
<https://diversity.colostate.edu/2018-employee-climate-survey/>

G. DISCUSSION

1. None.

Gallagher adjourned the meeting at 6:04 p.m.

Tim Gallagher, Chair
Stephanie Clemons, Faculty Council BOG Representative
Rita Knoll, Executive Assistant to Faculty Council

ATTENDANCE
BOLD INDICATES PRESENT AT MEETING
UNDERLINE INDICATES ABSENT AT MEETING

ELECTED MEMBERS	REPRESENTING	TERM
Agricultural Sciences		
Jude Bayham (substituting for Stephan Kroll)	Agricultural and Resource Economics	2022
Jason Bruemmer	Animal Sciences	2021
<u>Cynthia (Cini) Brown</u>	Bioagricultural Sciences & Pest Management	2021
Kelly Curl	Horticulture & Landscape Architecture	2022
<u>Thomas Borch</u>	Soil and Crop Sciences	2020
Bradley Goetz	College-at-Large	2022
<u>Ruth Hufbauer</u>	College-at-Large	2020
TBD	College-at-Large	2022
Health and Human Sciences		
<u>Vivian Li</u> (Yan Li) FA19; Nancy Miller SP20	Design and Merchandising	2021
Raoul Reiser	Health and Exercise Science	2022
David Sampson	Food Science and Human Nutrition	2022
Karen Barrett	Human Development and Family Studies	2020
Bolivar Senior	Construction Management	2020
Matt Malcolm	Occupational Therapy	2020
Thomas Chermack	School of Education	2021
Shannon Hughes	School of Social Work	2022
Business		
Larry Johnson	Accounting	2022
Stephen Hayne	Computer Information Systems	2021
John Elder	Finance and Real Estate	2022
<u>Dawn DeTienne</u>	Management	2021
<u>Kathleen Kelly</u>	Marketing	2021
Engineering		
<u>Kristen Rasmussen</u>	Atmospheric Science	2021
Margarita Herrera-Alonso	Chemical and Biological Engineering	2022
Peter Nelson	Civil and Environmental Engineering	2021
Ali Pezeshki (Substituting for Siddharth Suryanarayanan)	Electrical and Computer Engineering	2022
<u>Kirk McGilvray</u> (Substituting for Shantanu Jathar)	Mechanical Engineering	2020
Susan James	College-at-Large	2022
Steven Reising	College-at-Large	2022
<u>Jason Quinn</u>	College-at-Large	2021
J. Rocky Luo	College-at-Large	2022

Liberal Arts

Michael Pante	Anthropology	2020
<u>Jason Bernagozzi</u>	Art	2022
<u>Ziyu Long</u>	Communication Studies	2022
<u>Ramaa Vasudevan</u>	Economics	2020
Doug Cloud	English	2020
<u>Albert Bimper</u>	Ethnic Studies	2022
<u>Maria Del Mar Lopez-Cabrales</u>	Languages, Literatures and Cultures	2022
Thaddeus Sunseri	History	2020
Jangyul Kim	Journalism and Technical Communication	2020
(Substituting for Michael Humphrey)		
Wes Kenney	Music, Theater, and Dance	2022
Moti Gorin	Philosophy	2022
Peter Harris	Political Science	2021
Tara Opsal	Sociology	2022
Steve Shulman	College-at-Large	2020
Antonio Pedros-Gascon	College-at-Large	2020
<u>Lisa Langstraat</u>	College-at-Large	2020
Marcela Velasco	College-at-Large	2021
<u>Del Harrow</u>	College-at-Large	2021
<u>Maura Velazquez-Castillo</u>	College-at-Large	2021

Natural Resources

<u>Monique Rocca</u>	Ecosystem Science and Sustainability	2020
<u>David Koons</u> (excused)	Fish, Wildlife, & Conservation Biology	2021
Seth Davis	Forest and Rangeland Stewardship	2020
<u>Bill Sanford</u>	Geosciences	2020
Tara Teel	HDNR in Warner College	2020

Natural Sciences

<u>Jennifer Nyborg</u>	Biochemistry and Molecular Biology	2022
Melinda Smith	Biology	2021
<u>George Barisas</u>	Chemistry	2020
Ross McConnell	Computer Science	2022
<u>Yongcheng Zhou</u>	Mathematics	2020
Dylan Yost	Physics	2021
Silvia Canetto	Psychology	2022
Mary Meyer	Statistics	2022
<u>Chuck Anderson</u>	College-at-Large	2020
<u>Anton Betten</u>	College-at-Large	2022
TBD	College-at-Large	2022
<u>Brad Conner</u>	College-at-Large	2021
Alan Van Orden	College-at-Large	2020

Veterinary Medicine & Biomedical Sciences

DN Rao Veeramachaneni	Biomedical Sciences	2022
Kevin Haussler	Clinical Sciences	2022
<u>Elizabeth Ryan</u> (on sabbatical through Spring 2020)	Environmental & Radiological Health Sciences	2020
Tony Schountz	Microbiology, Immunology and Pathology	2021
Noreen Reist	College-at-Large	2020
<u>Jennifer Peel</u>	College-at-Large	2020
<u>William Black</u>	College-at-Large	2020
<u>Marie Legare</u> (excused)	College-at-Large	2022
<u>Adam Chicco</u>	College-at-Large	2022
<u>Christianne Magee</u>	College-at-Large	2022
Candace Mathiason	College-at-Large	2022
Gerrit (Jerry) Bouma	College-at-Large	2021

University Libraries

Linda Meyer	Libraries	2022
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Ex Officio Voting Members

Timothy Gallagher	Chair, Faculty Council/Executive Committee	2020
<u>Sue Doe</u> (excused)	Vice Chair, Faculty Council	2020
Stephanie Clemons	BOG Faculty Representative	2020
Steve Reising, Chair	Committee on Faculty Governance	2020
Todd Donovan, Chair	Committee on Intercollegiate Athletics	2020
Jerry Magloughlin	Committee on Libraries	2020
Jenny Morse, Chair	Committee on Non-Tenure Track Faculty	2020
Hong Miao, Chair	Committee on Responsibilities & Standing of Academic Faculty	2020
Melinda Smith, Chair	Committee on Scholarship Research and Graduate Education	2020
Karen Barrett, Chair	Committee on Scholastic Standards	2020
Joseph DiVerdi, Chair	Committee on Strategic and Financial Planning	2020
Matt Hickey, Chair	Committee on Teaching and Learning	2020
Mo Salman, Chair	Committee on University Programs	2020
Bradley Goetz, Chair	University Curriculum Committee	2020
<u>Susan (Suellen) Melzer</u>	Committee on Non-Tenure Track Faculty	2021
<u>Denise Apodaca</u>	Committee on Non-Tenure Track Faculty	2021
Christine Pawliuk	Committee on Non-Tenure Track Faculty	2022
Leann Kaiser (Substituting for Ashley Harvey)	Committee on Non-Tenure Track Faculty	2022
Daniel Baker	Committee on Non-Tenure Track Faculty	2020
<u>Leslie Stone-Roy</u>	Committee on Non-Tenure Track Faculty	2022
<u>Mary Van Buren</u>	Committee on Non-Tenure Track Faculty	2020
Steve Benoit	Committee on Non-Tenure Track Faculty	2022
<u>Natalie Ooi</u>	Committee on Non-Tenure Track Faculty	2022

Ex-Officio Non-Voting Members

Joyce McConnell	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
Blake Naughton	Vice Provost for Engagement/Director of Extension
Leslie Taylor	Vice President for Enrollment and Access
Dan Bush	Vice Provost for Faculty Affairs
Karen Estlund	Vice President for Information Technology/Dean Libraries
Kathleen Fairfax	Vice Provost for International Affairs
Pam Jackson	Interim Vice President for External Relations
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
James Pritchett	Interim Dean, College of Agricultural Sciences
Lise Youngblade	Dean, College of Health and Human Sciences
Beth Walker	Dean, College of Business
David McLean	Dean, College of Engineering
Mary Stromberger	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
Catherine Douras	Chair, Administrative Professional Council