

**MINUTES**  
Executive Committee  
**Tuesday, January 21, 2020**  
**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; **Susan James**, Engineering; **Thomas Chermack**, Health and Human Sciences; **Antonio Pedros-Gascon**, Liberal Arts; **Linda Meyer**, Libraries; **William Sanford**, Natural Resources; **Melinda Smith**, Natural Sciences; **Jennifer Peel**, CVMBS; **Dan Bush**, Vice Provost for Faculty Affairs, substituting for Rick Miranda, Provost/Executive Vice President

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

**Absent:** **Kathleen Kelly**, Business (excused)

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

**FEBRUARY 4, 2020 FACULTY COUNCIL AGENDA ITEMS:**

**I. Proposed Faculty Council Agenda – February 4, 2020 – Clark Building – Room A103 - 4:00 p.m.**

**A. ANNOUNCEMENTS**

1. Next Faculty Council Meeting – March 3, 2020 – Clark Building – Room A103 – 4:00 p.m.
2. Executive Committee Meeting Minutes located on the FC website – November 19, 2019; December 6, 2019 (<http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/>)
3. The October 18, 2019 UCC meeting minutes were approved on behalf of Faculty Council by the Executive Committee on December 10, 2019.
4. Faculty Council Officer Elections – March 3, 2020 -Committee on Faculty Governance

Call for nominations:

- Faculty Council Chair
- Faculty Council Vice Chair
- Board of Governors Faculty Representative

E-mail nominations to: [Steven.Reising@colostate.edu](mailto:Steven.Reising@colostate.edu)

**Nominations due by *Friday, February 21, 2020***

**B. MINUTES TO BE APPROVED**

**C. UNFINISHED BUSINESS**

1. Elections – Student Representatives (Graduate) – Faculty Council Standing Committees – Committee on Faculty Governance

**D. CONSENT AGENDA**

1. UCC meeting minutes – November 15 and 22, 2019; December 6, 2019
2. Approval of Degree Candidates – Spring and Summer semesters

**E. ACTION ITEMS**

1. 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
2. Proposed revisions to the *Graduate and Professional Bulletin* – Graduate Study, Master’s Degrees – CoSRGE

**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

**G. DISCUSSION**

## **JANUARY 21, 2020 EXECUTIVE COMMITTEE AGENDA ITEMS:**

### **I. Minutes to be Approved**

#### **A. *Faculty Council Meeting Minutes***

1. December 3, 2019

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

Chermack moved (Doe 2<sup>nd</sup>) to approve the December 3, 2019 Faculty Council meeting minutes and place on the February 4, 2020 Faculty Council meeting agenda.

Executive Committee unanimously approved.

#### **B. *Executive Committee Meeting Minutes***

1. December 10, 2019
2. December 17, 2019

Gallagher: Are there any corrections or additions to the December 10 or December 17, 2019 meeting minutes?

Bruemmer moved (Meyer 2<sup>nd</sup>) to place the December 10 and 17, 2019 EC meeting minutes on the Faculty Council website.

Executive Committee unanimously approved.

### **II. Items Pending/Discussion Items**

#### **A. *Announcements***

1. Next Executive Committee Meeting will be held on January 28, 2020 – 3:00 p.m. – Provost’s Conference Room

Gallagher: We may cancel next week’s meeting as we don’t have any upcoming business on the agenda.

Meyer: The UGO survey may need to be addressed since there needs to be some process around that before it’s distributed.

**B. Action Items**

1. UCC Meeting Minutes – December 13, 2019

Gallagher: Are there any question for Brad Goetz, Chair, UCC?  
There were none.

Gallagher: May I have a motion to place the December 13, 2019 UCC meeting minutes on the February 4, 2020 FC meeting consent agenda?

Clemons moved (Chermack 2<sup>nd</sup>) to place the December 13, 2019 UCC meeting minutes on the February 4, 2020 FC meeting consent agenda.

Clemons' motion was approved.

2. 2019 Biennial Review of CIOUSUs - CUP

Gallagher: May I have a motion to place CUP's 2019 Biennial Review on the February 4 Faculty Council meeting consent agenda?

James moved (Bruemmer 2<sup>nd</sup>) to place the 2019 Biennial Review of CIOUSUs on the February 4 FC meeting agenda.

Bruemmer pointed out (on page 36), that Jerry Black is from the College of Agricultural Sciences, not CVMBS.

Sanford pointed out (on pages 37 and 38), that WCNS should be WCNR in all locations where printed.

Gallagher also explained that CUP reviews half of all CIOUSUs every year. Everyone gets reviewed every 2 years.

Gallagher: All in favor of placing the CUP 2019 Biennial Review of CIOUSUs on the February 4 FC meeting consent agenda?

Executive Committee unanimously approved.

3. 2019 Report from UGO

Meyer thinks it would be good to add the 2019 Report from the UGO to the February 4, 2020 FC meeting agenda.

Pedros-Gascon: “Decided to proceed” or “decided not to proceed?” What does this mean?

Gallagher: I can offer a little background on this. There are instances when people get upset about things related to their supervisor and go see the UGO, but then things get resolved informally, which is generally a positive thing. The official filing of a grievance is the outcome of a tiny fraction of the cases initially presented to the UGO.

James: I’m not sure if Richard has this information--the types of folks who tend to use the grievance process. Getting a sense of who people are demographically might be helpful/useful information. Is it just white males who are using the grievance process?

Gallagher: Is Executive Committee willing to put this on the February FC meeting agenda as is? I will follow up with the UGO.

Meyer: This type of questions could be answered when the UGO gives his report at the February FC meeting.

Bush: Data could be gathered going forward.

Clemons: But be sensitive to small numbers in case this identifies people, so follow the IRB guidelines.

Bush: Yes, the UGO may feel sensitive to reveal some statuses however.

Gallagher: All in favor of placing the 2019 UGO Report on the February 4 FC meeting agenda?

Executive Committee unanimously approved.

**C. Reports**

1. Vice Provost for Faculty Affairs– Dan Bush

No report was given.

2. Faculty Council Chair – Tim Gallagher

Gallagher reported on the following:

Gallagher: The Executive Leadership Team met today and EAB attended as well. EAB helps the university do their planning, etc. Piggybacks on strategic initiatives etc.

Gallagher attended the APC meeting during the second week of January. Gallagher also attended an all-day retreat re: Student Success Initiative.

Gallagher was expecting that the request to approve a new SAU for the Cell and Microbiology program for the February 4 FC meeting agenda; however, this isn't going to happen. Some background: Carol Wilusz is seeking SAU status and Brad Goetz, Chair, UCC and Gallagher spoke about this. Who should bring it forward to FC, the UCC or CoFG? It was decided to send to the CoFG. CoFG did their due diligence and reached out to their members. They asked those who teach in areas that are similar to Cell and Molecular Biology, and several people expressed that they didn't know about this SAU. Because they didn't know, or answered negatively to the proposal, the Committee on Faculty Governance decided that more time was needed to examine the program. Gallagher passed the info on to Carol Wilusz. Gallagher sees this as only a minor hiccup and we will probably get something in February for consideration on the March FC meeting.

Gallagher's report was received.

3. Board of Governors Faculty Representative – Stephanie Clemons

Clemons reported on the following:

### **Board of Governors – Faculty Council Representative Report – CSU-Fort Collins**

Respectfully submitted by Stephanie Clemons, Ph.D. Faculty Council Meeting February 4, 2020

#### Board of Governors Meeting – December 5 - 6, 2019 Location: CSU Denver Center

Executive Summary

#### ***CSU-Fort Collins highlight.***

President McConnell reported on the excellence of our faculty and outlined awards/recognitions received (see list on BOG website). She highlighted research and engagement activities around the state and identified buildings aging out along the “spine” of CSU campus. Three buildings have critical need for upgrades and remodeling: Clark Building which houses CLA who teaches core curriculum attended by all students. Biomedical Research Center; turning away students. A remodel will increase capacity. Glover – corner of physics building. Discussion took place. Campus units highlighted for BOG: The CSU Libraries, College of Liberal Arts, and College of Business. Consent Agenda Items - all approved.

***CSU-Global highlights***

Increased enrollment in Hispanic population (8%). Global has 76% six-year graduation rate; high for online university. Increase in full-time students. Global has 7,700 undergraduate students; 4600 grad students with 373 non-degree seekers. FY19 total = 19,829 students. Financials are healthy.

***CSU-Pueblo highlights***

Special report received concerning exciting, new interdisciplinary faculty initiative: School of Creativity + Practice. It is a collaboration between three units: Media Communication, Art/Creative Media and Music. In United States, creative industries contribute more than \$800 billion a year to economy and are growing fast. Overall, CSU-Pueblo student numbers are a bit down (2%). There is more volatility in retention at smaller university.

***System Highlights***

Budget requests were discussed as well as possible reallocation of base funding from state; 3% increase proposed for resident, undergraduate tuition. If 3% is passed by governor, projected deficit approximates \$9.5 million. On horizon, CSUS investments include medical school start-up and continuation of build-out of National Western Center. At National Western Center, the Animal Health Complex will be coming out of the ground in March; first of three buildings. Each building was designed by different architect; nice designs. Core values for Center: inclusion, authenticity, innovation and engagement. System office moving to 555 17<sup>th</sup> Denver. Values held by CSUS include access, excellence and affordability.

**Special Reports**

- Pat Burns offered report on joint Banner project upgrade for CSU-Fort Collins and CSU-Pueblo.
- Alan Rudolph offered report on CSU-FC Research. Historic year for CSU scholarship. Campus continues to grow in research dollars even with fewer Federal dollars. Competitive hit rate is good. DOD contributed \$90 million. Also, an historic year with corporate partnerships (e.g. Zoetis – the “MIT of animal health” moved to Fort Collins).

**Standing Committee Reports** received from Academic and Student Affairs Committee, Audit and Finance, Real Estate/Facilities Committee and Evaluation Committee.

**Next BOG Meeting: February 5-7, 2020 CSU-Pueblo.** CSU-FC units to be highlighted: College of Natural Sciences and Warner College of Natural Resources.

Clemons’ report was received.

Clemons also mentioned that she saw a great presentation by Alan Rudolph, VPR, and asked about the possibility of having Alan give a presentation to Faculty Council.

Gallagher: This question is up to the Executive Committee to decide. Do we want to invite the VPR—a 15-20 minute presentation?

Executive Committee indicated that it would be a good idea.

Pedros-Gascon asked about whether the Board discussed the implications of the possible \$9.5 million deficit?

Chermack says that he doesn't understand the \$9.5 million dollar shortfall. Asked if there is any light that can be shed.

Gallagher: What we have so far is an early budget. Typically, the Provost has worked in desired investments starting about now, discussion with the Board, then a second pass is when things start to become more solid. They try reducing the pay increase and run the numbers again. Dials turned, levers pushed and pulled (Rick's terms). So, this is an important process to which Faculty Council plays an important role. A negative number in the first pass is not that unusual. Not trying to minimize the importance of this. Having some sort of negative number is not surprising.

Bush discusses what is involved with incremental budgeting based on anticipated costs.

***D. Discussion Items***

1. UGO survey form  
UGO survey 2020 proposed changes

Gallagher and Linda Meyer met and had a first pass with the proposed changes to get the ball rolling. Trying to respond to some things that last year's EC said should be looked at this year.

Two main things that Meyer and Gallagher discussed with the first and last questions. Should we have a fifth category? The yellow highlighted text was what we added. Two categories. Added a category for complainant that question may not apply since there were no formal requests

Discussion additions. Referred to Q1. (See highlights on page 45).

Dan Bush suggested taking out "as a complainant" in the second option. EC liked this option. Recommended keeping "I initiated an interaction" rather than leaving out terms "I initiated."

Clemons recalled that Carole Makela suggested separating out those who continued from those who didn't and just had an inquiry.

Gallagher: There is a lot of confusion about what a grievance is. It's a formal grievance when there's a formal grievance hearing

panel convened. These are quite rare instances. 2019 resulted in zero of these.

Meyer then talked about her limitations in terms of IT.

Discussion continued about branching out on the survey to capture another population who only talk with the UGO.

Gallagher: Should we add the “type of dispute” on the CSU website? Some people don’t know whether to talk to OEO, or the UGO, or other. For example, sexual complaints should go directly to OEO.

Meyer: Should we put a link at the end of the survey?

Meyer: Vote: Question 1, pg. 45. Yellow highlight – approve all except second “yes” answer. Insert other. Motion approved.

Meyer: Person can only take the survey once. So, put in instructions that responses should be aggregated for calendar year and then add comments to elaborate.

There were two places in survey where individuals could indicate if they were faculty, staff, etc. Meyer will fix glitch.

If the individual selects “no, I did not interact” UGO, then they will not have any chance to add comments.

Meyer will set up a meeting with a tech person to help make these changes.

2. Possible report for February 4, 2020 Faculty Council meeting- Transportation & Mobility Safety Taskforce – Fred Haberecht (a taskforce member will present)

Gallagher: The February agenda will be lighter than March or April. Executive Committee decided “no” as the report doesn’t indicate what they want from Faculty Council. Gallagher had thought about this before EC convened and invited Fred Haberecht to the February 11 EC meeting to present the report. EC members will be able to ask any questions regarding the report to determine if it should be considered as a report to Faculty Council.

Pedros-Gascon: Will we be having an update on the NTTF? At the beginning of the academic year, I proposed the possibility of having a report of measures, this is the entity of faculty – this is the

population of faculty, and the measures for next year. I think that would be an important thing to happen.

Doe: Alex Bernasek is handling that. Perhaps ask her for a report?

Gallagher will approach Bernasek regarding a report. Gallagher also asked Pedros-Gascon to email him with particulars on what he wants to hear concerning NTTF. Pedros-Gascon said he would.

Doe: Compensation for FC officers. Will this be discussed at FC?

Gallagher: No. This is a call for FC elections from Steve Reising overseeing the process on behalf of the Committee on Faculty Governance.

Gallagher: Should how FC officers are compensated be revisited again? Should it be a fixed compensation rather than dependent on the salary of the particular individual? The conversations are important.

Chermack: Do the chairs of subcommittees get compensation?

Doe: This is an issue of salary equity.

Gallagher: There will be a Provost report at the February FC meeting. Perhaps questions come up then.

Chermack: Ask the Provost to talk to EC first.

Gallagher: There is some time urgency as well in case someone wants to run in March. We've had one policy for the last 30 years, and it's worth a review.

Chermack: The compensation may draw the wrong type of people. Gallagher could make an announcement at FC about the compensation policy for FC officers.

Gallagher will reach out to the Provost to see if he can have discussion with EC next week.

Executive Committee adjourned at 4:28 p.m.

Tim Gallagher, Chair

Sue Doe, Vice Chair

Rita Knoll, Executive Assistant