

MINUTES
Executive Committee
Tuesday, January 28, 2020
3:00 p.m. – Room 106 - Administration

Present: **Tim Gallagher**, Chair; **Sue Doe**, Vice Chair; **Rita Knoll**, Executive Assistant; **Jason Bruemmer**, Agricultural Sciences; **Susan James**, Engineering; **Antonio Pedros-Gascon**, Liberal Arts; **Linda Meyer**, Libraries; **William Sanford**, Natural Resources; **Jennifer Nyborg** substituting for Melinda Smith, Natural Sciences; **Jennifer Peel**, CVMBS; **Rick Miranda**, Provost/Executive Vice President

Guests: **Pam Jackson**, External Relations, NTTF Taskforce; **Alex Bernasek**, Senior Associate Dean of Economics, NTTF Taskforce. **Lisa Kutcher**, Chair of Accounting – CoB, NTTF Taskforce; **Joseph DiVerdi**, Professor, CNS, Chair of CoSFP, NTTF TaskForce; **Jonathan Carlyon**, Associate Professor, Languages, Literatures and Cultures, NTTF Taskforce

Absent: **Melinda Smith**, Natural Sciences (excused); **Kathleen Kelly**, CoB (excused); **Stephanie Clemons**, BOG Faculty Representative (excused); **Thomas Chermack**, Health and Human Sciences (excused)

Tim Gallagher, Chair, called the meeting to order at 3:02 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, 10, and 17, 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

Nominations due by *Friday, February 21, 2020*

B. MINUTES TO BE APPROVED

1. Faculty Council Meeting Minutes – December 3, 2019

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 and 13, 2019
2. Approval of Degree Candidates – Spring and Summer semesters

E. ACTION ITEMS

1. Proposed revisions to the *Graduate and Professional Bulletin* – Graduate Study, Master’s Degrees – CoSRGE
2. Proposed revisions to the *Graduate and Professional Bulletin* – Admissions Requirements and Procedures - CoSRGE
3. 2019 Biennial Reviews for Discontinuance and Continuance of Centers, Institutes, and Other Special Units (CIOSUs) – CUP
4. 2019 Annual Report of the University Grievance Officer

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 28, 2020 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 February 11, 2020 – 3:00 p.m. – Provost’s Conference Room

Gallagher announced that the next Executive Committee meeting will be on February 11, 2020.

Gallagher announced that the 2019 CUP Biennial Reviews will be placed as an Action Item, not under the Consent Agenda on the February 4 FC meeting agenda.

On Monday, February 3, at 12:00 p.m., there will be a parliamentary meeting in the Faculty Council office.

B. *Action Items*

C. *Reports*

1. Provost/Executive Vice President – Rick Miranda

Miranda reported on the following:

The Race, Bias and Equity Initiative (RBEI) committees are meeting and making decisions in the next month about grants.

We are keeping our eyes on China re: Coronavirus; however, no students are there.

Miranda’s report was received.

2. Faculty Council Chair – Tim Gallagher

Gallagher reported on the following:

Gallagher was charged with a “to do” list last week. Gallagher reached out to Alan Rudolph and asked if he could make a

condensed report to the full Faculty Council. Rudolph has not responded yet, but Gallagher will follow up.

Gallagher reiterated that Fred Haberecht will be at the February 11 EC meeting to present the Transportation and Mobility Taskforce report.

Tomorrow, Gallagher is meeting with Jessica Salazar and Robert Schur. They have been working on some revised policies regarding Title IX (Civil Rights Law passed in 1972). Discussing how enforcing sexual harassment and assault discussion will happen on campus.

Gallagher: Rules on gaining access to CANVAS courses by faculty, as well as the course survey results. May need to do more digging. For CANVAS course access--click on "people" and you can see who has access to your courses. There may be some IT people listed as well, and sometimes there are other names that are not familiar. Gallagher contacted his CANVAS IT support in the CoB. They routinely give access to department heads, associate deans, or deans who asks for it. Gallagher recommends reaching out to your academic units to see how they decide to give access to certain courses. Gallagher talked to Wayne Hall, IT support for the President's and Provost's office. Hall stated that senior people in ACNS have access to coursework.

New course survey: The summary results (without comments) have been available for many years. Gallagher found out that the intention is to have the same policy for the new course survey instruments, but it's not up yet. The results for the new course survey will be available on the CSU website. Comments will not be available as in the past.

Gallagher reached out to Richard Eykholt, UGO, regarding demographic information. On page 13 of today's agenda packet, it spells out what Eykholt told Gallagher. There are some issues with privacy and some people may feel that their confidentiality may be at risk.

Gallagher's report was received.

3. Board of Governors Faculty Representative – Stephanie Clemons

There was no report.

4. Final Report from the Campus-wide NTTF Taskforce
-Alex Bernasek

Bernasek reported on the following:

Alex Bernasek explained the roles of various people from the committee, including those responsible for the nitty gritty in HR, as well as the University General Counsel (to understand the legal issues). Bernasek explained their process and identification of issues. All provided in the report distributed to EC. The committee has received the Provost's response and recommendation to the report.

Miranda: My response was positive. There was a lot of alignment.

Bernasek: We tried to navigate to a place that was true to what we thought should happen. Bring TILT more into the process.

Service and workload was a big one. There needs to be a clear policy to communicate. For adjunct faculty--no service expectation. Instructors—5% service expectation. Instructors promoted to senior or master--10% service expectation.

Base salaries: There was a lot of back and forth. We have the bases by terminal degree, nonterminal degree, and length of experience. The service is non-service salaries as well. The nonterminal with experience puts in a higher category.

Administrative issues. We did suggest a few recommendations for EC to consider, then FC. Recommendation to consider 4 semesters instead of 2 semester before continuing appointment. Where departments are more risk averse, they may decide to base the decision for the second year on performance in just the first semester. Contracts vs. pseudo contracts that default to continuing appointments.

It would also be nice to go back to the CoNTTF. The problem is with the term “non” tenure-track faculty with emphasis on “non”. CU calls folks “core faculty”. We didn't advocate for anything, expect thinking of another term to use.

Jonathan Carlyon: Three colleges on the committee represent the colleges with the most NTTF.

Joseph DiVerdi: One of the things I have learned as we went through out discussion was “what do we want to be and how do we

get there?” As operationalizers, there are two separate steps to reach the core institutional values. We are here, and we want to be there. We have a transitional period so that people who have been here are not forgotten.

Bernasek: Learned the enormous heterogeneity across campus (the pay of NTTF, the environment they are in). Part of what we were cognizant of was that we don't want to pull the people back that are farther ahead, and bring the other people up.

Gallagher: I can add a few things. First of all, I think you did a great job on this report. Gallagher discusses how the two vs. four semester consequences, before becoming continuing, needs to be examined by CoRSAF. Regarding the name of NTTF, that may have been addressed in the Manual already. Adjunct, continuing and contract. Tenure, tenure-track and transitional – 6 categories. The entire Manual must be updated to reflect these new pieces of language. We are going through the Manual to insert the correct terminology. How do we want to execute the big changes to the language that this and the gender language updates reflect? We need a new process for these comprehensive changes and need to figure out a method. The logistics with regard to NTTF naming will be part of this conversation.

James: Is there less heterogeneity within the colleges?

Bernasek: Yes, the differences are across colleges rather than within them.

Pedros-Gascon: It's important that the main stakeholders play the game to help make the solutions. Pedros-Gascon is happy to see that the most NTTF-heavy colleges have been fairly and fully represented in these processes. Good to have those opinions on the table. Wonders also if there is also a higher rate of women, and percentage of international and minorities among the NTTF ranks.

Bernasek: We did not undertake a comprehensive review of that ourselves. Heterogeneity is part of the dimensions. In CLA-- predominantly female for sure. Overall salaries are lower in those disciplines with more numbers of faculty, also at the low end of rank as well. The hot button issues that are really on people's minds are salaries and salary compression. Most vulnerable people at the lowest salary. As we work through the promotion process, there will be some adjustments. What we are dealing with are the most vulnerable people.

James: Living costs in a place like Fort Collins make this especially problematic. Programs around obtainable housing would help NTTF as well.

Pedros-Gascon: Some of my colleagues realize that they could not be professors without being married to someone. Waiting for another bump after 5 years is a big deal as well.

Bernasek: Former STAs now senior instructors who have been here a long time will be eligible for the next 10% bump as early as next year.

Miranda: Agreed with most of the recommendations. This is a great task force report. Pointing out where some variation might be explored as well. A good set of documents to work from. Miranda will visit with the taskforce and talk about what they can do next and get them to continue to think deeply in a Phase 2 committee:

Bruemmer: Looking at his own college and the Phase 2 Committee--could it be a clarifier in locations like his college?

Miranda: Socializing the task force findings would seem to be a good next step and getting the task force to reach out, and getting the other colleges' input in a more substantive mind.

Bernasek: There are so many best practices. To really make progress, we should communicate across colleges. We did reach out to your college as well. There was at least one college that decided not to do promotions this year.

DiVerdi: For going forward, we know we haven't settled all questions. Needing some adjustments. Communication, enforcement, and the fact that this evolves with time. We have learned that we need to be at the forefront.

Gallagher: Moving forward, what is your recommendation regarding getting this out to Faculty Council? Two ideas: get it out to the FC immediately or wait until some things are updated, rather than cause unnecessary consternation.

Jackson: Alex and I met two weeks ago about building a communications plan around this. I think we need to go back and report back collectively on what the findings and recommendations were. Look at other places to give presentations. SOURCE and/or

Faculty Council. The Task Force itself should disseminate the information.

Gallagher: The Executive Committee sets the Faculty Council agenda. One option is to include a written report in the Faculty Council agenda. Would this be something you want to do? Another option would be to have this as a Discussion item.

Pedros-Gascon: I would really love a discussion item. If we just receive a report, faculty doesn't get as involved.

Gallagher agrees. A written report and then a presentation, in that order.

Carlyon: Concerned about a report prior to things being locked down, in terms of implementation. Suggests a discussion. However, feedback from Faculty Council would be very helpful.

Miranda agreed. We shouldn't publish things that aren't locked down yet. Perhaps an executive summary might be better.

Jackson: There still must be a "reporting out", which is different to a formal report.

Bernasek: Recommended a listening session in the early spring. Suggested that the President should be present for this reporting out of this Presidential Task Force.

Pedros-Gascon: Professional development grants. Are these funded by the Provost's office or the respective Dean's offices?

Miranda; The agreement has always been from the Provost's office. We have limited it, but trying to spread resources around.

Bernasek's report was received.

5. Update on UGO report

Gallagher invited responses to the UGO's statement on page 13. There was no additional discussion.

D. Discussion Items

1. Faculty Council Officers' compensation

Gallagher distributed copies of a proposal from Pedros-Gascon with a strategy to move forward

Doe: If you were like me, I didn't know how the Chair or Vice Chair of Faculty Council were compensated. When I learned what the approach was, it called my attention to the fact that it was utterly dependent on one's home base salary. Since it is a consistent position, that is not dependent on where you are coming from, it seems a bit odd for such gross disparities. This is why I raised the question.

Gallagher explained the current compensation approach. The Vice Chair and the Faculty Council BOG Faculty representative both receive 1/9 of their base salary the following summer. For the Chair, the 3 months additional pay goes with turning from 9-month to 12-month salary. What should the process be for this moving forward? Up and down, a large or small amount depending on the person who takes the role. Points out that the President would need to address this as well.

James: What Antonio put forward is a nice starting place, but you don't want to punish people either. Salary equity discussions always come up.

Miranda: The Faculty Council Chair still teaches for their department, one class per year, so some acknowledgement from the department acknowledges that the disciplinary part should be reflected in the algorithm. The CoNTTF Chair issue and chairs of standing committees. Should these people's compensations and release time policies be revisited? Should these things be standardized as well? We want to write down a policy that is uniform and not subject to the discretion of the Provost, which would undercut shared governance.

Gallagher: 90% of the FC Chair is paid by the Provost's office and the department pays 10%, which associates with one course. Typically, finding people to teach in the absence of the chair means that NTTF are hired. Home departments have traditionally "made a profit" when their member became the Faculty Council Chair. It works like sabbatical "profits" to departments when a faculty member goes on a full-year sabbatical. Things have been done this way for a very long time but probably needs to be examined.

Miranda: It's good to have a little bit of an incentive to departments.

Pedros-Gascon: Departments lost an active service member so it all balances out.

James: You don't want it to be the whim of the Provost. Would like to make it more of a policy. Is it the purview of the Faculty Council or the purview of the Provost's office?

Gallagher: This is why I suggested that we have the endorsement of the President so that it becomes policy.

Miranda: You wouldn't want the Provost to make fine distinctions among committee compensation.

Nyborg: On the Appeals Committee, and they wanted me to be the Chair. It's a 12 month appt. It's getting harder and harder to get someone to do this job and, of course, they won't compensate due to conflict of interest because of siding with the university (perception at least). Anywhere there's a policy implication, this would be a problem.

Pedros-Gascon: If it's an appointment, but if different people are elected, then this is a clear way of making a separation and avoiding conflict of interest, or the reading of conflict.

James: It's about handling real and perceived conflict of interest.

Gallagher: What are your thoughts on how to move ahead? Do we want Rick to talk to President McConnell about this? We look at Antonio's proposal? What is our action?

James: Talking to President McConnell would be good.

Gallagher: What kind of timeline do we have on this? One would hope that this conversation could happen prior to the March election. Hopefully we could know something by the end of February.

Miranda: Yes, I could do this. Has anyone else done research on how this is done at other universities?

Gallagher: I could call other chairs and ask how their pay is determined.

Miranda asked EC members to return to the question of committee compensation.

James: We almost need an audit of the work involved in these positions.

Miranda would prefer course releases paid centrally vs. supplemental pay.

Gallagher will do the audit and Miranda will speak with the President, and both will get back to the group.

Executive Committee adjourned at 4:31 p.m.

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