

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 ~~overscored~~.

**MINUTES**  
**Faculty Council Meeting**  
**February 4, 2020 – 4:00 p.m. – Clark Building – Room A103**

**CALL TO ORDER**

The Faculty Council meeting was called to order at 4:01 p.m. by Tim Gallagher, Chair.

**ANNOUNCEMENTS**

1. Next Faculty Council Meeting – March 3, 2020 - Clark Building – Room A103 – 4:00 p.m.

Gallagher announced that the next Faculty Council meeting will be held on March 3, 2020 at 4:00 p.m. – Clark Building, Room A103.

2. Executive Committee Meeting Minutes located on the FC website – November 19, 2019; December 10 and 17, 2019  
(<http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/>)

Gallagher announced that the November 19, 2019 and December 10 and 17, 2019 Executive Committee meeting minutes are posted on the Faculty Council website.

3. The October 18, 2019 UCC meeting minutes were approved on behalf of Faculty Council by the Executive Committee on December 10, 2019.

Gallagher: Executive Committee is very judicious acting on behalf of Faculty Council. It was time-sensitive for the UCC.

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***

Gallagher: You will have a new Chair as of July 1. Steve Reising is the Chair of Committee on Faculty Governance. If you wish to nominate yourself, or anyone else, please contact Steve Reising. Once you nominate someone, Steve Reising will contact you and ask you to create a candidate statement, which will be included in the March 3, 2020 FC meeting agenda packet. You want people to know who you are and what you've done, etc.

Gallagher explained and showed the qualifications (on the overhead) for election to Faculty Council Chair or Vice Chair. The Board of Governors Faculty Representative is a little bit different. The person who is elected Faculty Representative to the Board of Governors must hold the rank of Associate Professor or Professor. This position is defined by State Law.

These nominations are due by Friday, February 21 so Steve can coordinate with the rest of the CoFG.

### **MINUTES TO BE APPROVED**

1. Faculty Council Meeting Minutes
  - December 3, 2019

Gallagher: Are there any corrections to these minutes?  
Hearing none, these minutes are declared approved.

### **UNFINISHED BUSINESS**

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

Gallagher: This is a Graduate student to serve on the CoL.

Sue Doe spoke to the nomination in Steve Reising's absence.

Faculty Council unanimously approved.

### **CONSENT AGENDA**

1. UCC meeting minutes – October 18, 2019; November 15 and 22, 2019; December 6 and 13, 2019
2. Approval of Degree Candidates – Spring and Summer semesters

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 the *Graduate and Professional Bulletin* – Graduate Study, Master’s Degrees – CoSRGE

Melinda Smith, Chair, CoSRGE spoke to the motion.

Gallagher: CoSRGE has asked that Mary Stromberger, Dean of the Graduate School, add to this.

Stromberger: We have been working on for the past two years. It began with a study of what our peer institutions offer. All of our peer institutions counts dual and joint degrees in the manner proposed, so these proposed revisions put CSU into alignment with our peers. We also worked with faculty, UCC and CoSRGE.

Gallagher: The floor is now open for discussion. Anyone in favor or opposition?

Tara Opsal (WCNR): Wondered whether any of the department representatives from the interested departments would like to speak to the interest in these dual and joint degrees. In the rationale it says Languages, Literatures and Cultures invested in this. Do they want to talk about their perspective?

Brad Conner (CNS At-Large): I worked on this with Mary Stromberger and was one of the original faculty who requested this. Conner spoke to the Counseling and Social Work programs’ interest in doing this. He spoke in favor of the motion, which he pointed out maximizes the benefit derived from the degrees.

Antonio Pedros-Gascon (CLA At-Large): Points out that English and Languages, Literatures and Cultures have had a partnership for approximately 10 years and are interested in creating a new

arrangement as would occur through the program change; therefore, Pedros-Gascon is in favor of this.

Gallagher: All in favor as this motion as it appears in your agenda materials, say aye.

The motion was unanimously approved by Faculty Council.

2. Proposed revisions to the *Graduate and Professional Bulletin* – Admissions Requirements and Procedures – CoSRGE

Melinda Smith, Chair, CoSRGE spoke to the motion.

Gallagher: Mary Stromberger can speak to this if you have any particular questions.

Gallagher: The floor is open for discussion. All in favor?

The motion was unanimously approved by Faculty Council.

3. 2019 Biennial Reviews for Discontinuance and Continuance of Centers, Institutes, and Other Special Units (CIOSUs) – CUP

Gallagher: Mo Salman, Chair of CUP, is not present today. There was no other representative present from CUP, so Sue Doe, Vice Chair, presented the motion.

Dawn DeTienne (CoB): Is this the whole list of Centers and Institutes?

Gallagher: No. The centers are approved biennially, so half are reviewed this year and the other half will be reviewed next year.

4. 2019 Annual Report of the University Grievance Officer

Gallagher: We made a mistake by putting this as an Action Item instead of the placing it under the Reports. If there is no objection, I would like to move this to item under number 4 under the Reports.

There was no objection by Faculty Council.

## **F. REPORTS TO BE RECEIVED**

1. Provost/Executive Vice President – Rick Miranda

Miranda reported on the following:

The Board of Governors meeting will be this Thursday through Friday in Pueblo.

Budget: Not really a lot of budget news, except we are still running a deficit of about \$9 million, likely relative to soft enrollment growth, modest appropriations.

The legislature is talking about a cap on our student tuition increase and state appropriations--a modest increase. Lynn Johnson isn't working hard on the expense side yet. There are normal increases in financial aid and increases in salaries, etc. We haven't tried to tie the screws down on that yet. There is still a lot of time before the May meeting.

The Race, Bias and Equity Initiative is off and running. We have launched 10 or so work groups to review all of the proposals and it's ongoing at this moment. In another 10 days, the reviews will be done and organized.

The Provost and Executive Vice President job description will be uploaded any day now. We also have the Dean of Agriculture search as well, which is being chaired by Mary Stromberger.

Retention figures: We have had aspirations of heading towards 90%. We are not quite there. We are at the middle to high 80s. A good indicator is the fall retention figures. The spring retention us up by 0.5 %.

Extension Service: Miranda urges the faculty to be mindful of our colleagues around the state and their engagement efforts.

Antonio Pedros-Gascon (CLA At-Large): What kinds of cuts might be feasible if there is a need to make cuts, given the shortfalls that were noted by President McConnell?

Miranda: Everything is eligible, through a possible reallocation exercise, and we have had to do this a couple times in the past 10 years. A 1% reallocation might generate a \$3 million dollar savings. The financial aid budget is quite large. In the draft incremental budget, it had about a \$6 million dollar increase. I have heard that reducing the salary line would be a last resort: this is our highest priority after mandatory cost increases. We haven't really engaged in a conversation this cycle yet about what strategies would be most effective.

Miranda's report was received.

2. Faculty Council Chair – Tim Gallagher

Gallagher reported on the following:

Gallagher is going to ask for indulgence in a farewell tour--speaking to the importance of Faculty Council. I think that what you all do in this room is very important. Gallagher has interacted with many on standing committees, and some faculty has asked me about whether things going on in your department are consistent with the *Manual*.

But here is why what we do is important. We are the major policy-making body at the university. You, faculty members, are an integral part of the policy-making, but we have a prominent place at the table. Every once in a while, we have to fight for this. This and everything else in the *Manual* has been approved by the Board of Governors.

Section C.2.1.2 Powers and Responsibilities. Jurisdiction over the curriculum. Faculty Council has jurisdiction of the general education policy and passes all rules and regulations necessary to University government and discipline. This is given to us in our *Manual*. If something didn't go through this process, you need to speak up.

Section E.6. This is only one example of why the *Manual* is important. If you read E.6.a, it states that every faculty appointment shall be confirmed in writing. Faculty are given certain protections. If you think this isn't important, let me tell you about a situation from 15 years ago. The Myron Hulen case. A hearing panel cited this part of the *Manual* about mutually determining the conditions (faculty and administrator). At this time, 100% of the grievances at this time were overturned at the level of the President. Tony Frank upheld one grievance that went in favor of the faculty member. Gallagher was subpoenaed in this case, *Hulen v. Yates and Costello*. Hulen's attorneys' fees were covered and damages were also awarded. The *Manual* is why he prevailed. Does our *Manual* have contractual force? The answer is yes. The AAUP website documents and explains the case. The CSU *Manual* has contractual force but not all do at other universities. Just because you have certain rights, doesn't mean that you'll get them. You have to assert your rights, as Myron Hulen did. You consider *Manual* changes every month. Think about all the other stuff that's there in the *Manual*. That protects me. If your department chair is doing something that contradicts the *Manual*, you can contest that.

Gallagher also talked about a particular case when a department chair didn't think the *Manual* applied to him, but Gallagher pointed out that the *Manual* is the President's boss because it represents the Board of

Governors, and the Board is the President's boss. I am confident that the important work we do here will continue for years to come. Do you have any questions for me?

Matt Malcolm (HHS) thanked Gallagher for his leadership.

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 highlights.***

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.

4. 2019 Annual Report of the University Grievance Officer (*moved from Action Items to Report section*).

Gallagher: Richard Eykholt had to participate on a doctoral committee today so could not be in attendance for today’s meeting. However, Richard urges faculty to contact him if you have any questions or comments. Please send an email to him regarding your inquiry.

Karen Barrett (HHS; Chair, CoSS): I have a question about it—a referral to the Bullying Policy. What happened to such a complaint?

Gallagher: The UGO is not in the loop anymore once it is referred and goes to the HR office. This is what the law and the policy says. After that, he doesn’t know.

Karen Barrett (HHS; Chair, CoSS): Is there any way for us to find out what happens to people as a result of the Bullying Policy?

Gallagher: That’s a good question. It seems that a very similar question could be asked of with the people in HR, or OEO. Gallagher will dig into this.

Silvia Canetto (CNS): It would be helpful to have a discussion with Richard present. So, I would like for us to have a full discussion of this report.

Gallagher: We can have Richard come to our next Faculty Council meeting to answer any questions faculty may have.

### G. DISCUSSION

1. None.



Gallagher adjourned the meeting at 4:45 p.m.

Tim Gallagher, Chair  
Sue Doe, Vice Chair  
Rita Knoll, Executive Assistant to Faculty Council

ATTENDANCE  
**BOLD INDICATES PRESENT AT MEETING**  
UNDERLINE INDICATES ABSENT AT MEETING

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

<u>Jason Bernagozzi</u>	Art	2022
<b>Ziyu Long</b>	Communication Studies	2022
<b>Ramaa Vasudevan</b>	Economics	2020
<u>Doug Cloud</u>	English	2020
<b>Albert Bimper</b>	Ethnic Studies	2022
<b>Maria Del Mar Lopez-Cabrales</b>	Languages, Literatures and Cultures	2022
<b>Thaddeus Sunseri</b>	History	2020
<b>Michael Humphrey</b>	Journalism and Technical Communication	2020
<u>Wes Kenney</u>	Music, Theater, and Dance	2022
<b>Moti Gorin</b>	Philosophy	2022
<b>Michele Betsill</b>	Political Science	2021
(Substituting for Peter Harris)		
<b>Tara Opsal</b>	Sociology	2022
<b>Steve Shulman</b>	College-at-Large	2020
<b>Antonio Pedros-Gascon</b>	College-at-Large	2020
<u>Lisa Langstraat</u>	College-at-Large	2020
<b>Marcela Velasco</b>	College-at-Large	2021
<u>Del Harrow</u>	College-at-Large	2021
<u>Maura Velazquez-Castillo</u>	College-at-Large	2021
<b>Natural Resources</b>		
<b>Monique Rocca</b>	Ecosystem Science and Sustainability	2020
<u>David Koons</u> (excused)	Fish, Wildlife, & Conservation Biology	2021
<b>Seth Davis</b>	Forest and Rangeland Stewardship	2020
<b>Bill Sanford</b>	Geosciences	2020
<b>Tara Teel</b>	HDNR in Warner College	2020
<b>Natural Sciences</b>		
<b>Jennifer Nyborg</b>	Biochemistry and Molecular Biology	2022
<b>Melinda Smith</b>	Biology	2021
<b>George Barisas</b>	Chemistry	2020
<u>Ross McConnell</u>	Computer Science	2022
<u>Yongcheng Zhou</u>	Mathematics	2020
<u>Dylan Yost</u>	Physics	2021
<b>Silvia Canetto</b>	Psychology	2022
<u>Mary Meyer</u>	Statistics	2022
<u>Chuck Anderson</u>	College-at-Large	2020
<b>Anton Betten</b>	College-at-Large	2022
TBD	College-at-Large	2022
<b>Brad Conner</b>	College-at-Large	2021
<b>Alan Van Orden</b>	College-at-Large	2020

**Veterinary Medicine & Biomedical Sciences**

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

**University Libraries**

<b>Linda Meyer</b>	Libraries	2022
--------------------	-----------	------

***Ex Officio Voting Members***

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