

AGENDA
Faculty Council Meeting
Tuesday, May 5, 2020
3:45 p.m. Gathering; 4:00 Business– Microsoft Teams

May 5, 2020 FACULTY COUNCIL AGENDA ITEMS:

I. Proposed Faculty Council Agenda – May 5, 2020 – Microsoft Teams – 3:45pm.

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – September 1, 2020 – 4:00 PM – place and format TBD

Tim Gallagher reviews the mechanics of meeting in Teams—audio and visual off, request to speak in the chat box area, etc.

2. Graduate Student Council Advising Awards

Matthew Saxton presents the awards on behalf of the Graduate Student Council. Chair of the Graduate Student Council, Dylan Parker, Ph.D. Candidate, Biochemistry & Molecular Biology, submitted this explanation for the faculty selections by email after being unable to get onto the Teams teleconference call:

“Professor Asa Ben-hur, Computer Science, and Professor Francisco Ortega, Computer Science, both received the Graduate Student Council Advising Award because their graduate students praised them for their innovative research and creativity as with many of the applications, but they stood out for their efforts to provide support and direction to graduate students as mentors during this trying time. By creating a cohesive community throughout their departments and the university, we believe that these professors exemplify the purpose of this mentoring award.”

Gallagher explains that documentation of these awards will occur when a return to in-person circumstances allows.

Antonio Pedros-Gascon recommends that we have the award winners be honored in the fall.

3. Faculty Council Harry Rosenberg Distinguished Service Award – Announcement of recipient

Gallagher explains the history of the award, including that Sue Pendell continues to sponsor this award. The 2020 winner is Dr. Jenni Morse, Chair of the Committee on Non Tenure-Track Faculty. The nomination language from one letter writer was read aloud and note Dr. Morse’s long service and leadership to the Committee on Non Tenure-Track Faculty.

4. Executive Committee Meeting Minutes forthcoming to FC website

- 5.

Gallagher explains that Faculty Council was unable to upload the Executive Committee minutes in the absence of an Executive Administrative Assistant.

B. MINUTES TO BE APPROVED

1. Faculty Council Meeting Minutes – April 7, 2020 (pp. 3-10)
- 2.

Pedros-Gascon—Requests correction to spelling. Requests that Maura Velazquez-Castillo be correctly identified. Also requests that we record names by surname after first mention. [This change is made to May 5 and April 7 Faculty Council minutes.]

C. UNFINISHED BUSINESS

D. CONSENT AGENDA

1. UCC meeting minutes – April 3 and April 10, 2020 (pp. 11-14)

Brad Goetz makes the motion. No need for a second since from a committee. No one asks to remove any items. Vote is taken. Unanimous approved.

E. ACTION ITEMS

3. Election - Faculty Council Standing Committee Nominees - Committee on Faculty Governance (pp. 15-16)

Full slate is presented by Steve Reising.

Unanimously approved.

4. Election - Faculty Nominees for the University Benefits Committee - Committee on Faculty Governance (p. 17)

Steve Reising moves.

Rick Miranda: Points out correction to the ballot. Kimberly Henry is from CNS, not CLA.

Approved unanimously.

5. Faculty Council Resolution to Support Student Demands for Equity and to Share Action and Accountability – Executive Committee (p. 18)

Sue Doe moves for the approval of the resolution. Floor is open for discussion.

Sue James and Sue Doe speak in favor of the resolution.

Passed unanimously.

4. UCC recommended changes to AUCC - New AUCC course category called AUCC 1C – Self, Community, World: Dialogue About Diversity, Inclusion, and Equity (pp. 19-20)

Brad Goetz makes the motion.

Miranda speaks with enthusiasm for this change to the Core Curriculum.

The motion carries. Unanimously approved.

5. Proposal from the Committee on Faculty Governance to change Section C.2.1.3.1 of the Manual. (pp. 21-22)

Steve Reising moves for the approval to these changes. This code change was sent two weeks ago as required for all code changes. Reising speaks to the motion.

Jenny Morse speaks to the importance of this section to CoNTTF and supports the changes that are recommended. Jenny speaks to the idea that only some faculty are being counted for representation while all faculty should be counted. She requests that CoNTTF's proposal be brought to FC at the first meeting in the fall.

The motion carries unanimously.

5. New Degree: Ph.D. in Music Therapy to be established **effective Fall 2020** in the School of Music, Theatre, and Dance – UCC (pp. 23-24)

Goetz makes the motion on behalf of UCC.

Wes Kenney speaks to the motion in support of it. Clarifies that the proposal should be Fall 2021, not Fall 2020.

Motion carries unanimously.

F. REPORTS TO BE RECEIVED

1. Provost/Executive Vice President – Rick Miranda

Miranda: Follows up on the note from the President from last week regarding what the university will look like in the Fall with goal of an in-person, open campus if that is legally possible. Other possibilities are being developed as need calls for such as testing and tracing protocols, residence hall arrangements. There are a dozen working groups that are making recommendations for how the university will function. The budget proposals will be handled by the Board at the June meeting. Work will continue during the summer for fall delivery. Space, student life, research, engagement, remote outreach. Many components being examined. Workforce support as well. A whole committee focusing on the health components. A great deal of activity is going on to make things go well in the fall, as it must to attract students, maintain reputation. Miranda invites questions about planning.

Matthew Malcolm, states that he has a two-part question: He appreciates the challenges the university is facing. States that it seems that faculty are being asked to prepare for both face-to-face and online delivery. Points out the challenges associated with the development of online delivery when faculty are moving off contract for the summer months. Points out that we don't have a lot of time to prepare for both delivery methods. Asks: Is it OK for a department to decide now that we are going to deliver content all on-line for the fall so that faculty have time to develop their course content properly?

Miranda: Does not think that this is the best way to think about things. We will need to provide online options but we are also hoping for in-person experiences for most of our students which means doing some planning that would enable us to go either way, or to also include hybrid delivery. Recognizes that this is a lot and that we are just catching our breath from the spring. We are going to need to work through the summer. We would prefer to have a more deliberate approach but that takes time and resources and we are looking for where those resources come from. There will be opportunities to work with instructional designers during the summer. We will not be able to develop online courses the way we prefer, deliberately and carefully. We will create the highest quality we can under the circumstances.

Karen Barrett: Brings up the need for social distancing in the event that we do have in-person classes. Are there plans to use the middle option?

Miranda: The in-person scenario is some version of a new normal with reconfiguration of classes to reduce class sizes. The middle scenario would be classes being half and half. Fully online modality for some classes to accommodate in-person classes that are best run this way.

Miranda: Goes on to a discussion of budget. Enrollment is likely to be down 10%. Tuition revenue down approximately \$30 Million in addition to a 10-20% cut in state appropriations. If we raise tuition that might provide \$8 million so a negative impact of between \$37-52 million is likely. There are also additional expenses that we cannot avoid. Revenues going down with additional expenses yields a downward impact of between \$45-60 million. These are numbers that are comparable to what happened 10 years ago—approximately 10% of ENG budget. Salary

reductions, furloughs, budget cuts to units with ENG funding, retirement incentives, retirement contribution timeout—all are being considered. It's possible that federal stimulus money could come in. We must look for ways to increase enrollment, retain and recruit students. A version of this will be presented to the Board tomorrow but a more thorough report will be made to the Board in June.

Mary Meyer: Partially online and partially on campus—Masters in Statistics. Suggests this model for other units.

Miranda: 60 classrooms are set up to do the Echo 360 delivery such as Mary Meyer refers to. We may outfit more classroom in this way this summer.

Pedros-Gascon: Asks about the President's recent email. What constitutes "impact" particularly in the current context? Would also like to have the President more accessible to Faculty Council to answer this question directly.

Miranda: Agrees that it would be better for the President to speak to her own language. But states: Our land-grant heritage is in service to the State so when the Presidents points to the value of the university and the impact of research to the state of Colorado she is referring to the impact of the land grant mission to the state.

John Elder: Asks about the fall semester. Wonders about colleagues who are part of a "vulnerable population" in terms of health concerns and classroom spaces.

Miranda: Will have to see what develops but there should be plenty to do in all sectors of our instructional mission.

Miranda: States: This is my final Faculty Council meeting. He thanks the FC for its good will and engaging efforts over the years. He reports that most Provosts do not have the cordial relationship with their FC that he has enjoyed.

Faculty express appreciation.

Silvia Canetto: Wants to follow up with questions about possible cuts to athletics and especially football as a potential source of revenue for the university.

Miranda: Most of their budget is not part of the ENG budget. They raise their own money for the most part but where it does contribute to the ENG budget, there will be impacts.

Sylvia Canetto: States that athletics cuts should be more substantial due to not being essential to the goals/mission of the university.

2. Faculty Council Chair – Tim Gallagher

Gallagher: Speaks to his appreciation to the university and the essential nature of the faculty to overall university function. It is critical that the Faculty voice be heard. Speaks to the future. He

has heard some faculty say that service on FC does not matter. But it is more important than ever. We need to have a prominent seat at the table. We are One Faculty, those on and off the tenure-track. Meaningful conversation must occur. He hopes that President McConnell will attend the FC and the EC in the next year. The President typically attends one FC meeting and one EC meeting each semester. He states his inability to get the President to attend Faculty Council and the Executive Committee as a failure of his leadership.

3. Board of Governors Faculty Representative – Stephanie Clemons

The Board of Governors held a special Board Meeting via Zoom on April 8, 2020. Due to the COVID-19 virus, the State of Colorado approached CSU-Pueblo about the potential of leasing buildings as temporary healthcare facilities. Motion made and approved: to authorize President Tim Mottet, CSU-Pueblo to negotiate with the State of Colorado concerning use of certain facilities at CSU-Pueblo for healthcare facilities.

Next Board of Governor's meeting is tomorrow, May 6 – 7, 2020. It will be held remotely.

No questions followed this Clemons' report.

4. Report by Faculty Ombuds, Kathy Rickard, of Types of Concerns and Issues Dealt With (pp. 25-29)

Kathy Rickard is unable to attend due to a family illness.

Canetto speaks to additional concerns. She requests aggregate data (by sex, college) on the profile of persons who contact the faculty ombuds. She also requests information on the typical issues leading to the contact, and the outcomes of the contact/dispositions. Such information would be used by administration to prevent recurring problems and to systemically improve faculty climate.

Pedros-Gascon speaks in support of Canetto's request for a significantly different report from the Ombuds. We need a better understanding of where the biggest issues are and these are not clear from the current report. Requests a return to this issue in the fall.

G. DISCUSSION