

MINUTES
Executive Committee
Tuesday, October 13, 2020
3:00pm – Microsoft Teams

Present: Sue Doe, Chair; Ruth Hufbauer, Vice Chair; Stephanie Clemons, BOG Representative; Timothy Gallagher, Past Faculty Council Chair; Amy Barkley, Executive Assistant; Sybil Sharvelle, Engineering; Carole Makela, Health and Human Sciences; Antonio Pedros-Gascon, Liberal Arts; Linda Meyer, Libraries; David Koons, Natural Resources; Melinda Smith, Natural Sciences; Jennifer Peel, Veterinary Medicine & Biomedical Sciences; Yolanda Sarason, Business

Guests: Brad Goetz, Chair University Curriculum Committee; Karen Estlund, Dean of Libraries; President Joyce McConnell; Joe Parker, Director of Athletics; Bolivar Senior, Chair University Benefits Committee; Susan James, Vice Provost for Faculty Affairs; Mary Pedersen, Provost/Executive Vice President

Absent: none

Chair Doe called the meeting to order at 3:02 p.m. Deferred announcements for a moment to have minutes approved first.

November 3, 2020 FACULTY COUNCIL AGENDA ITEMS:

I. Proposed Faculty Council Agenda – November 3, 2020 – Microsoft Teams - 4:00 p.m.

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – December 1, 2020 – Microsoft Teams – 4:00pm

B. MINUTES TO BE APPROVED

1. Faculty Council Meeting – October 6, 2020
2. Executive Committee Meeting – September 29, 2020

C. UNFINISHED BUSINESS

D. CONSENT AGENDA

E. ACTION ITEMS

F. REPORTS TO BE RECEIVED

- a. Provost/Executive Vice President Report – Mary Pedersen
- b. Faculty Council Chair Report – Sue Doe
- c. Board of Governors Report – Stephanie Clemons

G. DISCUSSION

H. FACULTY LIGHTNING ROUND PRESENTATIONS

October 13, 2020 EXECUTIVE COMMITTEE AGENDA ITEMS:

I. Minutes to be Approved

A. Executive Committee Minutes – September 29, 2020

Chair Doe: We have Executive Committee meeting minutes from September 29th. Asked: Are there any changes that you would like to recommend to those minutes?

Carole Makela: On page 4 under Consent Agenda it says that the UCC minutes approved by the Executive Committee on behalf of the Faculty Council. Thought we were approving them to be placed on Faculty Council agenda, not approving on behalf of them.

Minutes approved with Carole's correction by unanimous consent.

II. Items Pending/Discussion Items

A. *Announcements*

Chair Doe: Quite another busy agenda today. Want to be very conscious of this and keeping track of time. Karen Estlund, the Dean of Libraries is here. Heard at the Committee on Libraries meeting a few weeks ago about some of the challenges they are facing with databases. Invited her here today to speak a little about this. Both President McConnell and Athletic Director Joe Parker will be joining us at 4:15, willing to take questions as a follow-up to the Faculty Council meeting from last week. Have also received some input from the Committee on Non-Tenure Track Faculty that needs to be considered as we review the later part of the agenda.

Chair Doe: Noted that the Provost's report is up higher in the agenda to allow her time prior to her other meeting at 4:00 p.m. Will save the Chair's report and Stephanie's Board of Governors report to allow for other items on the agenda. Both reports will be sent.

Chair Doe: Last announcement is that President McConnell has offered to give a 5 to 10-minute report with Q&A time at each of our Executive Committee and Faculty Council meetings. Interested to hear thoughts on this, requested that members to send her a note after the meeting. Feels this is a generous offer. Reflects her desire to be a more routine presence in our meetings and offer insights.

Antonio Pedros-Gascon: Noted in the chat in support of this idea, but wants to make sure the questions are answered too. Stated that people felt she did not address the questions regarding COVID in the last meeting.

Chair Doe: Asked: Any other announcements?

Stephanie Clemons: Will not be sending a report, will be providing a verbal one next week. Deferring report.

Pedros-Gascon: Would like to ask for any recommendations of who should be on the committee that will work on the Presidential evaluation. Would like people from different disciplines to help with the survey instrument for the review of the President. Asked members to contact himself or Chair Doe if interested in volunteering.

Chair Doe: Reminded everyone that Antonio was good enough to step up and be the chair of this task force that will be meeting just this semester to develop a survey that will allow for legitimate feedback from faculty for the President's evaluation. Didn't seem in the past that it was fairly representing the faculty or the President, so it was decided that a better tool was needed.

Chair Doe: Introduced the newest member of the Executive Committee, Sybil Sharvelle. Represents the College of Engineering.

Sybil Sharvelle: Thanked Chair Doe. Works in Department of Civil and Environmental Engineering. Does a lot of research in water reuse, water recycling, and water recovery. Excited to be here.

1. The Next Executive Committee Meeting will be held on October 20, 2020 on Microsoft Teams – 3:00pm.

Chair Doe: Our next Executive Committee meeting will be on week from today in the usual Teams place at 3:00 p.m. Next Faculty Council meeting is on November 3rd, on Election Day.

B. Provost/Executive Vice President Report – Mary Pedersen

Provost Mary Pedersen: There are a lot of questions around Fall Break, and what happens after that. We have collected information and questions from around campus, and will work on getting answers for all these questions, then send out a general communication. The Teaching Continuity Committee will also be sending out more specific communications. Noted that campus will be open after Fall Break, need to address a lot of specific issues.

Provost Pedersen: We are collecting more information around the spring semester schedule. Will hopefully be making a final decision in the next week. Major option that has come forward from the Teaching Continuity Committee is to move spring break 4 weeks later, into April, and then taking all courses remote. Lots of concerns about level of fatigue if we do not to have a break, so would not be getting rid of spring break. Whole campus is feeling a level of fatigue right now, really trying to consider that very carefully as we are looking at the spring schedule.

Provost Pedersen: Undertaking an initiative for enrollment management and enrollment planning for next fall. The last two years, the incoming classes have been smaller. This was intentional two years ago, this year it was because of COVID. We are looking at marketing, and thinking about what the right number of students would look like. President McConnell will continue to lead Strategic Transformation sessions, will be bringing this out to a larger group at some point soon. Asked for questions.

Ruth Hufbauer: Referenced suggestions regarding aligning spring break with Poudre School District. Asked: Do you think they are going to make a similar shift?

Provost Pedersen: Kelly Long has been staying in communication directly with them, and the goal was to try to coordinate and work with them. They have indicated that they have not made a decision regarding spring break at this point. Does not sound like there will be an opportunity to do that in a timely manner. Mentioned that another issue is that other school districts may not match up with Poudre. It doesn't look like we will have enough information from them for us to make an informed decision. Kelly has made a very strong effort to stay in good communication with the different school districts.

Hufbauer: Know that Poudre is the big one, would be hard on parents if they are not aligned.

Provost Pedersen: Will continue to encourage them when we make our decision to have them take that into consideration. Will make sure Kelly keeps reaching out. Thanked Ruth.

Pedros-Gascon: Wanted to transmit concerns, have been contact by several faculty. All of them felt that the explanations provided in the last Faculty Council regarding Erica Suchman's questions were not answered. Would like a follow-up to that, feel the response was non-existent.

Provost Pedersen: Thanked Antonio for bringing this up. Have a meeting scheduled this coming Thursday with both Erica and Judy. Reached out to both of them, recognized that there wasn't enough time in the meeting to really address all the issues. Intent of meeting is to spend more time listening to what their real specific issues and to try to address as many of the questions as we can. Lori Lynn from Public Health will also join us on the meeting, have also invited Heather Pidcoke, our Medical Director. First attempt is to set up this meeting to address some of those concerns and then go from there.

Jennifer Peel: Want to follow up on Antonio's question, thinks it great that a meeting is set up with Erica and Judy. Would encourage a broader response than just Erica and Judy, there is lots of interest in this topic. There are very similar questions and concerns across campus, wouldn't want to put it on Judy and Erica to disseminate the information from the meeting.

Provost Pedersen: Thanked Jennifer for the recommendation. Commented that the meeting was open, invited anyone from the Executive Committee interested in joining. The meeting is on Thursday morning from 9:00am to 10:00am. Will make sure we follow up with some community-wide communication.

Chair Doe: Asked: Are there any further questions for Provost Pedersen? Thanked Provost Pedersen for coming and fielding further questions. Wanted to reiterate to the group that there is a precedent with Faculty Council to have discussions that are not in the context of a formal Faculty Council meeting or Executive Committee meeting. Possible to organize a broader conversation if there is a will and interest in doing that.

C. Old Business

D. Action Items

1. UCC Minutes – September 25, 2020

Chair Doe: We have UCC Minutes from September 25th. Asked: Do we have a motion to approve these minutes?

Pedros-Gascon: Moved.

Chair Doe: Reminded members that motions from standing committees do not require a second. Asked: Are there any corrections to these minutes? Hearing none, requested a vote in the chat.

Motion passed. Minutes will be placed on Faculty Council agenda for November 3, 2020.

2. UCC Minutes – October 2, 2020

Chair Doe: Now we have UCC Minutes from October 2nd. Asked: Do we have a motion to approve these minutes?

Melinda Smith: Moved.

Chair Doe: Asked: Are there any correction needed in these minutes? Hearing none, requested the votes in the chat.

Motion passed. Minutes will be placed on the Faculty Council agenda for November 3, 2020.

3. University Curriculum Committee Proposal – Brad Goetz, Chair

Chair Doe: We have a proposal from the University Curriculum Committee. Invited Brad Goetz to speak to this proposal.

Brad Goetz: At this point, just a request for a discussion item. Proposal lists the request that was made last year, and then the special action item that was approved by the Faculty Council. The University Curriculum Committee supports approving the addition of all instructional formats for all courses previously approved in any format, and then on the floor of the Faculty Council, that was adjusted to apply to the COVID period at that point. The blanket coverage by Faculty Council for courses to be offered online will expire at the end of Spring 2021. Noted that it might not matter much, as the State of Colorado and the Higher Learning Commission will tell us how we are able to teach courses as we move into the summer and fall. Asked members to consider over the next few weeks if they feel this is a worthwhile action item for the University Curriculum Committee to put in front of Faculty Council. This time it is a much simpler statement. The draft version proposes that all approved courses may be offered in any mode of delivery, face-to-face, online, or mixed face-to-face and online. The rationale is more flexibility for both students and units of faculty. Number of concerns among the faculty, noted in the proposal. Hoped to start a discussion about what this means and doesn't mean, whether it is

something that would be supported by the Executive Committee and maybe move to the floor of the Faculty Council for at least another round of discussion.

Chair Doe: Clarified to members that Brad and the University Curriculum Committee are just calling for a discussion item.

Goetz: Correct, a discussion item for Executive Committee and then a decision, hopefully, as to whether or not to take forward as a special action item to Executive Committee and then Faculty Council.

Chair Doe: Asked: Do we need a motion on that, Brad?

Tim Gallagher: Clarified that you can do it with or without a motion. Noted that even without a motion, the Chair of the Faculty Council has the ability to place something on a forthcoming agenda.

Chair Doe: Would like to suggest that we do exactly that, that we will place this on the agenda next week for discussion. Asked: Is there any additional information that members of this committee feel that they would need before we engage in that conversation next week?

Pedros-Gascon: Stated that he will contact all of the College of Liberal Arts representatives and inform them about this item. Anything Brad believes could be important for the discussion to happen, we would be welcome to receive it and share it.

Makela: Asked: What information will students have so they know how they can plan their lives? Will make decisions based on how courses are offered, should be able to plan their full year schedule. Asked: What vehicles will be provided to provide them this information?

Chair Doe: Thanked Carole for that important point. Important part of the discussion, possible this lies outside of the purview of the University Curriculum Committee, but something we should be interested in discussing. Requested that this be placed on the Executive Committee agenda for October 20th. Asked members to think about this discussion item and seek feedback as you see fit.

4. University Benefits Committee 2019-2020 Annual Report – Bolivar Senior, Chair

Chair Doe: We have our University Benefits Committee Annual Report. Bolivar Senior is here in case there are any questions on this report. Asked: Were there any questions?

Pedros-Gascon: Asked about the openings in the committee and when they will be filled.

Bolivar Senior: Reported that the non-tenure track faculty position was filled as of yesterday, after being open for a long time.

Chair Doe: Asked: Was it just one opening? Antonio made it seem like several were open.

Senior: The APC position is also open, not sure when they will be filling that position.

Pedros-Gascon: Would encourage that rather than waiting for them to send their recommendation, to announce the openings, not to invite people, as a way to have more diverse representation. Expressed concerns last year that there were openings not being announced. In order to achieve the most diverse pool of people representing, it makes more sense to have people volunteering rather than people being identified by members who are already on the committee.

Senior: Thanked Antonio for his feedback. Agreed, and stated that this was the sort of input that was actionable.

Chair Doe: Directed members to the last page of the University Benefits Committee report, on the report of the Defined Contribution Plan (DCP) Medical subsidy. Had discussed this last year, wanted to acknowledge the University Benefits Committee's efforts to address this issue. Asked Bolivar to give a brief explanation of the work done for those unfamiliar with the topic.

Senior: Probably a benefit that not many are aware of. Disparity between people that are on PERA and on the Defined Contribution Plan. In PERA, when you require, the University will pay for a green level medical plan for life. In the Defined Contribution Plan, it's only \$200 a month. Noted that it was never written that the University would keep up with the green plan cost. The \$200 was enough when it was implemented, but it hasn't changed. This must be addressed because it is inadequate coverage, especially for those who are paid the least.

Chair Doe: Wanted to commend this committee, really looking out for employees. They are noting discrepancies that often fall disproportionately on those who are paid the least. Asked: Are there any other questions?

Chair Doe: Asked: Can we have a motion to place this report in the record? Reminded members that this is an annual report from a committee and cannot be amended.

Yolanda Sarason: Moved.

Pedros-Gascon: Second.

Votes were requested in the chat. Motion passed. Report will be placed into the record and placed on agenda for the Faculty Council meeting on November 3, 2020.

E. Reports

1. Faculty Council Chair Report – Sue Doe
2. Board of Governors Report – Stephanie Clemons

Chair report will be sent separately by email. Board of Governors report has been deferred to a verbal report on October 20, 2020.

F. Discussion Items

1. Discussion about Library – Karen Estlund, Dean of Libraries

Chair Doe: Welcomed the Dean of Libraries, Karen Estlund to the meeting. Invited her to speak to a little bit of what is going on in the libraries.

Dean Karen Estlund: Thanked everyone for having her at the meeting. Had started negotiations in January, with our Elsevier contract up in December. Peer institutions that are economically affected can't contribute as much. Still currently in negotiations, stated that some items were confidential due to the ongoing nature of those negotiations. Requested to be kept on the agenda, as it appears to be working.

Chair Doe: Asked about the library budget and how they were feeling about the future. Was mentioned in the Faculty Council meeting the week prior. Asked: How can the Faculty Council help?

Dean Estlund: Had mentioned at the recent Committee on Libraries meeting was that the Association of Research Libraries, which does rank research libraries and research institutions based on investments, fell from 91 to 104 out of about 113. So that's based on the money and the personnel resources that we put into our research library compared to others. Definitely in the bottom end. Lots of questions as COVID as hit. Currently working in the libraries on some more data-informed decisions and some benchmarking. Doing some strategic planning. Purchased two software licenses that will allow us to analyze usage in our collection so we can make a smart investment. Would like to get more information to present to the committee before asking help on that, but something to keep in mind, particularly with accreditation for programs as well.

Pedros-Gascon: Asked about Spanish language literature. The kind of materials we need to have access to are not registered there, have been asking for libraries to get the database for Spanish literature. Stated that he often has to go to CU Boulder to get access to that literature.

Dean Estlund: Stated agreement that budgets are limited, and that tough decisions have been made. Hoping to use data analysis to see where the gaps are, where we need the resources that are missing, and what the cost would be to get us to that level.

Chair Doe: Asked: In part of your data-driven decision-making that you're trying to do, would it be useful to have feedback from faculty in terms of where they perceive the gaps?

Dean Estlund: Yes, definitely. That's part of our plan once we collect the data analysis.

Clemons: Stated appreciation for all the support from the libraries, for students with laptops and things like that. Had four students in a class last spring who were thrilled to get a laptop sent to them free of charge that they could use to be able to work in the COVID environment. Have gotten great support from the libraries.

Dean Estlund: Thanked Stephanie. Working with Brandon Bernier to figure out with financial aid on the number of laptops that are being requested, so we can make sure we have enough for students in the future. Has been a really good collaboration.

Smith: Mentioned that the process for downloading articles has been made really easy, and thanked the library for that.

Chair Doe: Mentioned the CSU flood of 1997. CSU set the standard for inter-library loan.

Dean Estlund: A lot of great pride in the library, CSU libraries has set the standard for modern inter-library loan. Well-known nationally and internationally.

Clemons: Would like to make a non-formal motion to keep this on as an agenda item for the next two weeks until this is finished being negotiated. Feel this is having a strong impact on the discussion.

Dean Estlund: Hope is to not have to come before Faculty Council at all, but do keep us on agenda.

Chair Doe: Thanked Dean Estlund for keeping the committee posted, and noted that this topic will be kept on the agenda.

2. Discussion of October 6, 2020 Faculty Council Meeting

i. Committee on Non-Tenure Track proposal and discussion

Chair Doe: Would like to first focus our attention on the other discussion item that occurred at the Faculty Council meeting regarding the proposal from the Committee on Non-Tenure Track Faculty. Discussed the proposal and the discussion item as a refresher for members. The Committee on Non-Tenure Track Faculty have outlined changes that would allow them to serve on Faculty Council. The Committee on Faculty Governance have stated they would prefer further input from units on the issues the proposal touches on. They would like discussion within units, feedback from those units, and then have an additional discussion and present findings at the Faculty Council meeting on December 1st, with the potential for voting in February. The Committee on Non-Tenure Track Faculty object to this. They suggest that the Committee on Faculty Governance should be able to move forward without seeking input. Noted that they do support the effort to get more input, but do not believe the mechanism that the Committee on Faculty Governance has in mind is not the best strategy. Believe that Deans and department heads are part of the power structure that make it difficult for non-tenure track faculty to participate. They propose a survey or comment boxes rather than housing this within departments. The Committee on Non-Tenure Track Faculty like the timeline, but prefer a different approach.

Vice Provost Susan James: Had a suggestion to make sure that all faculty, not just Faculty Council representatives, knew that this would be on the agenda soon. Felt all faculty should be aware this discussion is happening.

Gallagher: Observed that last year there was a slight majority opposed. Possible there has been some shift, may be more receptive. At some point, should appeal to the Committee on Faculty Governance to send it forward, and to let the Faculty Council vote. Perhaps the Executive Committee could encourage the Committee on Faculty Governance to simply move this forward.

Chair Doe: Have made this appeal to Steve Reising. He is adamant that the Committee on Faculty Governance was not comfortable moving this forward without further input.

Clemons: Think the idea from the Committee on Non-Tenure Track Faculty to take this to the campus as a whole is a good one, rather than taking it to units. Feels head of units are inundated with other information that it may get lost. Suggested a possible Town Hall.

Hufbauer: Noted in the chat that a possible disadvantage to pushing it forward hard is that Faculty Council wouldn't be supportive until they learn more. Likes the idea of an open forum and/or a survey.

Pedros-Gascon: This is a university-wide kind of decision, should not be limited to just Faculty Council.

Sarason: Noted in the chat that however we get feedback that it seems important to have it by colleges since it impacts different colleges differently.

Makela: Noted in the chat that this issue should be presented in its parts—non-tenure track faculty included in the base for elections, representatives on Faculty Council committees, servings as officers. These are not singular issues.

Chair Doe: Thanked everyone for their feedback. Will work with Amy Barkley to get this information to the Committee on Faculty Governance.

Clemons: Pointed out that if we take it university-wide, we might learn things that the Committee on Faculty Governance, the Committee on Non-Tenure Track Faculty, and Executive Committee haven't thought of yet.

David Koons: Noted in the chat that a survey might allow a higher percentage of faculty to provide their input than a forum, due to schedules, etc.

Vice Provost James: Noted in the chat that a survey would get some nice unit-specific feedback, but commented that there is a general survey fatigue right now.

Clemons: Suggested in the chat that maybe both a Town Hall and a survey would work.

Hufbauer: Noted in the chat that getting participation in a forum or survey may be a challenge.

Chair Doe: Know both committees are interested in having this question resolved to the come before the faculty as a whole as soon as possible. Will make sure to collect all this information, appreciated all the feedback. Will get it back to the Committee on Faculty Governance.

ii. Discussion with President McConnell

Chair Doe: Commented that the Faculty Council meeting was jam-packed. There was a lot of important material, but the conversations had to be abbreviated. Felt this was unsatisfactory to many faculty members. Have invited both President McConnell and Athletic Director Joe Parker on the call, both are interested in hearing your questions.

President Joyce McConnell: Thanked everyone for having them. Felt there wasn't enough time to address the concerns, wanted to come back to this group and eventually Faculty Council.

Chair Doe: Suggested dividing the conversations, COVID and budget within athletics as separate issues.

President McConnell: Important thing to repeat from the Faculty Council meeting is that every time we have a positive case, we are required to contact and inform that person within 24 hours and do all contact tracing within 48 hours. Was only able to touch on this quickly at that meeting. In all contact tracing done, no cases of classroom transmission.

Jennifer Peel: Discussed concerns about evidence that is being used to inform decisions. Feel like faculty want to know more information about the process, who is making the decisions, and what data they are looking at. Discussed transparency and equity issues. Comes down to specifics.

President McConnell: Asked members if they had been able to attend the recent Town Hall, many researchers were present and presented a lot of information on the data itself, but also how they get the data.

Peel: Stated she had not been able to attend or watch.

Sarason: Noted in the chat that the Town Hall felt very informative. Was not sure where to find it, thought it would be able to be viewed later.

Chair Doe: Noted in the chat that we will find the Town Hall recording and send to everyone.

President McConnell: Discussed the slides provided by the researchers at the Town Hall. There is a public health unit at CSU certified by the county so that everything the county can do, we can do. Historically they have dealt with the flu, etc. Looked at people who could help with other services, student services, logistics, communications, etc. In June, when researchers had cranked up their research on transmission and vaccinations, they started researching how to use their research specialties to mitigate transmission. Cover a large range of areas—wastewater testing, faster PCR and saliva testing, data and predictability, WiFi and cell signals to help trace large gatherings and movements to help with contact tracing. Public Health logistics team meets three times a day, researchers meet several times a day, and then everyone gathers for one big meeting to examine the data and script the next days testing given this data. Have been testing roughly 1,000-3,000 people a week, focused by the 17 wastewater sampling sites so we know where the viral signal is high. Anyone positive is moved into quarantine. Isolation is for 10 days,

quarantine is for 14 days. With saliva testing, all students will be tested every 10-14 days. Prevalence rates determine if whole halls are tested.

Peel: Really helpful to know the process being used. Asked: More broadly, what is the evidence that on-campus teaching is safe, more specifically, what is the evidence that football is safe?

President McConnell: We are in constant contact with the state epidemiologist, our data is available to them on a daily basis. We are doing aggressive testing. Understand that most people want a strict number for benchmarks, but epidemiologists look at various factors, no strict number. Look at multiple factors—prevalence rate, speed of transmission over a two-week period, the concentration of hospital beds being used by COVID patients, whether people are conforming to protocols. Wanted to remind members that when we talk about “return to play” it is not just football, but all of our 16 sports. State and county were consulted with. State has given the okay for high school sports to be played.

Hufbauer: Noted in the chat that one question people have right now is how is it that football games are safe outside of the NCAA perspective. Asked: What is being used to determine that it is okay for athletes to essentially be in the same bubble, given that there are more than ten of them? Notes that this may be the Larimer County group limit.

Athletic Director Joe Parker: Discussed physicians available to the athletic department. Lots of expertise relating to students on a daily basis. Stated that President McConnell was comprehensive. We can work with the much smaller group of athletes really well and easily, know them well and can reach them easily. Followed CDC protocols with masks and spacing when they came for conditioning. Have been working hard on social norming, refining messaging. Discussed concerns brought up about peer pressure, went back to comment made during Faculty Council meeting about how they wiped rosters clean and students were allowed to decide to opt in. Students could opt out without losing their scholarships. Eleven students opted out, 6 from football, 5 from other sports. Opting out means separating from team activities, with the exception of the academic support center. Discussed the testing process, how frequently the football “inner bubble” of 107 people (athletes, coaches, and other) is getting tested, 3 times weekly for the next 11 weeks.

Hufbauer: Noted in the chat that the level of testing is great and so very helpful in slowing and preventing further spread, but does not eliminate spread.

Athletic Director Parker: Noted in the chat that testing is a tool, it does not stop viral spread.

Chair Doe: Noted in the chat that one of the factors affecting concern from faculty about how decisions at the highest order are made is that faculty don’t feel they have sufficiently included in the discussions and decision-making. Not sure if others agree, but this is a common complaint across the country—the need for more faculty inclusion in shared governance during the COVID era. Certainly faculty in various research areas have contributed to the science but the decision-making less so.

Gallagher: Stated in the chat that he believes many faculty have concerns about the risk of face to face classes. Some are concerned with football players coming into classes after playing and practicing in an environment where is close contact, no masks, and lots of droplets generated. Personally offers one synchronous class per week, in my classes that are online. Gets about a 10% attendance rate in the live classes. The others watch the recording. Hearing from colleagues that attendance in face-to-face classes are low. Students know they can see the entire class on their own timetable through the recording available online. Many faculty are concerned about the risk of teaching face-to-face in a classroom with high risk students, such as football players, with relatively minor benefit (small percent of students enrolled in the class attending a given live class section).

Hufbauer: Noted in the chat in agreement with Tim. Stated that the information from President McConnell about no classroom spread so far is really reassuring. Possibly a message we can try to get out. Might be good to know how many people tested positive for COVID and while they were likely to be contagious (prior to testing) had gone to an in-person class.

Peel: Asked in the chat: Are we testing every student, along with faculty and staff, on a regular basis?

Pedros-Gascon: Asked about some of the concerning findings from the investigation with one of the coaches denying the importance and gravity of COVID-19. Would also like to discuss the racial issues discussed in the report down the line. Pointed out that the report indicates that the investigators didn't try to find if the allegations were substantiated or not. Wondered what the logic of an investigation that is not trying to find out if the allegations were true or not. Asked if the President's Office had requested not to pursue that part of the investigation.

President McConnell: Stated she never had contact with the investigators, it was managed through the office of General Counsel. Can assure that it was a thorough and independent investigation. They interviewed 115 people. They do not draw conclusions on the findings themselves, just report statements of those they interviewed. Do not go through a process of weighing which side they come down on, but make recommendations in the end of what we should be doing going forward. Now starting work on those recommendations. The report was not influenced in any way—it was absolutely credible.

Pedros-Gascon: Said that the conclusions (national events) did not reflect what was actually reported. Expressed concerns about the conclusions drawn in the report. Asked: Did General Council request not to pursue that part of the investigation?

President McConnell: Important to understand that they did not report on all 115 people they interviewed. Different approaches to the investigations regarding COVID and the racial reports. Focused now on how to move forward with the recommendations.

Pedros-Gascon: Feels there were some serious instances in the reports, strongly disagrees with the terms "positive and reassuring" being used to describe these reports.

Chair Doe: Interjected to see if others had questions.

President McConnell: Wanted to be clear that when she called it a “positive report”, it is positive because we have things we can address, whether it’s on an individual level or a systematic level. Completely committed to doing both of those things.

Chair Doe: Asked about what happens once games start.

Athletic Director Parker: Stated that when there has been COVID within rosters elsewhere, games have been cancelled. The student themselves didn’t want to take the year off. This is a lifestyle for them, something they are committed to, and they didn’t want to forfeit a year entirely. Each one of us manages our own level of what level risk we can tolerate.

Makela: Asked in the chat: What are the plans for home games as per student attendees, fans, or when will we know?

Chair Doe: Have had some questions regarding the difference with football, much more close contact. Different level of concerns, number of players and staff. Questions also around the stadium, fans, and implications of those.

Athletic Director Parker: The NCAA has identified programs and categorized them as high, medium, and low concern. Focus always seems to fall on football, a sport that is high contact. We represent only 1% of the student body, but 2% of minoritized population on campus. Feel this group would benefit from hearing from our Student Success Group, have been doing good work for our students. We are currently planning with no fans in the stadium, decision was made in conjunction with the Pandemic Preparedness Team and Public Health. Has requested to use the process the Broncos are using for fans in the stadium, not sure if that will be allowed.

Chair Doe: Stated in the chat agreement that the Student Success Group is outstanding, passionate, and dedicated. Also noted a love of athletics, as a parent of a Division I athlete and herself having played a college sport. Does not think this is an anti-athletics set of concerns.

Pedros-Gascon: Stated in the chat his agreement with Chair Doe’s statement, and that if we discuss minorities being served, the College of Liberal Arts has a great record for a really poor budget.

Gallagher: Noted in the chat concerns about teaching a face-to-face class on a Monday following a Saturday football game, concern about risk of having a football player student in the classroom.

President McConnell: Discussed level of testing, how it is different from the testing of the general public. Important to know where we fit in the scope of the pandemic. Also noted the public health officials do see testing as preventing further spread.

Athletic Director Joe Parker: Population of students are the most tested students. We work with UC Health, Public Health. We are working very hard to make a good experience for all our students. Commented on Tim’s concerns as mentioned in the chat. Would organize our testing schedule so that a student would not return to class before they have had a chance to have a COVID test and have the results returned.

President McConnell: Wanted everyone to know that testing is taking a lot. People are working around the clocks, groups working 24-hours a day to make this possible.

Sarason: Suggested in the chat that in the future we should probably separate discussion of athletics and COVID versus the overall COVID response.

Chair Doe: Expressed appreciation for both President McConnell's and Athletic Director Joe Parker's attendance. Noted that their efforts were appreciated. Did not want to downplay concerns being expressed, but do recognize the amounts of efforts that have been put forward during this difficult time.

President McConnell: Important for everyone to realize our appreciation for faculty and everything they are doing. Understand that it is not easy, always impressed by what faculty are doing.

Chair Doe: Thanked them both again for coming, and look forward to having them back again next week so we can talk again.

G. Faculty Presentations

No motion taken. Chair Doe called the meeting adjourned.

Executive Committee adjourned at 5:15 p.m.

Sue Doe, Chair
Ruth Hufbauer, Vice Chair
Stephanie Clemons, BOG Representative
Amy Barkley, Executive Assistant