

To Faculty Council Members: Your critical study of these minutes is requested. If you find errors, e-mail immediately to Amy Barkley.

NOTE: Final revisions are noted in the following manner: additions underlined; deletions ~~over-scored~~.

**MINUTES**  
**Faculty Council Meeting**  
**October 6, 2020 – 4:00pm – Microsoft Teams**

**CALL TO ORDER**

Chair Doe called the meeting to order at 4:01 p.m.

Chair Doe: Want to begin with a little note to preface from the Faculty Manual. In the Manual, academic freedom is the freedom of the faculty to discuss all relevant matters in the classroom, to explore all avenues of scholarship, research, and creative expression, to speak or write on matters of public concern as well. These freedoms come with responsibilities. Faculty are expected to follow professional standards for discourse and publication to indicate when speaking on matters of public interest that they are not speaking on behalf of the institutions and to conduct themselves in a civil and professional manner. Had the opportunity to sit on President Youga of Kosovo's presentation today, where it was stated that civic engagement is central to any democracy. Courage, she said, is seeking the input of the people, hearing their concerns, and both caring about them and learning from them. Urged members to keep these principles in mind.

Chair Doe: Reminded members of Teams etiquette, including muting cameras and audio when not speaking. Requested all requests to speak be placed in the chat. Reminded everyone that only voting members can vote, and that the meeting is being recorded to confirm accuracy of minutes.

**FACULTY COUNCIL AGENDA ITEMS:**

**I. FACULTY COUNCIL AGENDA – October 6, 2020**

**A. ANNOUNCEMENTS**

1. Next Faculty Council Meeting – November 3, 2020 – Microsoft Teams – 4:00pm

Chair Doe: Next Faculty Council meeting will be on November 3<sup>rd</sup> at 4:00 p.m. in the normal Teams place.

2. Confirmation of Faculty Council Registered Parliamentarian ---  
Lola Fehr
3. Confirmation of Faculty Council Executive Assistant – Amy  
Barkley

Chair Doe: Would like to confirm our Faculty Council Registered Parliamentarian Lola Fehr, and our Faculty Council Executive Administrative Assistant Amy Barkley. Normally done at the first Faculty Council meeting, but deferred to today.

Chair Doe: Lola Fehr has been the Parliamentarian of the Faculty Council since Richard Eykholt was chair, around 2010 or 2011. She has contracts to serve as the parliamentarian for the National Student Nurses Association, American Academy of Nursing, and serves on several HOAs and national associations. Has also worked as a consultant and leadership development with the Association of Board Members.

Chair Doe: Amy Barkley is our new Executive Administrative Assistant. She grew up in Colorado, and was a theatre major at CSU. Her background as a stage manager has been crucial to the work of the administrative assistant to the Faculty Council.

Chair Doe: Asked: Are there any objections to the confirmation of Lola Fehr and Amy Barkley to their roles?

Accepted by unanimous consent.

Chair Doe: Added a little announcement that was not on the agenda. Was contacted by the new ASCSU officers, Hannah Taylor and Jasper Sloss. They are both here to introduce themselves.

Jasper Sloss: Introduced himself as the new ASCSU Chief of Staff.

Hannah Taylor: Thanked everyone for having them. Newly elected student body president. Double majoring in history, German, and political science. Emphasized that the ASCSU administration really wants to work closely with faculty this year to assist with dealing with some of the unexpected challenges. There are three overarching goals of this administration: to increase awareness of ASCSU among the student body and make sure they are aware they have a student government to represent them, increase transparency, and find ways to make sure students still feel connected to CSU this year and find ways to improve their academic experience. Would like to introduce Mitch Ballew, who is the Director of Academics.

Mitch Ballew: Director of Academics for ASCSU. Has previously served in this role. Realizes that this year will be different, with the hybrid and online classes, but feels up for the challenge. Excited to see how students and faculty can work together to create an environment that students are still able to learn and do well. Is now an Health and Exercise Science major, part of the honors program. Excited to be working with everyone.

Chair Doe: Thanked them all for being there. Congratulated each of them and welcomed them aboard.

## **B. MINUTES TO BE APPROVED**

1. Faculty Council Meeting – September 1, 2020
2. Executive Committee Meeting – August 25, 2020

3. Executive Committee Meeting – September 8, 2020
4. Executive Committee Meeting – September 15, 2020
5. Executive Committee Meeting – September 22, 2020

Chair Doe: Asked: Are there any portion of the minutes requiring correction? Hearing none, requested a motion to approve all the minutes.

Wes Kenney: Moved.

Melinda Smith: Second.

Minutes approved by unanimous consent.

### **C. UNFINISHED BUSINESS**

1. Return to postponed discussion on Committee Annual Reports
  - i. Faculty Council Standing Committee 2019-2020 Annual Reports
    - a. Faculty Council Report to the Board of Governors
    - b. Committee on Faculty Governance
    - c. Committee on Intercollegiate Athletics
    - d. Committee on Libraries (**pending**)
    - e. Committee on Non-Tenure Track Faculty
    - f. Committee on Responsibilities and Standing of Academic Faculty
    - g. Committee on Scholarship, Research, and Graduate Education
    - h. Committee on Scholastic Standards
    - i. Committee on Strategic and Financial Planning
    - j. Committee on Teaching and Learning
    - k. Committee on University Programs
    - l. University Curriculum Committee

Chair Doe: Had received these reports early on in the first Faculty Council meeting. Heard there was an interest in discussing these further. Reminded members that the reports are not subject to amendment. Asked: Are there any comments or questions regarding these reports?

Antonio Pedros-Gascon: Had a question pertaining to page 89 of the report from the Committee on Intercollegiate Athletics. There is a comment about a lack of transparency that merits further explanation. Asked: Is there a member of the committee who could answer that? If not, asked if able to provide a written question and get a written answer.

Todd Donovan: Present to discuss the report. Was unsure what the question was.

Pedros-Gascon: On page 89 of the report, explains some issues with transparency between the athletics and the athletic administration and students, about the state of certain issues or ongoing.

Stated in the chat the full quote: “Also, some issues with transparency between the athletic administration and the students about the state of certain issues or ongoing problems.” Would like to have a better explanation of what is going on specifically in that report.

Cynthia Brown: Noted in the chat that the quote in question is on the bottom of the second page of their report, the bottom of page 89 in the packet.

Chair Doe: Asked: Todd, are you able to offer any insight into that?

Donavan: Not seeing the quote Antonio is providing here. Not sure transparency was discussed in that report at all.

Chair Doe: Possible we have a discrepancy in the report. Perhaps need to take this offline and pursue this in another way.

Shane Kanatous: Stated that the comment is there. Clarified that students said they don’t always have clear communication from athletic administration, so the committee is meeting with students to make sure that lines of communication are clear. Has been meeting with each athletic group to discuss what our charge is and what we do, so we can be a bridge and make sure that communication is flowing properly.

Pedros-Gascon: Asked about athletic budget. Expressed concern over ongoing issues of transparency with that unit.

Kanatous: Stated that they are not actually in charge of releasing the budget on athletics.

Pedros-Gascon: Discussed section in the Faculty Manual that describes their duties. Mentioned it includes a statement that says they are in charge of financial decisions, budget is part of that decision.

Donavan: Would disagree with that. In charge of student welfare, basically on the academic side. Have nothing to do with the budget.

Chair Doe: Feel we have reached an impasse. Think perhaps there are some questions to be followed up on, but feel we are not going to get any further at this time.

Mary Van Buren: Asked about the report from the libraries. Would like to find out what is going on.

Amy Barkley: Reported that the executive assistant of the committee retired, so their report is delayed. Hope to have it at an upcoming meeting.

Chair Doe: May have more than a report from the library at the next meeting. Have been in conversation with the Committee on Libraries, and they are interested in being a discussion item for one of our upcoming meetings. Asked: Are there any other comments on the reports?

Reports received. Will be placed into the record.

#### **D. CONSENT AGENDA**

1. UCC Minutes – August 28, September 4, 11 & 18, 2020. UCC Minutes approved by Executive Committee on behalf of Faculty Council.

Chair Doe: We have University Curriculum Committee minutes. Asked: Can we have a motion before discussion?

Brad Goetz: Moved.

Smith: Second.

Chair Doe: Asked: Anything to discuss further? Hearing none, requested a vote.

Poll did not show up, members voted in the chat. Unanimously approved.

#### **E. ACTION ITEMS**

1. Revisions to the *Graduate and Professional Bulletin*: The Advisory System – Committee on Research, Scholarship, and Graduate Education, Melinda Smith, Chair

Smith: On behalf of the Committee on Research, Scholarship, and Graduate Education, we ask that the Faculty Council adopt the revisions made to the Advisory System section in the Graduate and Professional Bulletin.

Chair Doe: There is no second necessary. Asked: Is there any further discussion or explanation?

Smith: Not really, nothing above the rationale. Pretty self-explanatory.

Chair Doe: Asked: Any discussion or questions?

Unanimously approved. Will include revision of adding “s” to word “department” as mentioned by Linda Meyer.

2. Revisions to the *Graduate and Professional Bulletin*: Inter-University Graduate Programs – Committee on Scholarship, Research, and Graduate Education – Melinda Smith, Chair

Smith: On behalf of the Committee on Scholarship, Research, and Graduate Education, move that the Faculty Council adopt these changes as shown in the packet.

Chair Doe: Asked: Any discussion or explanation?

Smith: Would be happy to answer any questions, also self-explanatory.

Chair Doe: Asked: Can we have a motion?

Stephanie Clemons: Moved.

Jason Bernagozzi: Second.

Chair Doe: Reminded members that we do not need a second since it comes from a committee.

Asked: Any discussion of this item? Hearing none, requested votes in the chat.

Motion passed.

3. Motion for Graduate Positions on Standing Committees –  
Committee on Faculty Governance – Steve Reising, Chair

Steve Reising: On behalf of the Committee on Faculty Governance, would like to present the graduate nominees for positions on standing committees as shown in the packet.

Chair Doe: Thanked Steve. Asked: Is there any discussion?

Jenny Morse: Yes, the Committee on Non-Tenure Track Faculty has positions for undergraduate and graduate student representatives that need to be included in this election.

Reising: Would be happy to include them in the next go around. Didn't get to them this time.

Chair Doe: We have a motion from the floor. Asked: Any further questions? Requested votes in the chat.

Motion passed.

4. Motion for Faculty Council Standing Committee Representatives  
– Committee on Faculty Governance – Steve Reising, Chair

Reising: The Committee on Faculty Governance moves for the election of the nominees of academic faculty to Faculty Council Standing Committees as seen in the packet.

Chair Doe: Thanked Steve. Asked: Is there any discussion? Hearing none, requested votes in the chat.

Motion passed.

5. Title Change to All-University Core Curriculum (AUCC)  
Category 1C – University Curriculum Committee – Brad Goetz,  
Chair

Brad Goetz: This is a change to the newly approved 1C category. The previous title was “Self, Community, World: Dialogue about Diversity, Inclusion, and Equity”, and we would like to propose a change to “Diversity, Equity, and Inclusion” so it is more in alignment with the existing two categories and is a simpler title.

Chair Doe: Thanked Brad. Asked: May we have a motion on this and then discussion?

Cynthia Brown & Kenney: Moved.

Chair Doe: Asked: Is there any discussion? Requested votes in the chat.

Motion passed.

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

Chair Doe: Asked: Are there any questions regarding the Board of Governors report from Stephanie Clemons or Chair report before yielding time to the Provost? Hearing none, yielded floor to Provost Pedersen.

### **1. Provost/Executive Vice President Report – Mary Pedersen**

Provost Pedersen: There is a Board of Governors meeting Thursday and Friday this week. They will be sharing our budget. Economic forecast from the office of state planning shows improvements over the prior forecast. Higher education has been excepted from furloughs. Enrollment was better than anticipated. The systems office would like us to plan around a no tuition increase with a 10% or 20% budget reduction (\$15 or \$30 million) and a 3% tuition increase.

Provost Pedersen: Initially had projected a 7% student head reduction for this year, but was only 5%. Resulted in an estimated additional \$7 million in tuition revenue. Enrollment is looking good, encouraged by this. Have not had an increase in university withdrawals to date compared to previous years, so we hope the numbers stay strong. Had about 1,000 students defer their start time one semester or one year.

Provost Pedersen: On expense side, there will be no merit or cost of living salary increases. Promotions will come with salary increase. Will continue to provide resources to faculty, invest in student success initiatives, and research infrastructure.

Provost Pedersen: Would like to commend the task force for the non-tenure track faculty for the tremendous work they did last year, and would like to acknowledge the recommendations that were completed. Putting together a new charge for the task force to continue the work and they have recommended adopting the language from the Faculty Manual to change the title to continuing, contract, and adjunct faculty, CCF. Feel this reflects a more inclusive description of the faculty who contribute to CSU’s mission of access and excellence through their teaching, research, and service, but who are not pursuing tenure track. Have asked Vice Provost Sue James

to lead a new task force this year and to continue the work. Will put out a call for faculty who wish to represent their college on the task force.

Provost Pedersen: Communications team, led by Pam Jackson, working on information of what to expect after fall break when we go fully remote, including exams. Have representation from all colleges, trying to answer all questions that are coming up. Will have clarity about how we will be operating once we move past fall break. Hope to have this information out soon.

Provost Pedersen: Looking at schedule for spring semester. We will start on the same start date, still looking at details around spring break and what the schedule will look like. Gathering lots of details around this, will be guided by Public Health, and should have more information soon.

#### i. Town Hall Q & A

Chair Doe: We have opened up this time to have a bit of a discussion. Noted the time limits, set aside 20-25 minutes for discussion and questions. Deferring some of this time to acknowledge some concerns around students who play football, the student body at large, and the faculty and staff. Questions have been raised around the start of football. Concerns about moving ahead with football amid ongoing investigations. Invited both Joe Parker and President McConnell to respond.

Judy Heiderschiedt: Requested to ask a question as a guest. Worked with Erica Suchman to develop these questions. Have three questions to ask regarding the pandemic response and resuming CSU football.

- Understand that the University is testing for COVID in the wastewater, as well as testing some students, student athletes, and some faculty and staff. We understand the University is involved in numerous COVID-19 research projects. Don't have an understanding of the data that is being used to make decisions about things such as resuming practices and football games that will include players, band members, and fans. Asked: Can you share that evidence you have used to inform this decision that have concluded that football practices and games can safely resume?
- Understand that football players are given the option of whether they want to play football without the risk of losing their scholarship. We also understand how influential peer pressure is at this age, and that student athletes may not fully appreciate the potential manifestations of COVID-19. Important to us that the University takes a very strong stance on Black Lives Matter and around diversity and inclusion. Football team is represented by a substantially greater number of persons of color in comparison to the general student population. Asked: At CSU, given all this, what is the justification for reinstating football? What evidence is used for the basis of this decision? What protocols are in place? If someone tests positive, is there a threshold or benchmark for discontinuing football?
- Aware that there is tremendous faculty expertise on campus, School of Public Health, people that specialize in aerosols. Faculty are responsible for face-to-face teaching. Many are junior tenure-track or non-tenure track, may not feel comfortable voicing concerns. Asked: How is the pandemic response team including faculty or Faculty Council in making decisions about teaching?



President McConnell: Thanked Judy for her questions. Joe Parker is also here to answer questions, as well as Mary Pedersen and Alan Rudolph, both of whom have been very involved in the pandemic response. Wanted to clarify a couple statements in the questions. The athletics decision doesn't pertain only to football, but to all 16 sports on campus and all of our athletes. Very strict protocols around resuming play, does not include fans in the stands at this point. There is a lot of discussion about the band. Mountain West Conference is adopting strict rules about who can be on the sidelines.

President McConnell: We expect the results of the investigation back any day now. Thought they would have them by the end of September. Many people came forward, and the investigators took extra time to discuss with them. The investigation has been extremely thorough.

President McConnell: Faculty and faculty expertise were mentioned—there are 10 faculty members who are present at the main meetings every day at 5:30 p.m. Have been doing scenario planning every Friday where we have been inviting multiple researchers from different disciplines. Have had people talking about epidemiology and public health, and also behavioral psychologists to help us understand better how to launch a social norming campaign that will speak to the age group of our students. Does seem to be some misconception that we haven't engaged faculty, but have engaged at least 30 faculty at this point.

Joe Parker: Thanked everyone for the opportunity to be here. The NCAA has been a great resource to schools as we contemplate a return to play. They have provided a lot of information on returning to play. It was a multi-layered decision. The Pandemic Preparedness Team first started to bring students back in June for voluntary strength and conditioning. We are being very aggressive with custodial services in cleaning the different areas. Socializing students to get them to adopt best practices. We made the decision in July/August to push competition to teams. Asked: What changed? Now we can do rapid antigen testing. Secured a relationship with Quest Diagnostics. This would include testing of 170 people, 3 times weekly. Since June in football there have been 22 cases, 22 successful recoveries. Have a better understanding now of myocarditis. We have an 8 game schedule, will start on October 24 and end in December. No plans to host fans in the stadium. Broncos are doing 7.5% of capacity, would be about 2700 people if we did that. We were the only school in the US that swept every roster clean. Told students to take 72 hours with family to decide whether or not to play. After the 72-hour period, 97% of students wanted to continue. All but 3 schools of 172 are planning to play football. Posted a link in the chat to the work that NCAA is doing.

Erica Suchman: Noted in the chat that the NCAA benefits directly from athletics starting back up. Does not feel this is compelling that they decided it was safe.

Christianne Magee: Thanked Judy for her questions in the chat. Also stated that if the decision to play rests with the student athlete, would also want to ensure that the risks associated with playing, which includes increasing their risk of contracting COVID, were thoroughly explained to the players.

John Rosecrance: Noted in the chat that the NCAA and Mountain West Conference have their protocols and recommendations related to the pandemic. Asked: What specific data from CSU is

being considered in the decision for CSU to participate in intercollegiate sports? Feels this question has not been answered.

Ramma Vasudevan: Asked in the chat what the threshold is before we decide to stop playing.

Chair Doe: Noted in the chat that the discussion would end after President McConnell speaks in interest of the scheduled discussion item on the agenda. Apologized to anyone who didn't get their position heard at this time. Stated that there was time for one more question, asked Antonio to field his question.

Pedros-Gascon: Feels some questions have not yet been answered. Asked about the athletics budget that was promised to be disclosed, as well as the comments made by President McConnell regarding the leadership in athletics.

President McConnell: Wanted to explain the context of those comments. Had not had any meetings with the team or staff because of investigation, but the NCAA requires the President to attend the NCAA compliance meeting. Compliance has to do with the very particular way in which we have to comply with NCAA regulations. We have an absolutely clean record for NCAA violations. Have had none since 1953. Remarks were limited to compliance and to our record of compliance. Other thing you asked about was budget transparency. Happy to do this. Waiting for a better understanding of whether there will be any money coming from media rights and what kind of support we would get from the Mountain West Conference and its reserves, particularly for testing. Don't yet have this information, will be able to share once we have it.

Chair Doe: We will end the conversation in the interest of time for our previously scheduled discussion item. Thanked President McConnell and Joe Parker for coming, and hoped to continue the conversation.

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

Reports submitted by email. No discussion.

### **G. DISCUSSION—CoNTTF Proposal and CoFG Identification of Issues**

Chair Doe: Discussed the context of this discussion item and how it will be handled. Each will have five minutes to make a presentation. Reminded members that we are not voting on a proposal, no motion before the Faculty Council. Purpose of discussion is to learn more about the proposal and discuss any questions anyone may have. Encouraged members to think as they are listening about how they feel about the proposal, would be useful to know where people are on this discussion item.

Steve Benoit: Brought presentation from the Committee on Non-Tenure Track Faculty. Discussed the current state, what the proposals do, and then discussed their impact. Noted that the proposal is to include non-tenure track faculty in the count that determines the at-large representatives for each college, allow non-tenure track faculty to serve on Faculty Council.

Discussed the rationale, how the Manual defines our faculty as any person with academic rank as a single faculty, and that the Faculty Council is the representative body for the faculty. Showed graphs showing decline and changes in faculty participation in faculty governance.

Steve Reising: Discussed the point of view of the Committee on Faculty Governance. Discussed potential impact and ideas for non-tenure track faculty to have more representation. Discussed the strength concerns of Faculty Council, protection of tenure. Looking to solicit input from departments and colleges over the next two months. Discussed this process and how input would be received. Would present the results at the Faculty Council meeting on December 1<sup>st</sup>.

Chair Doe: Thanked both Steve Benoit and Steve Reising. Now have 15 minutes for a conversation. Asked: Do we have some questions or comments?

Natalie Ooi: Requested permission to comment in the chat. Stated that she is the Committee on Non-Tenure Track Faculty Representative in the Warner College of Natural Resources. Have a concern about one of the points raised by Steve Reising, which stated that there was a potential for muting tenure track if we allowed non-tenure track faculty be elected. Stated that what we have right now is disproportionate representation of tenure-track faculty. The change would make the Faculty Council representative of all CSU faculty.

Leo Vijayasathy: Not proposing that the non-tenure track faculty's representation be muted, but making sure representation for tenure-track faculty is not diluted. Looking for how we find a compromise.

Ooi: The argument there is, though, if not wanting to dilute tenured representation on Faculty Council, sounds like there is an unwillingness to allow a greater percentage of non-tenure track faculty. Feels it would make more sense to have more equal representation based on the numbers of non-tenured versus tenured faculty.

Vijayasathy: Completely agree. Wanting to make sure there is a process to achieve that, to ensure proportional representation. Noted that it is beyond the control of the Committee on Faculty Governance. The departments elect who they want representing their department.

Chair Doe: Would like to note that examples of proportional limits are out there. Made it clear she is not taking a side either way, but wanted to let everyone know. President McConnell requested in the chat to be allowed to speak.

President McConnell: Stated that at West Virginia University, there was a long-standing inclusion of non-tenure track (teaching) faculty on the Faculty Senate and it was very successful. Made the community of faculty stronger, and they were able to address issues across campus with that strength. Would be happy to talk about her experiences.

Van Buren: Wanted to address the concern about undue pressure on non-tenure track from administrators that Steve Reising mentioned. We allow untenured faculty to participate, so argument is inconsistent.

Pedros-Gascon: In favor of proposal. Works in the department with the highest amount of non-tenure track faculty in the University. They are integrated into all committees. Since that change has been made, collegiality has improved, and helped us advance as a whole unit. Has a follow-up question for President McConnell. Asked if she would commit to a non-tenure track and tenure-track ratio that is healthy for the University as a whole.

President McConnell: West Virginia did set a ratio, with the goal being that they wanted to meet the missions of the university. The Faculty Senate approved that. Would be happy to discuss a ratio, worth us exploring.

Carole Makela: Thanked Antonio in the chat for putting the ratio into the strategic planning/priority agenda. Feels we need it.

President McConnell: Stated in the chat that she is glad to share her positive experience at West Virginia University. Stated that these concerns were raised there when it started, but in the end the experience of inclusivity was positive.

Marco Costanigro: Stated in the chat his agreement with representation with firm ratios.

Ashley Harvey: Feels that non-tenure track faculty have been marginalized in academia. Feels stronger representation of marginalized groups have been the right thing to do. Normal to fear change. Believes we can trust the departments will continue to elect qualified and dedicated Faculty Council representatives, whether on or off tenure track.

Joseph DiVerdi: Stated in the chat his sincere hope that continuing, contract, and adjunct faculty could be serving on Faculty Council before the end of this academic year rather than in five years.

President McConnell: Thanked Ashley in the chat for raising the issue of equity.

Bernagozzi: Need to ensure it is equitable going forward for non-tenure track faculty. Need to protect faculty who don't have service as part of their appointment.

Vice Provost Susan James: Thanked Jason in the chat. Stated they will make sure of that.

Ooi: Thanked Jason in the chat. Appreciated that this is being kept in mind. Agreed that the devil is in the details but we need to make sure that non-tenure track faculty are being recognized for the service they do.

Harvey: Thanked President McConnell in the chat for participating in this discussion and sharing her perspective.

Chair Doe: Would like members to think about what part of the proposal from the Committee on Non-Tenure Track Faculty would you support, and what concerns you. Stated question in the chat: Items and reasons you would support the Committee on Non-Tenure Track Faculty's

proposal and reasons why you would have concerns or reservations about the proposal. Asked members to send their responses to her email, assured that any responses would be anonymized.

Mo Salman: Stated in the chat in support for the Committee on Non-Tenure Track Faculty's proposal for the obvious reason of recognizing all team members of delivering the mission of the University in fair proportion. Did indicate that there is a need to have further details of implementation of this fair system.

## H. FACULTY LIGHTNING ROUND PRESENTATIONS

### 1. Ruth Hufbauer

Chair Doe: Introduced Ruth as our Vice Chair. Studies how rapid evolution drives the dynamics of plant and animal populations to improve management, and also works towards equity and social justice in academia. Works with the Council on Gender Equity.

Ruth Hufbauer: Going to talk about two things in work here at CSU, one on disciplinary work and the other on service. One of the questions focused on is how to best manage organism given the really radical changes being made to the environment, including climate change. Study how organisms respond to these types of environments. Can use model systems to address questions that are hard to get out in nature. Discussed the role of migration in supporting populations that are encountering these strongly altered environments. With model system we can get census data, population sizes, and look at how populations change through time. If we add migrants in these populations that bring genetic diversity, can facilitate adaptation to the population to the new environment, and drastically reduce number of populations that go extinct.

Hufbauer: Other focus at CSU is on service work advancing social justice, equity, diversity, and inclusion in academia. Have done collaborative work. Gathered data with Heather Novak from IR to understand what is going on at CSU, looked at data on gender on faculty, and whether these folks are ethnically or racially minoritized or not. Used them in a pre-proposal that we submitted to the National Science Foundation's advanced program that supports gender equity in STEM facilities. Shared some of the data.

### 2. D-L Stewart

D-L Stewart: Expressed appreciation for the opportunity to share with the group. Am Co-Director with Dr. Susana Munoz of our CSU initiatives portion of RISE. The co-directors of RISE as a whole are Dr. Vincent Brazil and Ann Louise Jennings in the School of Education. Wanted to clarify higher education as a field of study, which is concerned with the study of colleges and universities as physical environments, organizations, human aggregates, and cultures both in the US and internationally. Main focus is on the effects of the structural and systematic oppression in higher education. Looking at this typically in four areas. Discussed recently published work.

Chair Doe: Thanked both Ruth and D-L in the chat for sharing a glimpse of their work. Expressed how fortunate and proud we are to be in their midst.

Chair Doe: Thanked everyone for coming to the meeting and hanging in there through a full schedule. Called the meeting adjourned, no motion made.

Meeting was adjourned at 6:01 p.m.

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

ATTENDANCE  
**BOLD INDICATES PRESENT AT MEETING**  
UNDERLINE INDICATES ABSENT AT MEETING  
**2020-2021**

**Chair: Sue Doe** **Vice-Chair: Ruth Hufbauer**  
**Executive Assistant: Amy Barkley** **BOG Representative: Stephanie Clemons**  
**Professional Registered Parliamentarian: Lola Fehr**

<b>ELECTED MEMBERS</b>	<b>REPRESENTING</b>	<b>TERM</b>
<b>Agricultural Sciences</b>		
<b>Stephan Kroll</b>	Agricultural and Resource Economics	2022
<u>Jason Bruemmer</u>	Animal Sciences	2021
<b>Cynthia (Cini) Brown</b>	Bioagricultural Sciences & Pest Management	2021
<b>Kelly Curl</b>	Horticulture & Landscape Architecture	2022
<b>Jim Ippolito</b>	Soil and Crop Sciences	2023
<b>Marco Costanigro</b>	College-at-Large	2023
<b>Bradley Goetz</b>	College-at-Large	2022
<b>Andrew Norton</b>	College-at-Large	2023
<b>Health and Human Sciences</b>		
<u>Nancy Miller</u>	Design and Merchandising	2021
<b>Raoul Reiser</b>	Health and Exercise Science	2022
<b>David Sampson</b>	Food Science and Human Nutrition	2022
<b>Lisa Daunhauer</b>	Human Development and Family Studies	2023
<b>Bolivar Senior</b>	Construction Management	2023
<b>Aaron Eakman</b>	Occupational Therapy	2023
<b>Carole Makela</b>	School of Education	2021
<b>Shannon Hughes</b>	School of Social Work	2022
<b>Business</b>		
<b>Bill Rankin</b>	Accounting	2022
<b>Stephen Hayne</b>	Computer Information Systems	2021
<b>John Elder</b>	Finance and Real Estate	2022

<b>Yolanda Sarason</b> (substituting for Dawn DeTienne, on sabbatical for 2020-21)	Management	2021
<b>Jonathan Zhang</b>	Marketing	2023
<b>Engineering</b>		
<b>Kristen Rasmussen</b>	Atmospheric Science	2021
<b>Margarita Herrera-Alonso</b>	Chemical and Biological Engineering	2022
<b>Peter Nelson</b>	Civil and Environmental Engineering	2021
<b>Ali Pezeshki</b>	Electrical and Computer Engineering	2022
<u>Kirk McGilvray</u>	Mechanical Engineering	2023
<b>Thomas Bradley</b>	Systems Engineering	2023
<b>Sybil Sharvelle</b>	College-at-Large	2023
<b>Steven Reising</b>	College-at-Large	2022
<b>J. Rocky Luo</b>	College-at-Large	2022
<b>Liberal Arts</b>		
<b>Mary Van Buren</b>	Anthropology & Geography	2023
<b>Jason Bernagozzi</b>	Art	2022
<b>Ziyu Long</b>	Communication Studies	2022
<b>Ramaa Vasudevan</b>	Economics	2023
<b>Tony Becker</b>	English	2023
<b>Albert Bimper</b>	Ethnic Studies	2022
<b>Maria Del Mar Lopez-Cabrales</b>	Languages, Literatures, and Cultures	2022
<b>Thaddeus Sunseri</b> (Fall '20) (substituting for Jared Orsi, on sabbatical Fall '20)	History	2023
<b>Michael Humphrey</b>	Journalism and Technical Communication	2023
<b>Wes Kenney</b>	Music, Theatre, and Dance	2023
<b>Moti Gorin</b>	Philosophy	2022
<b>Peter Harris</b>	Political Science	2021
<u>Tara Opsal</u> (excused)	Sociology	2022
<b>Ajean Ryan</b>	College-at-Large	2023
<b>Antonio Pedros-Gascon</b>	College-at-Large	2023
<b>Emily Morgan</b>	College-at-Large	2023
<b>Marcela Velasco</b>	College-at-Large	2021
<u>Del Harrow</u>	College-at-Large	2021
<b>Maura Velazquez-Castillo</b>	College-at-Large	2021
<b>Natural Resources</b>		
<b>Randall Boone</b>	Ecosystem Science and Sustainability	2023
<b>Chad Hoffman</b>	Forest and Rangeland Stewardship	2023
<b>David Koons</b>	Fish, Wildlife, & Conservation Biology	2021
<b>William Sanford</b>	Geosciences	2023
<b>Alan Bright</b>	Human Dimensions of Natural Resources	2023

**Natural Sciences**

<b>Jennifer Nyborg</b>	Biochemistry & Molecular Biology	2022
<b>Melinda Smith</b>	Biology	2021
<u>George Barisas</u>	Chemistry	2023
<b>Ross McConnell</b>	Computer Science	2022
<u>Dylan Yost</u>	Physics	2021
<b>Sylvia Sara Canetto</b>	Psychology	2022
<b>Mary Meyer</b>	Statistics	2022
TBD	Mathematics	2023
<b>Alan Van Orden</b>	College-at-Large	2023
<b>Anton Betten</b>	College-at-Large	2022
<b>Brad Conner</b>	College-at-Large	2022
<b>James Liu</b>	College-at-Large	2023
TBD	College-at-Large	2022

### **Veterinary Medicine & Biomedical Sciences**

<b>DN Rao Veeramachaneni</b>	Biomedical Sciences	2022
<b>Kevin Haussler</b>	Clinical Sciences	2022
<b>Elizabeth Ryan</b>	Environmental & Radiological Health Sciences	2023
<u>Tony Schountz</u> (excused)	Microbiology, Immunology and Pathology	2021
<b>Candace Mathiason</b>	College-at-Large	2022
<b>Marie Legare</b>	College-at-Large	2023
<b>Adam Chicco</b>	College-at-Large	2022
<b>Christianne Magee</b>	College-at-Large	2022
<u>Gerrit (Jerry) Bouma</u>	College-at-Large	2021
<b>Jennifer Peel</b>	College-at-Large	2023
<b>John Rosecrance</b>	College-at-Large	2023
<b>Sheryl Magzamen</b>	College-at-Large	2023

### **University Libraries**

<b>Linda Meyer</b>	Libraries	2022
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### ***Ex Officio* Voting Members**

<b>Sue Doe</b>	Chair, Faculty Council/Executive Committee	2021
<b>Ruth Hufbauer</b>	Vice Chair, Faculty Council	2021
<b>Stephanie Clemons</b>	BOG Faculty Representative	2021
<b>Steve Reising</b> , Chair	Committee on Faculty Governance	2021
<b>Shane Kanatous</b> , Chair	Committee on Intercollegiate Athletics	2021
<u>Jerry Magloughlin</u> , Chair (excused)	Committee on Libraries	2021
<b>Jenny Morse</b> , Chair	Committee on Non-Tenure Track Faculty	2021
<b>Marie Legare</b> , Chair	Committee on Responsibilities and Standing of Academic Faculty	2021
<b>Melinda Smith</b> , Chair	Committee on Scholarship, Research, and Graduate Education	2021
<b>Karen Barrett</b> , Chair	Committee on Scholastic Standards	2021
<b>Joseph DiVerdi</b> , Chair	Committee on Strategic and Financial Planning	2021
<b>Shawn Archibeque</b> , Interim Chair	Committee on Teaching and Learning	2021



<b>Mo Salman</b> , Chair	Committee on University Programs	2021
<b>Bradley Goetz</b> , Chair	University Curriculum Committee	2021
<b>Susan (Suellen) Melzer</b>	Committee on Non-Tenure Track Faculty	2021
<b>Denise Apodaca</b>	Committee on Non-Tenure Track Faculty	2021
<b>Christine Pawliuk</b>	Committee on Non-Tenure Track Faculty	2022
<b>Ashley Harvey</b>	Committee on Non-Tenure Track Faculty	2022
<u>Jamie Nielson</u>	Committee on Non-Tenure Track Faculty	2022
<b>Leslie Stone-Roy</b>	Committee on Non-Tenure Track Faculty	2022
<b>Mary Van Buren</b>	Committee on Non-Tenure Track Faculty	2023
<b>Steve Benoit</b>	Committee on Non-Tenure Track Faculty	2022
<b>Natalie Ooi</b>	Committee on Non-Tenure Track Faculty	2022
<b>Pinar Omur-Ozbek</b>	Committee on Non-Tenure Track Faculty	2023

*Ex Officio Non-Voting Members*

<b>Joyce McConnell</b>	President
<b>Mary Pedersen</b>	Provost/Executive Vice President
Brett Anderson	Special Advisor to the President
Kim Tobin	Vice President for University Advancement
<b>Yolanda Bevill</b>	Vice President for University Communications
<b>Mary Ontiveros</b>	Vice President for Diversity
<b>Diana Prieto</b>	Vice President for Equity, Equal Opportunity & Title IX
Louis Swanson	Vice President for Engagement/Professor of Sociology
<b>Leslie Taylor</b>	Vice President for Enrollment and Access
<b>Susan James</b>	Vice Provost for Faculty Affairs
Karen Estlund	Dean, Libraries
<b>Brandon Bernier</b>	Vice President for Information Technology
Jim Cooney	Special Assistant to the Provost for International Affairs
<b>Pam Jackson</b>	Vice President for University Communications
Alan Rudolph	Vice President for Research
<b>Blanche M. Hughes</b>	Vice President for Student Affairs
<b>Kelly Long</b>	Vice Provost for Undergraduate Affairs
Lynn Johnson	Vice President for University Operations
James Pritchett	Dean, College of Agricultural Sciences
Jeff McCubbin	Dean, College of Health and Human Sciences
<u>Beth Walker</u>	Dean, College of Business
<u>David McLean</u>	Dean, College of Engineering
<b>Mary Stromberger</b>	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
<b>Catherine Douras</b>	Chair, Administrative Professional Council