

MINUTES

Executive Committee

Tuesday, September 8, 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; **Carole Makela**, Health and Human Sciences; **Antonio Pedros-Gascon**, Liberal Arts; **Linda Meyer**, Libraries; **David Koons**, Natural Resources; **Jennifer Peel**, Veterinary Medicine & Biomedical Sciences; **Yolanda Sarason**, Business

Guests: **Brad Goetz**, Chair University Curriculum Committee; **Mary Pedersen**, Provost/Executive Vice President; **Susan James**, Vice Provost for Faculty Affairs

Absent: Melinda Smith, Natural Sciences (excused)

Chair Doe called the meeting to order at 3:04 p.m. Reminded everyone of Teams etiquette, turning video and audio off when not speaking, turning it on when speaking so we can see and hear you.

Chair Doe: Welcomed everyone to the Executive Committee meeting. Commented on the weather and expressed hope that everyone was okay. Asked Sue James how things were going for her in the mountains with the evacuation. Will check in with everyone since today is a short meeting.

Chair Doe: Discussed mechanisms of recording meetings and why we do this. The recordings are used to check the accuracy of meeting minutes, and then we are getting rid of them. Our parliamentarian, Lola Fehr, has reminded us that meeting minutes and recordings are subject to subpoena. Had not been in the practice of recording meetings previously because they were face to face and were different. We now have this easy mechanism for doing so and want to be really conscious of some of the reasons we weren't doing it earlier. With this in mind, we are using these records to check the accuracy of our minute taking, and then we are disposing of them. Understood that this is a fairly common practice around campus, so if somebody thinks or knows otherwise, let us know and we will revise accordingly.

Chair Doe: Laps and Chats are still happening every Thursday for an hour. Anyone interested in having face-to-face chats with me are welcome to join. Amy Barkley and her son William have been with us, and another faculty member joined us last week. This is a good mechanism for human interaction.

Chair Doe: Would like to hear from Executive Committee members about how things are going. We want to see how classes, anything is going. Our Provost might also be interested in hearing from everyone. What are you hearing from your faculty regarding their classes in the COVID environment, whether online or hybrid or face-to-face, could everybody give a one minute statement? Something that stands out for you that is either going well or not going well, or a

concern that has emerged? Given the complexity of this semester, it is important we hear from one another, about a minute each. Will go around the room and call on people.

Chair Doe: Why don't we start with David Koons. What are you hearing in your neck of the woods?

David Koons: Things are going, moving along. Do hear a common report that students are down and if it is our fault. When you compare notes, seems to have been the case on Day One and continues to be the case.

Chair Doe: So kind of low morale, in other words.

Koons: Low morale, you know, maybe it's the most social time in their lives, so think it's a bigger disruption to them perhaps than we realize.

Chair Doe: Good point. Thanked David for his comments. How about Yolanda?

Yolanda Sarason: Getting the sense that students are obeying the rules pretty much, haven't been big issues. The College of Business was pretty set up for hybrid because they have a lot of technology, were building it over the summer as well. The glitches are minor. Doesn't feel like it is just the students are down. It's really weird being on campus, it's one thing in the summer for there not have many people on campus, but feels different now to go on campus and not see many people. Miss my colleagues.

Chair Doe: Agreed. Antonio, what about you?

Antonio Pedros-Gascon: Thinks things are going well in general. Would agree that it seems like less students are engaging in the university period. Considerable part of department have decided to do as many face-to-face as possible. Extremely complicated, for example, to teach a foreign language not face-to-face. Challenges are different based on disciplines, needs to be considered. Many colleagues (NTTFs) are teaching four classes, which is hard for them and difficult. This is a challenging moment, but more challenging for NTTFs.

Chair Doe: Thank you, Antonio. Heard from Wayne Hall, our tech person, that he imagined just from his own experience in the tech world that the amount of effort being expended is not twice as much but three times as much in the current environment, especially if you are teaching hybrid or attempting to pivot to meet the needs of absent students. Thought this was an interesting insight from someone who is not actually teaching but has knowledge of the technology and the complexities. Carole, how about you?

Carole Makela: Thinks the students are better prepared for the weather than adaptations to hybrids, face-to-face, and online. Think one of the bigger challenges some of our colleagues are having relate to the teacher prep program, the interface with the school districts, and what is happening there each day and in what modes they are operating under. Worked out well in the state in the spring, there are still standards of how many face-to-face hours students in teacher prep have to have. Spending a lot of time there, but getting it worked out well.

Chair Doe: Layers in that are fairly enormous, not just our own teaching, but the teaching of teachers. Appreciate that. Jennifer?

Jennifer Peel: Echoed what everyone else said. Hearing from students and faculty that it is hard to create a sense of community, particularly with new students at the graduate and undergraduate level. Hearing questions about what is coming next, what will happen after pandemic? Resurgence concerns, will things change on a dime again. Hearing from parents, faculty, staff and students who have young children in school that it is hard to sustain with everything that is going on. Hard to be there for that student and get your work done as well.

Chair Doe: Very complex, thank you. How about you, Linda?

Linda Meyer: In the libraries, getting a fair number of people in now that the library is open. Open only to CSU community, must have Ramcard in order to gain access to the building. Dean Karen Estlund walked around the library in the first week of classes with her mask on enforcing mask compliance. So we got pretty good compliance, people put their masks on. Had questions about if it was necessary, had a few students who did not think they needed a mask if they were more than six feet apart, so a bit of teaching there. Lots of staff working remotely still. Preparing instruction sessions to possibly be offered remotely, seems like instruction rooms are either being used for other courses or are closed. Will check into this. The study cube is closed due to lack of ability for social distancing. Discussion about re-purposing that section of the building for this next year. Works in archives, have only had a few people in. Limit of two people in the reading room at a time with only one archivist available at a time. Hearing from other library faculty that they thought they would have more time since they are not physically coming onto campus. They don't have travel time, but the workload has seemed to increase. Can have computer on all the time, so tempting to work late in order to get things done. Morale is pretty good, will see how rest of this semester continues.

Chair Doe: Thank you, Linda. Good reminder about the lack of boundaries if you never leave the office. Stephanie, what about you?

Stephanie Clemons: In the Department of Design and Merchandising. Teaching three classes this semester, two of them are synchronous, remote and in-person at the same time via Teams. Have to do this because we have an international student and a couple of students needing accommodation. Went from strictly face-to-face to handling synchronous learning this way. Have about 50 students, most prefer being there face-to-face. First couple weeks were hard, had a lot of technical issues, had equipment that did not get there in time. Typically what we teach is hands-on studio experiences, feels like we are teaching in an old-fashioned way. Proximity is connection with our students, can't have this. Have a faculty member teaching a freshman class in the ballroom, feels she is working this room well. Hear faculty are also putting off their journal manuscripts, have less time to work on them. Have some that have had theirs accepted and cannot find time for final edits. Currently working as a faculty advisor for a student organization that is very active, have used this opportunity to double up on the number of professional events they are offering to students. Have a priority to reach out to K-12 because they can do that. Do that typically with our community service learning-type projects and

community outreach, are setting those up with middle schools and high schools. Had a big meeting last Thursday just introducing on a personal level our faculty who teach the freshman classes.

Chair Doe: Thank you, Stephanie. Ruth, how about you?

Ruth Hufbauer: Would echo what a lot of people are saying—hard to create community, lots of great creativity. Would like to bring up something we haven't heard as a scientist is that research is really hard to progress. Not sure why regulations are different. We can have people with a six foot distance over much of the course of the day, for example, in a library, but we can't. We can only have one person per 200 square feet in a laboratory, and my lab is 350 square feet. So we have one person and this complex rotating schedule so that we can try to get work done, and it is really hard to get research done if you need to be physically present to do experiments in a lab. Restrictions are extremely tight. Thinks hours of exposure matters a lot, not just six feet with a mask. Thinks someone should sit down and do the math, if the volume of air exchanged in a classroom different than that from a lab.

Chair Doe: That's a very interesting and different insight, Ruth. Thank you for that. Sounds like something for the Pandemic Preparedness, the Research Team.

Hufbauer: Understand they are looking out for our best interest, but think that it's not the same math that is going into those equations. Would love to know exactly why that decision is what it is and if there is any flexibility in the long haul.

Chair Doe: Provost Pedersen, do any of those scenario planning events shed any light on that?

Provost Pedersen: Have been hearing that there is a huge question around the six foot rule and what flexibility there is. Feels that there are different parameters given to us each time. Frustrating because the basis for these are not clear to me. Would ask what we were basing these on and nobody had an answer. Think the struggle is because we just don't have enough research and people are almost being, in certain circumstances, overly cautious. With the research lab situation, there are different ways that could be approached. Could use pods, have a certain number work together and take certain precautions. Don't see creative thinking about things like these, maybe wouldn't be flexible enough, but need to think about these kind of things. Will have scenario planning this Friday, will focus on our saliva testing. Think we can develop strategy over early intervention. Don't have good guidelines, thinks this is the biggest problem.

Chair Doe: Thank you for that. Brad, do you have any insights from your neck of the woods?

Brad Goetz: Nothing new to add, would echo what everyone else is saying. Teaching something similar to Stephanie, so can understand what she's saying about the studio environments. Students are coming in smaller chunks and at a slower pace. Not sure it's a bad thing.

Chair Doe: Sounds good, thank you. What about you, Tim?

Tim Gallagher: Can give a slightly different perspective. Since I am over 65, was offered the option of teaching my classes 100% online. Became clear late last academic year that we had oversold the notion of asynchronous content for online classes, and so in my college we were all told that we should have synchronous content for online classes. Have been having one class meeting per week that is live that is synchronous and the students seem to enjoy it. Always looking for ways to do things better, feel good about that. Do hear some of the same issues of students being a bit down. No question that they're not getting the social aspect of the college experience. No way of avoiding this in the current circumstances, just a big uncertainty hanging over us. Worried about how many fall students will come back in the spring, who are willing to do this again.

Chair Doe: Thanks, Tim. Sue James, do you have anything you could add?

Susan James: Would agree with everything we're hearing. One other thing that has not yet been voiced is that there is concern from a few individuals that some of our lowest paid workers are on the front lines of everything we are doing here, whether it's on the instruction side with GTAs and non-tenure track faculty, or the folks who work in housing and dining. Always worry about the equity issues, pandemic has highlighted these issues.

Chair Doe: Thank you. Did I get everyone except the Provost?

Provost Pedersen: You got me, have to get off at 4:00p.m. for a pandemic preparedness meeting.

Chair Doe: Could we have you give your report first? Do we need a motion to change the order of the agenda? Asked: Are we okay with that? Received approval from Executive Committee to skip to Provost Pedersen's report.

SEPTEMBER 1, 2020 FACULTY COUNCIL AGENDA ITEMS:

I. Proposed Faculty Council Agenda – September 1, 2020 – Miis Friday, crosoft Teams - 4:00 p.m.

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – November 10, 2020 – Microsoft Teams – 3:00pm
2. Confirmation of Faculty Council Registered Parliamentarian – Lola Fehr
3. Confirmation of Faculty Council Executive Assistant – Amy Barkley

B. MINUTES TO BE APPROVED

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

C. UNFINISHED BUSINESS

1. Return to postponed discussion on Committee Annual Reports
 1. 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

D. CONSENT AGENDA

1. UCC Minutes – August 28, 2020

E. ACTION ITEMS

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

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

SEPTEMBER 8, 2020 EXECUTIVE COMMITTEE AGENDA ITEMS:

I. Minutes to be Approved

A. Executive Committee Minutes—August 25, 2020

Chair Doe: Are there any corrections for these minutes? Hearing none, considered unanimously approved.

B. Faculty Council Meeting Minutes – September 1, 2020 (pending)

Chair Doe: Are there any corrections to be made on these minutes? Hearing none, also considered these unanimously approved. Asked Amy Barkley to record this and we will move on.

Yolanda Sarason: I am new to this committee, but I want to applaud whoever is putting these meeting minutes together. Lot more than I remember.

Chair Doe: Let's hear it for Amy and Stephanie for taking great notes, and it is not small task, can attest to that. Was doing it for three years, found it to be one of the most difficult things to do. To pay attention to the meeting and take notes, very very difficult. So thank you for saying that, know they will appreciate it.

II. Items Pending/Discussion Items

A. *Announcements*

1. The Next Executive Committee Meeting will be held on September 15, 2020 on Microsoft Teams – 3:00pm.

Chair Doe: Our next Executive Committee meeting will be a week from today at the same time. If you have looked ahead at all, we do have four Executive Committee meetings before our next

Faculty Council meeting, so that gives us some time to build this agenda. We will have many items coming to us over the course of the weeks, so we have time to plan ahead.

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

Chair Doe: We will do a confirmation of our Faculty Council Registered Parliamentarian and our new Executive Assistant, Amy Barkley, who is on this call. Hopefully you all have gotten an opportunity to meet Amy. Normally this would have occurred at the September Faculty Council meeting, but because we are both new, did not realize that this was an agenda item. Carole Makela and Time Gallagher were kind enough to point this out to us, so we will make sure it is on the agenda for next time so that they are both confirmed by the membership. Asked: Do we have any questions on those things so far?

B. Old Business

1. Return to postponed discussion of Committee Annual Reports
 - i. Faculty Council Standing Committee 2019-2020 Annual Reports
 1. Faculty Council Report to the Board of Governors
 2. Committee on Faculty Governance
 3. Committee on Intercollegiate Athletics
 4. Committee on Libraries (**pending**)
 5. Committee on Non-Tenure Track Faculty
 6. Committee on Responsibilities and Standing of Academic Faculty
 7. Committee on Scholarship, Research, and Graduate Education
 8. Committee on Scholastic Standards
 9. Committee on Strategic and Financial Planning
 10. Committee on Teaching and Learning
 11. Committee on University Programs
 12. University Curriculum Committee

Chair Doe: Wanted to apologize for mishandling this at the Faculty Council meeting. Wanted to give everyone an opportunity to discuss these. Asked: Antonio, know you thought there might be some room for discussion around these? Did you want to talk about these now or wait until the Faculty Council meeting and we will return to it.

Pedros-Gascon: Had a couple questions regarding reports. One was for the ASCSU report on page 114 of the Faculty Council agenda for September 1st. There was a reference of oral and written language, feels sign language should be included. Sign language is the fastest growing language in the nation. Being more inclusive, should include other modes of communication. Also had a question about the athletics report. There was a clear complaint from a student about

transparency between the Athletics administration and students. Understand there is a need for confidentiality, but feels more information needs to be disclosed.

Chair Doe: Yes, had noticed that as well. Asked: The part you were referring to where it said athletes who are having issues with some professors not allowing to make up exams or being available?

Pedros-Gascon: No, not that, after that. Agree absolutely with that question, believe faculty should be more flexible and there should be a clear willingness to accommodate. One I am looking at is on page 87.

Chair Doe: Page 30 of our current agenda.

Pedros-Gascon: There was a comment about weak transparency between athletics administration and students. More concerned about this issue than some of the other issues laid out here, such as meal options available.

Chair Doe: Asked: Am I correct in saying that you want to address these questions at the next Faculty Council meeting, to follow up on?

Pedros-Gascon: Would like to make sure chairs of these committees are in attendance to answer any questions about these reports. Remind chairs they should be in attendance, otherwise may have to pull report out until we can have that kind of response.

Chair Doe: Thank you, Antonio. Asked: Are there any other comments about these reports?

Gallagher: Wanted to make a point regarding the issues that Antonio brought up. Several issues that should be aired to Faculty Council, that is why we put these reports on the agenda for faculty to read and give feedback. At the end of the day, the report is what the committee says it is. We are not allowed to edit a report. Final decision as to what is in the report is the author of the report. Am 100% on board with Antonio's suggestion that we get any issues on the floor so they get into the minutes and those points of view are on the record. Thinks this is very helpful.

Chair Doe: Great, thank you Tim.

Pedros-Gascon: Agreed with Tim. Interested in knowing some of the specifics of what is presented in the report. Wording in reports asks for feedback and comments on the wording.

Chair Doe: Thank you, Antonio. Would like to chat with you off-line to track your objectives, can take it from there, unless others have observations.

C. Action Items

1. UCC Minutes – August 28, 2020

Chair Doe: Brad Goetz had to step away, but noted in the chat these minutes are pretty straight forward. Asked: Do we have a motion to approve these minutes?

Clemons: Moved.

Chair Doe: We do not need a second since these come from a committee. Asked: Any questions? Tim, do we need a vote on these or can we just approve?

Gallagher: Do need approval, can then be placed on the consent agenda.

Chair Doe: Let's hear how many are yay for placing these on the agenda and specifically in the consent agenda.

Chair Doe: Motion approved to place on the consent agenda for the Faculty Council meeting on October 6, 2020.

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

Chair Doe: Melinda is ill and unable to join us. Cannot make the motion or speak on these motions. Asked: Do we prefer to defer and come back to these next time?

Pedros-Gascon: Would recommend if it is not urgent, would recommend waiting.

Chair Doe: Asked: Does anyone else have a strong feeling one way or another? Let's wait until next week to hear from her regarding these motions. Will table these until next week. If there is no objections, will table until next meeting.

D. Reports

1. Provost/Executive Vice President Report – Mary Pedersen

Provost Mary Pedersen: Spend a lot of the day around the pandemic. Have at least three meetings every single day around dealing with the pandemic and making sure that we're staying on top of it. Goal is to try to connect all of our researchers and their data with our day-to-day decisions. Have typically four meetings a day—a check-in with the President in the morning, a meeting at noon with the pandemic team where we focus on our public health frontline team that are dealing with all the positive cases, quarantine cases, and doing the contact tracing. At 4:00 p.m. we meet with the larger pandemic team, and then at 5:30 p.m. we meet with the data team. Have finally connected our wastewater data. There are 17 different sites around campus, and we have them all mapped out and we know exactly which buildings each one is coming from. Three times a week we are testing each of those sites. Correlating this data with our positive cases.

Provost Pedersen: Monitoring dorms, we had numbers go up in Brayden, so went in right away and did extra testing. Trying to stay on the front end of it. The earlier we can identify individuals that are positive, the less the spread will be. Last Friday we tested over 800 students, we added a session on Saturday and tested another 377. Our testing is targeted in areas that we are expecting higher numbers, so you will see the prevalence might increase a little bit. Prior to this it has been under 1%, jumped to about 1.5% which is still very, very low. Again, targeted so you expect the numbers to be higher. The biggest thing is the outbreak with the fraternity. They have been quarantined. Goal is to really test the highest risk groups. Also trying to get the saliva test up and running (closer to \$10 a test instead of \$92 a test). Moving to a less expensive testing model. The other challenge is to communicate with faculty and students in classes. The Health Center contact tracing team is different from the general CSU one. The Health Center won't necessarily reach out, depending upon the timing of infection, if it is within a 48 hour time window. They will only reach out if it is within a 48 hour window of what they consider to be close contact when the student is more highly infectious.

Provost Pedersen: Another challenge is to get seating charts from all faculty. Would love your recommendation on this, because the Larimer County Public Health has said that if you do not have seating charts, they will place your entire class under quarantine and we do not want that. We sent out a message on Friday to all departments and associate deans and deans. It did not go directly to faculty, and wondering if we should maybe resend it directly to faculty or what would be a good way to really convey the urgency to faculty. Asked: Did all of you get that email?

Chair Doe: Would be my recommendation to resend it. Something about getting a message from your office or the President's office that conveys this is important. Clarity that this is important because I do think that especially since it was Friday right before the long weekend, easy to have that kind of fall into people's circular file, so to speak.

Provost Pedersen: Will work to get something out right away.

Chair Doe: Was clear in the message on Friday why this is important. Not just that the county wants it but how important it is in order to trace cases. If students are changing seats everyday, losing stability around contact tracing.

Provost Pedersen: Have had somebody tell me they have a chart for every single day, which one do I want. Not the approach we want, it has to be one that is current.

Chair Doe: Carole Makela wrote in the chat that it would be important to include a link to the actual seating chart so that people can get to it quickly and then utilize it.

Provost Pedersen: We had another Town Hall scheduled tentatively for next week, are going to go ahead and do that. Will share as much detail around the data with faculty as possible. Any input anyone has on that would be helpful.

Stephanie Clemons: Have a couple questions. How many have COVID that are positive at this time?

Provost Pedersen: From which point in time?

Clemons: From last week.

Provost Pedersen: Okay, from last week, including the fraternities, the total number was 12, so really quite low. Trying to put together a summary table to see this in phases over time, will share this information. If you look at overall the number of tests that we ran this week, the entire last batch we did came back negative, no positives at all, which is kind of unbelievable. Something encouraging was that all positives we had on Saturday were all from the fraternity and Braiden Hall, so they were all localized. No new outbreaks, which is good news. Have been testing the wastewater, so far all have come back negative. There are ten children that live in University housing trying to get testing for them. The UC Health president has reaching out and they are willing to send a mobile unit over there.

Clemons: Had concerns about Labor Day.

Provost Pedersen: Had two reports of parties over the weekends where police had been called. People had dispersed by the time police arrived. Right now testing on campus is going to be every Tuesday and Friday, but thinking if we can get a mobile unit, can respond more quickly and have some sites that we might be able to go into the community where students can come too.

Chair Doe: Can you speak to the scholar strike and your message from earlier this morning? Know many people are struggling with what would be an appropriate response. A national event around social justice. Asked: What is your sense of whether people are engaging in this?

Provost Pedersen: Were trying to get an idea last week of how much conversation there was and interest around it, and we didn't hear very much. Was really this weekend where we decided that we needed to be sending something, on many campuses it might come from the Vice President of Diversity and Equity. Every campus has a little bit different culture. Mine came out late because I didn't realize individuals thought it should come from the Provost, and I was very willing to do it. Starting and accepting that we are all on the learning curve and that we all have a responsibility. If we can step into the responsibility now, faculty will be more prepared. How to prepare faculty to discuss this in the classroom. Attended a conference last year which had a lot of sessions on how to just begin the conversations. We have a lot of wonderful resources on campus here. Ethnic Studies department putting resources together. Went to protest last Friday, heard that everyone wants "action" but what exactly does that mean. Need to do research and educate ourselves, and figure out what that means with regards to policy, changing policy, even in our own system. Very supportive of it, want to continue talking with people across campus to discuss this.

Chair Doe: Diversity office has done great work to expand to faculty and students to help them step out of the bystander role and move to someone who can intervene. Impressed by their efforts and skill sets they are passing along to people. Numerous workshops and institutes are extremely helpful.

Provost Pedersen: That is wonderful to hear.

Chair Doe: Asked: Do we have any other questions for the Provost? Want to be respectful of her time.

Antonio Pedros-Gascon: Wondering about the census, how do the numbers look? Still only down 5%?

Provost Pedersen: That is a good question, Antonio, will probably have an update soon. Probably in the next day or two, takes a few days to finalize. The 5% down was from all enrolled, including non-degree programs. For degree programs we were only down 3.4%. Have not heard any updates from last week, will probably hear in a few days. Graduate enrollments were actually up and our non-residents I believe were slightly up.

Chair Doe: Thinks that online instruction was up too, correct?

Provost Pedersen: Significantly it was those partner programs, the ones where we have partnership with the other states. Those were higher also. Looking much better than anticipated.

Clemons: Had another question about spring semester. Already have people in her department making calendars for the spring. Asked: Is there is any update for spring semester with regards to the pandemic?

Provost Pedersen: We are planning on starting at the same time, working on a decision regarding spring break. Need to have faculty requests for accommodations for spring schedule. Moving process forward with the Council of Deans for these two things. Will have an update soon, no date yet.

Clemons: Thank you for the update.

Provost Pedersen: Thanked everyone for letting her join.

2. Faculty Council Chair Report – Sue Doe

Chair Doe: Expressed thanks that we got a chance to discuss the scholar strike with Provost Pedersen. Have people in department wondering how best to advise people. Didn't want to say the wrong thing but also didn't want to seem to be turning a blind eye to this important moment. Glad that Provost Pedersen stepped in and provided us some language around that and encouragement for faculty to follow their conscience.

Chair Doe: We are still hoping to have Board of Governors members join us for a Faculty Council meeting. Many have expressed that this would be valuable. This has been conveyed to Stephanie Clemons, working to formalize this to get representatives at our meetings.

Chair Doe: Third issue to discuss is task forces. Would like to explain a bit more. Did not see enough faculty representation in working groups over the summer, and therefore the faculty

voice was missing. Perhaps the rationale was to spare us from that work, but there is a need for the faculty voice in those circumstances. Became clear that in many of those meeting structures that assumptions were being made around the faculty workload, what they do and don't do. Could have been easily corrected if there had been more faculty voices in those environments. A lot of issues have boiled up, partially because of the pandemic, or possibly because they were issues before, and now the pandemic and on-going social justice issues have shone a bright light on these issues. Want to launch new conversations around these issues, bring in faculty that aren't necessarily on other committees but have expertise. Having task forces of people with short-term commitments who bring expertise around these issues. The, in a focused way, will bring an oral and/or written report on these issues, deliver to the Executive Committee, and outline what the next step is for a standing committee or other group to move forward and make progress. Issues that have come up include IT. Brandon Bernier came from Madison, WI, where there was a very strong shared governance around IT. He is eager to know what faculty members need, and how his office can best help. Second task force is regarding online instruction and intellectual property. Also want a task force around the Presidential evaluation. The idea is to revise the presidential evaluation process, had been working on this last spring with Tim Gallagher and Antonio Pedros-Gascon. We want faculty input on the presidential evaluations, which had been lacking previously. Will be a Qualtrix survey.

Pedros-Gascon: Would be happy to continue this process.

Chair Doe: Also want to discuss shared governance in our environment. Have been discussing this with Carole Makela. Will discuss a more focused approach to tackle this for a semester. Not just enhance shared governance but enhance the value of shared governance. Our involvement in shared governance is crucial, last 5-6 months have shown us how important this is.

Chair Doe: There are lots of efforts around campus for equity, inclusion and diversity. Asked: Is the faculty voice as involved as it could be in DEI efforts? What role might Faculty Council play? Eager to re-engage and have a voice in those conversations. Would love to get these task forces off the ground in the next week, they are a semester-long assignment.

Vice Provost Susan James: Am interested in having these conversations.

Chair Doe: Asked: Do we have any questions before I move on?

Yolanda Sarason: Asked: Is there any chance you can send a list of task forces you are considering?

Chair Doe: Yes, will put these in the chat box. Asked: Does anyone else have questions?

Clemons: Asked: Is there anything else we should be doing with regards to a non-tenure track faculty task force?

Chair Doe: Would actually like to talk about non-tenure track faculty issues. Not sure if we need a task force around these issues. Met with the chair of the Committee on Non-Tenure Track Faculty before this meeting. We discussed Joseph DiVerdi's self-nomination and how it drew

attention to this issue. They want movement forward on the proposal they have had in front of the Committee on Faculty Governance since last fall. Right now, the Committee on Teaching and Learning is pondering becoming a “specialized committee” so they can have a non-tenure track faculty member. All of the members of the committee could then vote on Faculty Council.

Gallagher: Noted in the chat that the Committee on Faculty Governance cannot come to a consensus on how to handle the Committee on Non-Tenure Track Faculty issue.

Chair Doe: Asked: Could the Committee on Non-Tenure Track Faculty bring their materials to the Faculty Council to discuss?

Gallagher: Believes this is a great idea to have this as a discussion item on the floor of the Faculty Council. Need to pry this issue loose from just the Committee on Faculty Governance, might help them get the consensus they need to move forward.

Chair Doe: Asked” Do we have any other thoughts on this?

Vice Provost James: Have suggested to the Provost that we re-invigorate the non-tenure track faculty task force that was going on at the upper administration level. Last year, Alex Bernasek came out with a lot of recommendations around salary minimums and things like that. Not the same thing being discussed here, but the reason I bring it up is that we are going to re-invigorate that and it will be focused very much on the issues that need attention right now. Longer term planning around representation and Faculty Council. Want to make sure that there is a liaison involved in that task force that’s also involved in your task force.

Chair Doe: Would maybe make sense to have this as a discussion item first and then see how the task force is doing. Then see what next steps need to be, don’t want to duplicate anyone’s efforts or interfere. Asked: Antonio, do you have a question?

Pedros-Gascon: Would make sense to re-invigorate the committee that Sue James mentioned, but also warrants a discussion. Would encourage discussion with Executive Committee so that we can start fine tuning and try to be as conducive and helpful as possible.

Gallagher: When we created the special Faculty Council committees, that was done deliberately to find a back door way to give more voting power to non-tenure track faculty. Doesn’t feel it’s the right way to go to make the Committee on Teaching and Learning a specialized committee, the unintended consequences might be considerable. Should look at the whole thing and make the policy say what we want it to say.

Chair Doe: The Committee on Faculty Governance seems to be encouraging this move.

Clemons: Respect all of our standing committees. Would be great if it was set up in an issues format, discussing issues at hand. Curious why there are disagreements in the Committee on Faculty Governance. Weave in what task forces have done. Get as much information in before opening it up for discussion.

Ruth Hufbauer: Great idea to put it as a discussion item. Have served on the Committee on Faculty Governance, understand these disagreements. It is a huge change and a big responsibility for a small committee to make that decision. Should bring it to broader committee to discuss pros and cons. Logistics to consider across colleges as far as representation goes. There is a concern it will weaken faculty governance. Come up with specific issues we want to discuss, will pinpoint where the problems are and how we can help.

Chair Doe: Sounds like we need to put this on as a discussion item. Need to discuss this through Executive Committee. Asked: Should that include as many groups we're imagining, how do you propose we have this conversation?

Pedros-Gascon: We should invite both the Committee on Faculty Governance and the Committee on Non-Tenure Track Faculty. The Committee on Non-Tenure Track Faculty can then elaborate how they would like to proceed. Then we can figure out if we can build bridges or find compromises to move forward.

Clemons: If the goal is know whether or not the topic is ready to sustain debate, not sure how Executive Committee should really move forward. Asked: Does this relate to the task force on share governance? This fits into the and is related to what will happen with hiring after the freeze on hiring is lifted. Proposal to have an Executive Committee discussion before the main discussion with Faculty Council.

Gallagher: Clarification about rule about sustaining debate. Not a motion, just discussing a discussion item. Totally appropriate for Executive Committee to frame the discussion before taking it to the floor of the Faculty Council.

Clemons: Thank you.

Pedros-Gascon: Suggested some discussion with both groups, and then Executive Committee discussion following that, so that everyone can present their opinions on Executive Committee.

Clemons: If the power is in the question that is posed, maybe we frame the question differently. Ask Faculty Council what they think the issues would be.

Chair Doe: Really appreciate all of this. Will take these ideas and mull over it a bit and will come up with a strategy to move forward.

3. Board of Governors Report – Stephanie Clemons

No report at this time.

E. Discussion Items

Pedros-Gascon: Would like an update from Vice Provost James about the minutes from the Admin Pro Council.

Vice Provost James: Website was under construction, they did not realize they were not there or people could not see them. Is working with communications team to correct issue, has not heard back after her last night from last week.

Pedros-Gascon: Did not seem to have updates for several years. Concerns that people are not receiving the information.

Vice Provost James: Thank you, Antonio.

F. Faculty Presentations

Chair Doe: Asked: Where these presentations of value? Should we continue this?

Yolanda Sarason: Thought they were excellent. Was a little skeptical, having it at the end of a long meeting, but thought it was really interesting to hear what was happening across campus.

Vice Provost James: Noted in the chat that she loved them.

Chair Doe: Ed Hall was mortified he had issues with his PowerPoint. Assured him we still appreciated his presentation. Pairing of scientist with a poet, hope is that we start to see the range of things happening. Please send names of those you might this would like to do this or be interesting.

Linda Meyer: Noted in the chat that she thought it was great, and the sense was that the faculty generally approved.

Vice Provost James: Like the idea of getting fairly new hires involved, in addition to folks who have been here for some time.

Clemons: This is something the Board of Governors would enjoy.

Chair Doe: Asked: Do we have any other business? Do I have a motion to adjourn?

Clemons: Moved.

Meyer: Second.

Executive Committee adjourned at 4:55 p.m.

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