

## MINUTES

Executive Committee

**Tuesday, December 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; Yolanda Sarason, Business; Andrew Norton, Agricultural Sciences; 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

**Guests:** Mary Pedersen, Provost/Executive Vice President; Mary Ontiveros, Vice President for Diversity; Susan James, Vice Provost for Faculty Affairs; Brad Goetz, Chair University Curriculum Committee; Gwen Gorzelsky, Director of TILT; Tonya Buchan, TILT

**Absent:** None

Chair Sue Doe called the meeting to order at 3:01 p.m.

### **December 8, 2020 EXECUTIVE COMMITTEE AGENDA ITEMS:**

#### **I. Minutes to be Approved**

##### **A. Executive Committee Minutes – November 17, 2020**

Minutes deferred to next Executive Committee meeting on December 15<sup>th</sup>.

#### **II. Items Pending/Discussion Items**

##### **A. *Announcements***

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

Chair Doe: Our next Executive Committee meeting will be held next Tuesday, December 15<sup>th</sup>. Will have a number of things to do that day, plan for it to be a full meeting.

Ruth Hufbauer: Will be asking for some time without Chair Doe present to get some feedback for the Chair's annual evaluation. Part of the Vice Chair's duties. We will ask Chair Doe to step out and then we will have a conversation.

Chair Doe: Thanked Hufbauer for taking this on and for everybody contributing to that.

Antonio Pedros-Gascon: Asked in the chat: When is the evaluation due?

Hufbauer: Responded to Pedros-Gascon's question in the chat. Reported that they are typically done in December or January, with no strict date.

2. The Next Faculty Council meeting will be held on February 2, 2021 on Microsoft Teams – 4:00 p.m.

Chair Doe: The next Faculty Council meeting is on February 2<sup>nd</sup>, will come quickly. Asked members to look at calendars for January, would like to fit in two Executive Committee meetings prior to the next Faculty Council meeting.

3. Board of Governors Election Information – Committee on Faculty Governance – Steve Reising, Chair

Chair Doe: Reminded members that Stephanie Clemons is stepping down from this position, will be retiring at the end of the month. Need a new Board of Governors Representative, would really like for them to be present at the February Board of Governors meeting. May be a bit of a stretch, could also possibly send a substitute. Information for the call for the nomination of a Board of Governors Representative was sent by email. We will need nominations by January 11<sup>th</sup>. Will be sent out to Faculty Council membership following this meeting. Reminded members that a nominee must meet the eligibility requirements listed in the document. Discussed the process and the points added by Clemons about the duties of the position. Asked members if there were any questions about the process to pass on to Steve Reising.

Carole Makela: Asked: Is this nomination for the remaining time on Clemons' term or is it going into the next term as well?

Stephanie Clemons: Believe the understanding was that this was just for remaining portion of term. Question is now whether the individual can still be up for election the following year. Will need clarification about how the additional six months fits into the two-year term, if there will be a special exception.

Chair Doe: Will ask for clarification from Reising prior to sending the call for the nomination to Faculty Council membership.

Tim Gallagher: Stated that the requirements for the Faculty Representative to the Board are determined by state law, so the Office of General Counsel should be brought into the conversation.

### ***B. President Report – President Joyce McConnell***

Was unable to attend – no report at this time.

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

Provost Mary Pedersen: Expressed hope that everyone is doing well as we reach the end of the semester. Hard to believe we are in the last week of classes.

Provost Pedersen: Vice Provost Susan James sent out communications around S/U grading. Issues came up about whether it would apply to graduate programs. Vice Provost Kelly Long and Dean Mary Stromberger are meeting with the Teaching Continuity team to discuss this. Will receive updates on this soon.

Provost Pedersen: Will continue testing all through winter break. The Pandemic Team is trying to lay out three possible scenarios for spring semester:

- Similar to fall – 62% in-person
- Reduce in-person to 20%
- Start online, shift to in-person if possible

Hopefully will have some communication to send out by the end of this week, more information for when we will be able to make determinations and what this would look like. Decisions will be guided by the state and county. All predictions right now have the pandemic peaking in mid-January. Considering mandatory testing for any individuals on campus, cadence testing everyone weekly for those in the residence halls, in class, or working on campus.

Provost Pedersen: President Joyce McConnell is moving forward on Strategic Transformation planning. Has created a core team that is guiding the process. Hoping to have a framework by next week, and then start to engage larger and larger groups. Goal is to get input and allow everyone the chance to provide input.

Provost Pedersen: Making process with our RBEI leadership group. Having a retreat on Thursday, December 10<sup>th</sup>. Would be happy to present a report highlighting some of the high-level initiatives from RBEI as we move into spring.

Provost Pedersen: Moving into spring, looking at enrollment planning. Vice President Leslie Taylor is leading quite a few groups in meetings around enrollment. Will probably be expanding that to a strategic enrollment planning with the Deans on the academic aspects.

Provost Pedersen: Met with the Colorado Department of Higher Education. They gave an update on the budget, Governor had submitted a budget request in early November. A budget of \$852 million has been allocated for higher education. They are hoping things will be looking a little better than they are right now. Will have a better idea by February, as we don't have many details in terms of what is happening with the budget they are proposing. Limiting resident tuition increases up to 3%, still looking at two different scenarios, with and without this increase. Vice President Lynn Johnson presented scenarios at the Board of Governors meeting.

Chair Doe: Have seen some of the projections and approaches being taken by neighboring city, Boulder. Saw that 50 tenure-track faculty are retiring and those positions are being sort of swallowed up, idea is to convert all of those to non-tenure track faculty. Asked: Do we have any sense if CSU has commitments to avoid that kind of approach, or is this a probable approach we may need to take?

Provost Pedersen: Approach we have been taking is to really consider every single position that is vacated very carefully. Putting numerous positions on hold, filling the most crucial ones, not swallowing them up. We are reducing hiring to build a cushion to handle deficits moving

forward. The Board of Governors, Colorado, and the University are really trying to protect people's jobs.

Chair Doe: Heard President McConnell follow up this morning on the athletics discussion. Asked: Can you share some of this follow up, if at liberty to do so?

Provost Pedersen: Can say that President McConnell is taking this all very seriously. Has asked Vice President Diana Prieto or a Title IX investigator to actually meet with each student individually, twenty-three in total. Wants to be sure that each student has their voice heard and issues addressed.

Chair Doe: Asked: Does that imply that this is a Title IX investigation?

Provost Pedersen: Has to meet certain criteria to be a Title IX investigation, would probably say it is not. Don't have data or detail on all of them, we just need to know if there is something that needs to be followed up with. Really a pre-investigation. Really want to hear student voices and concerns and follow up.

Chair Doe: Does sound as though there's some other movements going forward. Have been thinking about possibility of an independent committee. Asked: Would an independent committee be a possible approach to this? Could have former athletes, Olympians, former football coaches. Seems like the idea of having an independent committee might be a powerful one to engage for purposes of moving forward. Wondered whether that kind idea or similar ideas are being considered.

Provost Pedersen: Thinks this is a wonderful idea. Would be good to have a conversation with President McConnell about this.

Chair Doe: Asked: Have any of the recommendations that we made at earlier meetings regarding COVID questions and athletics been taken up? Had created recommendations as a result of the October 6<sup>th</sup> Faculty Council meeting. Clemons had suggested a daily update for faculty so they could keep a building knowledge around what was being done around the pandemic, rather than getting it in large chunks of information. Also suggested an ethics board.

Provost Pedersen: Actually a really high priority, COVID data is something we need to have access to very quickly, especially making decisions as we go into spring semester. Making progress in this area. Under Laura Jensen's leadership, have created a governance group around the pandemic and are building a data warehouse where all of the data will connect. Will be able to get daily updates that are current. Goal is to have this in place by spring semester.

Pedros-Gascon: Thanked Provost Pedersen for conceding time at the December 1 Faculty Council meeting to allow for further discussion following the President's report. Asked if it was possible to receive a report of the Athletics budget prior to the end of the academic year.

Provost Pedersen: Will follow up on this.

Pedros-Gascon: The situation in Boulder makes it even more important to discuss the ratio of tenure track faculty to non-tenure track faculty and have a plan. Have been asking for this discussion, and the situation in Boulder makes it even more critical.

Provost Pedersen: Very interested in looking at this data. Varies dramatically by department. Will be talking to the Deans soon, will try to identify when we can follow up with this. Can report from experience at previous institutions that any time you go through budget reductions, ratios change towards more of the continuing and contract. Usually, the goal is once the budget resumes, effort goes back in the other direction. Will need to track this.

Vice Provost Susan James: Commented in the chat that in discussions with Dean Ben Withers from the College of Liberal Arts, he thinks each unit should set goals for the ratio on non-tenure track to tenure-track because there is not a “one size fits all” solution. Would be a great discussion for the Deans and chairs/heads to have so we can be deliberate about this.

Pedros-Gascon: Happy to hear that Vice President Prieto is meeting with the students, but why now only after the issue has been made public and even after the Board of Governors have made their opinion known. If the issues do not fall under Title IX, they should be reported to the Faculty Council. Understand confidentiality, but we should be aware. Commented that we have an Intercollegiate Athletics Committee that appears to have either been unaware of all these issues or does not want to engage with the situation. Also noted that we had agreed last year to have the Office of Equal Opportunity give a report on all things happening regarding equal opportunity.

Provost Pedersen: Thanked Pedros-Gascon for the comments. Wanted to add that this is not a formal investigation being conducted but reflects President McConnell’s commitment to gaining more information. Want to find out the truth and address the issues as needed. Will follow up on the Office of Equal Opportunity report.

Pedros-Gascon: If we are interested in knowing the truth, we need to make sure that the next time we ask an external company to make an assessment, that they really try to find out what happened instead of simply stating people’s perspectives and opinions.

Makela: Would strongly encourage that the twenty-three students and alumni meeting with Vice President Prieto be given the option to bring someone supportive with them to the meeting. Thinks the power dynamics are too great to have students, especially current ones, do it alone. Also asked if there had been any planning or discussions to have the vaccine, when available, administered on campus.

Provost Pedersen: Thanked Makela for the comments. Are part of the conversation, but lower priority because the testing plans are more current and we are not sure when we will have access to the vaccine. Discussions are starting to happen. Focus right now is on testing.

Chair Doe: Asked if there were additional questions. Hearing none, thanked Provost Pedersen for being at the meeting.

*D. Old Business**E. Action Items*

1. Return to Draft of Resolution Regarding Unit/Department Responsibility for Course Quality, Delivery Method/Instructional Format, and Timely Notification – University Curriculum Committee – Brad Goetz, Chair

Chair Doe: We had tabled this at our last meeting. Makela and Brad Goetz had drafted this resolution for us. Want to discuss this for a few minutes and determine how to move forward. Understand the consensus last time was to allow units more time. Asked members to speak how they felt about this resolution.

Clemons: Felt that the timing of this would be important to make sure it passes the first time around. Was suggesting it be tabled until January, thinks many department heads feel out of control determining what type of format will be offered moving forward.

Makela: Would like to see us plan to have it on the February Faculty Council agenda, with it being reviewed at one of our January meetings to determine whether it is ready.

Brad Goetz: Agreed with Makela. Should be discussed at one of the meetings in January.

Chair Doe: We will place on an Executive Committee meeting agenda in January. Will resume discussion at the time.

Clemons: Commented that we will be assessing the culture at that time in the pandemic, related to how this would move forward and when it would be important to put this forward while also being sensitive to department heads.

2. UCC Minutes – November 13 and 20, 2020

Chair Doe: We have University Curriculum Committee minutes from November 13<sup>th</sup> and November 20<sup>th</sup>. Requested a motion to place the minutes on the agenda for the February Faculty Council meeting.

Hufbauer: Moved.

Chair Doe: Asked for any additional discussion.

Makela: In one of the minutes, the University Curriculum Committee was accepting of Karen Barret's speaking on grading for Spring 2021. Asked: Where are we at for determination of S/U grading for Spring 2021?

Chair Doe: No determination has been made to our knowledge. Have only clarity around fall.

Goetz: Discussion item Makela is referencing is only about the course withdrawal date being extended to the last day of classes. Was not intended to be anything more than support of what Barrett requested from her committee. The email from Barrett reads “the Committee on Scholastic Standards recommended that for Spring 2021 the course withdrawal period be extended until the final day of classes,” Requested that the University Curriculum Committee authorize this change for it to be potentially included in the catalog for the semester. Had a discussion and agreed we were comfortable with that. Could also pull this from the minutes.

Members determined that both sets of University Curriculum minutes should be pulled. Will be re-evaluated for approval to place on February Faculty Council agenda.

### 3. Proposed Teaching Effectiveness Institute – Gwen Gorzelsky, TILT

Tonya Buchan: Did a presentation using slides on the Teaching Effectiveness Institute. Described the development of a program, a multi-unit “institute” to help instructors further hone their teaching, with a focus on inclusive teaching. Seven different domains were identified for teaching effectiveness. Looking to cultivate this culture of research-based or evidence-based teaching. Also hoping this will foster the culture of personal and professional growth through goal setting and reflection.

Gwen Gorzelsky: Looking now for feedback, have been meeting with groups across campus.

Chair Doe: Asked members to submit feedback, can collect this after the meeting as well.

Andrew Norton: Like this idea a lot. Mentioned in the presentation that this is not just about having the experience but using it and integrating it. Encouraged them to emphasize this aspect.

Buchan: Meant to be a long-term process, no time limit on when you need to earn a domain. Just a way for teachers to build their teaching practice.

Clemons: This is very exciting. This feels like it encourages faculty members to be more intentional about what they’re doing. Department heads will really appreciate this as well since it provides a way to talk about and assess teaching.

Gorzelsky: We do have an assessment plan underway, in the early stages. Quick overview is that it has short, medium, and long-term components.

Chair Doe: Supports providing the kind of support for faculty to become ever more committed to their teaching. This emphasis reflects the Carnegie Commission’s commitment to undergraduate education among Research I institutions. Expressed hope that also down the road we reward the scholarship on teaching in tenure and promotion cases. Will request that everyone send feedback on this initiative, and we will report back to Gorzelsky and Buchan with any feedback.

## ***F. Reports***

### 1. Faculty Council Chair Report – Sue Doe

Deferred report to Executive Committee meeting on December 15<sup>th</sup>.

## 2. Board of Governors Report – Stephanie Clemons

Clemons: Provost Pedersen covered much of the meeting. Consent agenda passed, no public comments this time around. The meeting is streamed on the website. Additionally, CSU Fort Collins is working with Global and Pueblo to work across the institutions to do some things a bit more efficiently. The former Dean of Libraries, Pat Burns, is leading this. The Board of Governors had two different experts come to give reports about things coming down the way with regards to funding. The US Department of Education team has a big impact around the country. Different policies coming related to DACA, some student loan debt relief as well. Some base assumptions related to the budgets haven't been mentioned. No employee salary increases at this time. There will be certain promotion and merit raises, but not across the board. Student fees haven't been incorporated as well. President McConnell was able to highlight some of the great research on COVID that is happening here.

Pedros-Gascon: Thanked Clemons for transmitting a question to the Chancellor, was appreciative of getting a response. Suggested that the Chancellor's response be shared with the Executive Committee.

Chair Doe: Assisted that the response would be sent out.

Makela: Asked: Was there any open discussion about the athletics press release and email?

Clemons: There was no open discussion. There was some talk about that in the executive session, which is confidential. Personal perception is that they are very student-focused and care deeply about the students. They wanted to indicate that there have been no major NCAA infractions. They are listening to what's happening at the institution, they support President McConnell.

Pedros-Gascon: Felt that the press release was a disregard of what the students are experiencing. Many students felt that this was a slap in the face. Disappointed that they are not taking a more open-minded approach.

Chair Doe: We have given considerable recommendations and feedback, hope to continue to do that and feel confident in the outcomes.

Clemons: Believes what we are experiencing is a process. Having worked with many students over the years, some of these things take time to come out and work thorough. We want to make sure we are open as this process unfolds.

## *G. Discussion Items*

1. Faculty Council and the Vice President for Diversity Office – Mary Ontiveros, Vice President for Diversity

Chair Doe: Welcomed Vice President Mary Ontiveros to the meeting. Congratulated her on upcoming retirement. Wanted to hear about the sense of priorities for the Office of the Vice President for Diversity and how we can assist the office. Asked for insights on challenges and how Faculty Council may be able to help.

Vice President Mary Ontiveros: Thanked Chair Doe. Has been overwhelming and very humbling. Have had an opportunity to look back and reflect on that. Can share a little bit about the office and its origins. Originally was interviewed for a half-time position, was asked how she would be successful. Responded that it would not be an individual success but would involve creating an infrastructure that would allow everyone to be involved. First task was to determine where the priorities were on campus, already had the Diversity Symposium Committee. Created a committee to work on an employee climate survey, created the Principles of Community to address cultural issues on campus, created a consultation team for incidents of bias. Also now have a virus assessment team. Also have a committee that developed policy on creating an inclusive physical and virtual campus, have been successful in acquiring funding for all-gender restrooms, lactation spaces, prayer spaces. Then there was the Commission on Diversity and Inclusion where we address issues related to class and translation and disaggregating data, use of pronouns, transgender issues in hiring and recruiting. Have been blessed with an incredible staff. All are brilliant and very committed, have made a huge impact. Will help move the office forward as a new Vice President comes on board.

Vice President Ontiveros: Some basic things we thought about when the office was created was to promote an agenda on campus where we wanted people to all feel they were welcomed, valued, and affirmed. There are now many more people working on diversity, equity, and inclusion on campus, people working on this across colleges and divisions, with a network connecting them. Doing diversity, equity, and inclusion work can also cause harm, and reversing it can take years. Important to support people who are doing this work.

Vice President Ontiveros: On other campuses, diversity is often defined as numbers. We learned early that it is about the culture. Inclusive excellence needs to be a central tenant of everything we do. We chose to define diversity very broadly, can't just be by who is counted, may not know how many transgender or undocumented students there are, for example. There are about twenty dimensions of diversity included in our definition. Inclusivity cannot be thought of as an add-on. Just like recycling, we learn how to do it and then it becomes the norm and not hard, as with using two different receptacles for trash and recyclables. We should think about social justice and inclusivity in everything we do.

Vice President Ontiveros: This past year has been phenomenal in many years. COVID has brought to light many inequities that already existed, have to deal with that. Have to make decisions about what it means to be an anti-racist institution, and are we modeling anti-racist practices. Sense of urgency that people feel, especially the students. Students are quite sophisticated in this area, in many ways are far ahead of faculty and staff members. Have expectations that we should meet. It is important to learn from mistakes, work with integrity, and be transparent.

Pedros-Gascon: Asked if Vice President Ontiveros could discuss the Diversity Symposium and what happened there.

Vice President Ontiveros: The Diversity Symposium Committee is responsible for selecting the keynote speaker, one of the most important jobs for the symposium. The announcement for the speaker was made over the summer, had spoken at several universities and NCORE. The Committee work with a reputable agency for diversity, equity, and inclusion issues that has been in place for 30 years. Because of everything that happened in the summer, we were focused on Black Lives Matter, which was why the speaker was selected. People on the committee had heard her speak firsthand, came very highly recommended. Stated that we would never had promoted a speaker to use the platform in a way that promoted anti-Semitism, racism, homophobia, or anything like that.

Vice President Ontiveros: On the Thursday prior to the Monday morning talk, Ria Vigil received an email about the keynote speaker. Started an independent review, sought additional information. The Symposium Committee was inundated with information. They started checking all sorts of sites that were being brought to their attention. They met with multiple partners, the black community, university council, President's Chief of Staff, the task force. They also spoke with the agency representative and the speaker herself. They learned that a lot of the information on the Wikipedia page had been posted two weeks prior to the speaker coming, Tweets had been doctored. The Anti-Defamation League stated that they did not agree with what had been printed. Speaker had indeed spoken at the Million Man March, along with Barack Obama and others. It was brought to our attention that she was being targeted by white supremacists. Vigil asked the speaker directly if she was affiliated with the Nation of Islam, to which she responded that she was not, and that she was not anti-Semitic, or homophobic, and resented the fact that she even needed to answer these questions. Based on this response and our discoveries made through research, we decided not to cancel the speaker. We posted information on the website, and was asked to take it down, which we did. Reported that she was not at odds with President McConnell.

Hufbauer: Stated in the chat that the Wikipedia page has been updated and there is now no mention of the Nation of Islam.

Chair Doe: Commented in the chat that the fact that the Wikipedia entry has changed again is an indicator of why critical literacy is so very important. Vice President Ontiveros and team clearly employed these skills.

Clemons: Thanked Vice President Ontiveros for the conversation and the story. Really helpful to understand. Noted that the videos of the symposium aren't available to people outside of CSU.

Vice President Ontiveros: They will be available after January 20<sup>th</sup>. This is related to the executive order from the current POTUS.

Pedros-Gascon: Wanted to transmit a concern from several people who were surprised, given the impact of the athletics report, that neither the Office of the Vice President for Diversity nor Vice President Blanche Hughes have commented publicly. Hesitant about creation of additional

committees and more trainings without direct application of what has been learned through training at moments like this.

Vice President Ontiveros: Thanked Pedros-Gascon for the comments and perspective. Have been asked to provide information related to the work that we do and the impact it has on the Athletic department. Have been working with Albert Bimper recently. Reported that they were not aware of the details of the report until it was provided to the rest of the campus.

Chair Doe: Thanked Vice President Ontiveros for being here. Gave us a lot to think about. Expressed appreciation for all the insights today and everything done over the years during the course of a long, distinguished career.

## 2. IT Task Force Report

Deferred to Executive Committee meeting on December 15<sup>th</sup>.

## 3. RBEI Task Force Report with Recommendations of Changes to Section C and E of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty

Deferred to Executive Committee meeting on December 15<sup>th</sup>.

## 4. Peer Community Publishing Project Presentation – Ruth Hufbauer

Deferred to a future Executive Committee meeting.

### ***H. Faculty Presentations***

Chair Doe: Preface of where we will go next week. Will be seeing the task force reports that are coming. The RBEI task force information is back in the hands of the Committee on Responsibility and Standing of Academic Faculty who would like another stab at the language, may have an actual motion next week. Committee on Shared Governance has made great progress, and has sent forward something to the Committee on Faculty Governance. Will be bringing us some ideas to consider. The IT Task Force report was in the packet, and we will come back to that. Also have our Presidential Evaluation instrument that Pedros-Gascon and Yolanda Sarason have been working on, is ready for our review. The IP Task Force is meeting with the Provost on Wednesday, December 9<sup>th</sup>, and have some things to report after that meeting.

Executive Committee adjourned at 5:08 p.m.

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