

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**  
**November 3, 2020 – 4:00pm – Microsoft Teams**

**CALL TO ORDER**

Chair Doe called the meeting to order at 4:00 p.m.

**FACULTY COUNCIL AGENDA ITEMS:**

**I. FACULTY COUNCIL AGENDA – November 3, 2020**

**A. ANNOUNCEMENTS**

1. Next Faculty Council Meeting – December 1, 2020 – Microsoft Teams – 4:00pm
2. Board of Governors Representative Visit at Faculty Council Meeting on December 1<sup>st</sup>, 2020 – Jane Rhodes

Chair Doe: Asked: Are there any questions or announcements? Thanked members for attending the Special Faculty Council meeting on November 2<sup>nd</sup>.

Silvia Canetto: Asked for a summary of the Special Faculty Council meeting.

Chair Doe: Discussed a summary of events. Mentioned that two or three issues emerged, including testing, a full understanding and approach used working sufficiently, and concern about football and additional exposures that community may have. Broad and sweeping conversation. May be possible to get some additional assistance with our research labs and potential bioethics committee.

Antonio Pedros-Gascon: Asked if Jannine Mohr can attend a Faculty Council or Executive Committee meeting.

President Joyce McConnell: Commented that Jannine had been invited, but was unable to make it to this meeting, had taken off work to work at some election sites.

Chair Doe: Requested a change of agenda. Asked to move both the President Report and Provost Report up in the agenda to be accommodating of their time, both have other meetings to attend. Asked for any objections to adjusting the agenda to be placed in the chat.

Order change approved by Faculty Council members by unanimous consent.

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

### 1. Faculty Council Meeting – October 6, 2020

Chair Doe: Asked for a motion to approve the minutes from October 6<sup>th</sup>.

David Koons: Moved.

Stephanie Clemons: Second.

Requested a Forms in the chat for the vote. Minutes approved by unanimous consent.

## **C. UNFINISHED BUSINESS**

## **D. CONSENT AGENDA**

### 1. UCC Minutes – September 25, October 2, 9, 16, 23 and 30, 2020

Chair Doe: Reminded members that a few additional minutes from the University Curriculum Committee were sent out over the weekend, the October 23<sup>rd</sup> and October 30<sup>th</sup> minutes. Would like to consider all as part of our consent agenda. Turned it over to Brad Goetz.

Brad Goetz: Moved to have Faculty Council approve the University Curriculum Committee minutes in the packet, as well as the emailed ones.

Chair Doe: Discussed the purpose of the consent agenda, often quite extensive. Rather than go through every single item, we use mechanism of consent agenda. Reminded members that we can approve consent agenda, or if there is an item to be pulled for further discussion, that can be done. Asked members if any items needed to be discussed.

Chair Doe: If no changes or corrections to consent agenda, have been asked to approve these. Requested a vote in the chat. Consent Agenda approved.

## **E. ACTION ITEMS**

### 1. University Curriculum Committee Proposal regarding instructional modes of delivery – Brad Goetz, Chair

Chair Doe: Action item is duplicative of consent agenda, since the October 30<sup>th</sup> University Curriculum Committee minutes were approved. No longer need this, unless anything wants to raise a question or a concern. Hearing none, moved on to next action item.

## 2. University Benefits Committee Annual Report 2019-2020

Chair Doe: University Benefits Committee report as seen in the packet. Cannot modify report, but can open for questions.

John Elder: Have some corrections, on page 36 and page 37. Last sentence is duplicated, bottom of page 36. Believes sentence on page 37 should be deleted, regarding expressed frustration due to a decreasing sense of commitment. Feel this is incorrect, have done a lot of work on the retirement plan, and the fact that the University is revisiting their administration of the retirement plan is indicative of all the work we have done. Have a faculty vacancy. Hoping Executive committee can send us a faculty member, either non-tenure track or tenure track.

Pedros-Gascon: Asked in the chat if Bolivar Senior could address issues in report.

Bolivar Senior: Absolutely agree with this tricky point. Thinks that the line does not belong there any more.

Chair Doe: Requested that John Elder email corrections to ensure we have them correctly. Asked for a motion to place report into the record and to receive this report..

Pedros-Gascon: Moved.

Senior: Second.

Chair Doe: Requested a vote in the chat. Motion to receive the University Benefits Committee Annual Report passed.

Steve Reising: Wanted to get into the minutes that the Committee on Faculty Governance did elect an additional faculty representative to the University Benefits Committee. Was discussed in May at the May Faculty Council meeting. Additional faculty representative is Helen Baer from the Libraries.

## 3. Committee on Libraries Annual Report 2019-2020

Chair Doe: Now have the Committee on Libraries annual report, as seen in packet. Dean Karen Estlund is here if there are any questions, will also hear more from her in a little bit. Asked members if there were any questions. Hearing none, requested a vote in the chat to receive the Libraries annual report.

Clemons: Asked: Does a motion need to be made?

Parliamentarian Lola Fehr: No, not for standing committee reports. Are always accepted as is.

Committee on Libraries annual report received by unanimous consent.

## F. REPORTS TO BE RECEIVED

### 1. President Report – President Joyce McConnell

Chair Doe: Thanked President McConnell for joining Faculty Council two days in a row. Great opportunity for us to hear from the President.

President McConnell: Expressed thanks for having her in the meeting. Need to attend the Graduate Student Council after this, thanked everyone for allowing the report to be moved up in the agenda. Reflected on the Special Faculty Council meeting, was grateful to hear from faculty. Heard concerns about graduate students, now in a good position to share those concerns with them this evening at their meeting. Commented that Sue has been a great person to work with, as well as the whole of Faculty Council. Asked to regularly appear on the agenda to help with the flow of communication.

President McConnell: Proud that we have done as well as we have on campus in terms of mitigation of transmission. Still on campus, offering students educational opportunities. Given first years the best on-campus living experience we can. Tested over 1,000 people on Friday, had a 1.2% prevalence rate. Expressed appreciation for everything faculty have done, engaging in face-to-face and virtual instruction. Many faculty members have reached out to students on an individual or small group basis. Know students appreciate the support.

Carole Makela: Commented in the chat that the saliva test information sent out was most helpful and detailed for students and all of us. Noted that it should serve as a model for communication.

President McConnell: Hoped everyone had a chance to read the message the Provost sent last week about Spring 2021. Shifted spring break to April 12<sup>th</sup>-16<sup>th</sup>, classes will resume virtually after the break. In making the decision how to structure the Spring 2021 semester, we shared with the Teaching Continuity Committee information needed for the decision, such as federal student loans and number of days classes need to be help in a semester.

President McConnell: Quick revenue report. CSU System has asked us to plan around two different scenarios, one with a zero tuition increase and a 3% tuition increase. Asked to plan a 10%, 20%, and 30% state reduction. The governor has come out with his budget, no cut may be needed if his budget is approved. Proposing the 2019 funding, limiting increases to 3%. New funding formula is approved. Added \$15,000 for displaced workers. Adding 4.8 to cyber security, protecting financial aid. Still have legislative budget process to go through. Will know more in April, will submit our budget in May 2021. Had anticipated a 7% student reduction, only went down 5%. More than 1,000 students deferred their start to spring or fall 2021. Want to get them enrolled as soon as possible. Continuing investment in student success and research infrastructure. Had highest number of applicants of free application day.

President McConnell: CSU spending on research is at a record high, 2% more than last year. Solidifies Research I status. We have 69 patents, a new record. There is a VPR meeting on November 10<sup>th</sup> from 9:30am to 11:00am, invited members to attend. Allows faculty to ask questions.

President McConnell: Election Day is today. We have a wide variety of emotions. We have been working very hard using the CLA guide and TILT guide to hold conversations with students about the elections. Students were also sent information on how to stay safe. Police have set up a command center to assist, “Care Walks Assistance”. They are “Safe Walk” volunteers, keeping people safe as we go into the evening. Thanked Dean Ben Withers and TILT and the police department who have stepped up to do this planning. Ann Claycomb sent a message to President McConnell to inform everyone the plaza is quiet and everything was going well.

President McConnell: A Vice President for Diversity search will be conducted. Will be a national search.

Chair Doe: Asked if members had any questions for President McConnell, have time for one or two. Hearing none, moved on to the Provost report.

President McConnell: Will provide updates from our graduate students at the next meeting.

## 2. Provost/Executive Vice President Report – Mary Pedersen

Provost Mary Pedersen: Have a few updates, as well as slides to share. Many are ready for a break, expressed hope that everyone can maintain energy and enthusiasm. Thanked everyone for their amazing engagement. Would like to focus future reports on areas of interest to Faculty Council members.

Provost Pedersen: Discussed briefly the planning behind Spring 2021. The Spring 2021 start date has not been shifted. The Teaching Continuity Committee discussed many issues. Concerned that faculty have been working without a break since last spring. Given that, a short break is needed. The Teaching Continuity Committee gave recommendations for a couple dates, landed on April 12<sup>th</sup>-16<sup>th</sup>. Will go remote after that. Three weeks of classes and then finals, would allow for the best safety protocols. Recognize for spring semester that it will depend on environment at the time. We will be working with county and state and see how spring quarter will be played out. Replicating fall 2020 in 65-70% in-person classes. Will continue extensive testing and maintaining public health protocols.

Provost Pedersen: President McConnell gave a few pieces of information on enrollment. Want to show some trends. We have been increasing enrollment over the last few years. We declined a bit in overall enrollment only 3%. One of the contributing factors was the retention (85%) of incoming freshman students. First year students peaked in 2018, was higher than anticipated. The decline in 2019 was intentional the bring numbers down, dropped a bit more with COVID. Have gone up and down with transfer students, lost a few more students than was wanted. Want to enroll more transfer students is possible. Will support our access mission as a Land Grant University. Looking ahead, tracking for spring, summer, and fall positive in applications. Key will be to focus on recruiting the students to come to CSU. Our Colorado Free application day was highly successful, most applications we have ever seen.

Provost Pedersen: We are also working on student success, how we are doing with our cohorts. Focus on student retention. Lots of fluctuation in black student population. This is a top priority.

Native Americans have almost evened out, Latinx population has remained flat, same with Hawaiian and Asian Islanders. In the Fall 2020 cohort, we have 4,471 students, 18% with limited income. Targeting to increase these cohorts.

Chair Doe: Commented in the chat that these are very concerning losses to black student enrollment.

President McConnell: Responded to Chair Doe's comment in the chat. Slide that was being referred to illustrated retention, not initial enrollment. It shows our black students didn't retain as well as other minoritized groups. This means we need to be intentional in assessing the effectiveness of our current success initiatives, develop new strategies, and always improve. This is very important.

Cynthia Brown: Asked in chat: Will the slides be available after the meeting for us to share with faculty in our departments?

Provost Pedersen: Responded to Cynthia Brown's question, will share slides after meeting.

Provost Pedersen: A new structure for the Race, Bias, and Equity Initiative has been put in place. Currently a co-chair along with Blanche Hughes and Mary Ontiveros. Coordinating with all other networks and committees on campus. Specific goals have been identified. Goal is to have deeper connections between and among campus groups, look for synergies and opportunities. Also address gaps and develop consistency, implement policy changes, share action items with President McConnell. Enhance communication flow among groups. Show we are moving forward with action.

Lisa Daunhauer: Had a question for Provost Pedersen. Has a colleague that was asked to submit to mandatory saliva testing, has to report everyday if anyone has been tested. If tested, whether symptomatic or not, child cannot go to daycare. If employee has had saliva testing, they have to let the childcare facility know. Another colleague reported not doing the testing because of a similar issue with childcare.

Provost Pedersen: Would only be mandated if there was a high risk, if you have been in close contact, otherwise it is optional. Protocol for public health and safety. If they are negative, there are no restrictions. Takes about a day and a half to get results. If presumed positive, then they have to go get a PCR test. Could be 2-3 days. If the test is positive, it is a pretty good predictor of being a positive COVID test. Completed over 1,000 tests last Friday, had a 2% positivity rate. Had 23 positives out of 1,180. We are required to follow these protocols and guidelines.

Daunhauer: Will confirm with colleague, impression was that this person felt it was required. Concern was that even if it is only a day and a half or two days, still time without childcare.

Provost Pedersen: Something we need to see, how many people are being impacted and what we can do to be supportive. Will be dealing with this all through spring semester, so these are important issues to know.

Mary Meyer: Commented in the chat that the understanding is that the nasal swab test is only mandatory if the saliva test is positive.

Moti Gorin: Has two questions. Asked: Do we know the false negative/false positive rate on these new tests? Asked: How is the economically disadvantaged student defined? Referred to the 19% of students categorized on Provost Pedersen's slides.

Provost Pedersen: Numbers on positivity rates are still moving. Saliva test not FDA approved, will be going for approval, not able to provide numbers as they shift. Believe they are using PELL eligibility criteria for the economically disadvantaged, unsure of cutoff point.

Dean Ben Withers: Posted a link in the chat regarding PELL eligibility.

Vice President Leslie Taylor: Commented in the chat related to Pell Grant eligibility, we use an institutional verification to determine need as well. We are very intentional about working to get money to students who need it most.

Gorin: Responded in the chat that it looks like Pell money is available to students with less than \$60,000 in family income, with less income, more Pell money in that range. Would like to see a more fine-grained analysis at some point, how many students come from the poorest households, how many from the \$60,000 households, etc.

Vice President Taylor: Responded to Moti Gorin in the chat that we can get that. Our awarding takes into account household size, students in college, "non-custodial" parents, etc. Have done some work with IR to see how aid impacts retention and success of low income students and we need to repeat that soon. Provided a link in the chat.

Karen Barrett: Follow-up to Lisa Daunhauer's question. Was also mandated to take a saliva test due to teaching a large class. No reason to believe she was exposed, would have to miss work for a few days. Issues with childcare. Own test took more than 24 hours for saliva test result.

Provost Pedersen: Issue that needs to be explored with the Pandemic Team. Deans had initially submitted names of faculty that were considered high risk, understanding was that testing was made available. Have never heard the word "mandated", so will follow up.

Barrett: Mandated if the swab test was positive.

Provost Pedersen: Will follow up on the language of testing. Thanked Karen for bringing attention to that.

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

Chair Doe: Have two quick things to report. First is that we are working on a summary report of the Special Faculty Council meeting from November 2<sup>nd</sup>. Will be in touch with that.

Chair Doe: Second item is that due to the hard work of Steve Reising and the Committee on Faculty Governance, units have been receiving the Committee on Non-Tenure Track Faculty proposal. Have effectively gotten this out to units for consideration. Requested input to be received by November 16<sup>th</sup> to allow time to review the feedback. Will hear motions at the December 1<sup>st</sup> Faculty Council meeting. Asked if Steve Reising had anything to add to that.

Joseph DiVerdi: Asked in the chat if the Committee on Non-Tenure Track Faculty had any comments on this.

Jenny Morse: Happy that the Committee on Faculty Governance is circulating these materials for consideration. Discussed the proposal, decline in faculty participation. Hoping these proposals can increase the role shared governance has by allowing more faculty based on rationales. Important to include all faculty. The proposals have been written as two proposals. Consider them as separate steps. Looking forward to hearing feedback on the proposals.

Pedros-Gascon: Wanted to add a comment in line with the discussions that have been held regarding non-tenure track seeking representation and the possibility of an non-tenure track feeling like they may not be able to transmit their opinions or vote their conscience because of possible pushback. Wanted to remind everyone that we can always ask for secret votes. May make it slower at Faculty Council meetings, but this is a great way of facilitating being able to cast opinions and provide input without having to feel compromised.

Chair Doe: Thanked Pedros-Gascon for his comments.

#### 4. Board of Governors Report – Stephanie Clemons

Clemons: Will let report stand as submitted, and can take any questions. The next Board of Governors meeting is on Thursday, December 3<sup>rd</sup>, over Zoom.

### **G. DISCUSSION**

1. Discussion about Libraries and Elsevier – Karen Estlund, Dean of Libraries [See slides at the end of these minutes.]

Dean Karen Estlund: Discussed finances, libraries material costs. Spend over \$9 million a year on our collections, less than others but still a lot. Cost increases over the last 40 years are incredibly high. University of California is controlling costs by saying no with support of their faculty senate.

Dean Estlund: Five publishers control more than 50% of the articles published. Talked about where Libraries line up with these 5 publishers, Elsevier, Sage, Springer, Taylor and Francis, and Wiley. Discussed the current state of negotiations with Elsevier. Negotiate through the Colorado Alliance of Research Libraries. Have contracts that last three to five years and we have been able to do a bundle plus additional titles that are important to CSU. Inflation rate was 4%, much higher than consumer price index. Looking at negotiations, want to see what we are actually

using in these collections moving forward, have flexibility thanks to the support of faculty at some other institutions to start looking more clearly at these packages. Based solely on usage.

Dean Estlund: Discussed peer experiences regarding Elsevier negotiations. Some have had to cancel, looking for open access models through negotiations. Goal is to reduce overall cost and inflation. Contract ends in December, hopeful we can come to a negotiation.

Jerry Magloughlin: This will require involvement of Faculty Council. If it's title by title, we'll need input. Deposit your work into open access repositories. Lobby your societies to improve access and focus on low cost. As we know, there's an up-front cost to open access. It is true that there are predatory publishers, but those can be avoided. You and your peers decide what constitutes quality within your field. Examine tenure and promotion criteria and reliance on journal publishing industry.

Chair Doe: Commented in the chat that we would be happy to consider a statement. Asked Dean Estlund if there was an example statement from another faculty council or senate that could be used as a model.

Dean Estlund: Responded in the chat with a link to the one from Iowa State.

Chair Doe: Noted in the chat that open-access journals also provide opportunities for readers who don't have the advantage of institutional affiliation.

Vice Provost Susan James: Commented in the chat that we need to look at tenure and promotion criteria dependent on publishing in specific journals, and this is only one reason.

Makela: Thanked Jerry Magloughlin in the chat for suggesting action/advocacy on the part of faculty and departments.

Brad Conner: Asked: If we fail to make a deal, is there a way to help us offset the cost for publishing in open access journals?

Dean Estlund: In other institutions, funds to offset open access cost exist. Something we can look into. Need to make sure the journal is fully open access, not a hybrid. If hybrid, we effectively pay twice.

Elder: Asked: Is there a parallel discussion going on among Deans? Specific journals are very much a focus in business. Might be helpful to have an alternative discussion among Deans as well.

Dean Estlund: Have had discussions at the Council of Deans about this issue. Understanding is that most of the criteria is set at the department level. Starting these conversations is really what we are advocating for.

Elder: Asked if this needed to be brought back to department, or will our library committee member bring it back.

Magloughlin: Have a representative through the College of Business, contacting them is good. Can also feel free to email me with any issues.

Ruth Hufbauer: Had been emailing with Dean Estlund about a model called the Peer Community In model, so you can have peer communities in your research. Organization that is working to have researchers deposit their work in open access archives, mechanism for reviewing that work by peers. Provided a link in the chat.

Chair Doe: Thanked Dean Estlund and Jerry Magloughlin for joining the meeting, and bringing this to our attention and allowing us to be a part of any mechanisms we might entertain. Think about us for action and advocacy in the future.

## 2. CSU Cares and ComPsych Services—Emma Chavez, Jan Pierce, Bob Schur & Maggie Walsh

Chair Doe: Introduced group, discussed what CSU Cares is doing. There is unprecedented need from the community for support, financial support. Job loss due to COVID, now more recently the fires. Happy to be able to participate. Wanted them to share what they have to offer.

Maggie Walsh: Interim Director of Strategic Partnerships in University Communications. Have been co-chair with Bob Schur with CSU Cares since it was founded in 2012, in the midst of the High Park Fire. Have three major avenues, CSU Cares, the Employee Assistance Program, and the EHLF, the emergency hardship loan fund. Employee requests are broad—financial, physical and mental health, child and dependent care, housing. We grant up to \$2,000 in cash, process goes very quickly. Was originally for employees and students. Ram Aid was formed for students, now CSU Cares is just for employees.

Bob Schur: From the Office of Policy and Compliance. Relief fund for disasters, county, federal, etc. Managed by a committee of 11 members. Discussed Rams take care of Rams. We try to maintain confidentiality about committee members and applicants. Canvas Credit Union gave us a generous donation. We expect the fire-related requests to increase. Thanked those members who have donated, and thanked those in advance who were considering donating. Discussed the employee hardship loan fund, which is interest-free loans. These are also supported by donations. They are not tied to declared disasters, can respond to any kind of family or personal emergency. Loans paid back over one year by payroll deduction over 12 months for \$1,000 and over 6 months for \$500. Provided links for CSU Cares and donating, slides provided to Teams channel at the end of meeting.

Jan Pierce: Introduced herself as the Employee Assistance Coordinator. Want to normalize the experience we are having right now, people's lives and mental health may be spilling over into their work life. Gave some resources for faculty members. Mentioned that the ComPsych benefits have been extended to graduate students, so all now have access to those six free sessions of counseling per person in their household per year. Also available to Admin Pro, State Classified, and Graduate Assistants. Encouraged members to reach out to her or Emma Chavez with questions or to get linked up with services. Links provided in the slides on the Teams channel.

Emma Chavez: Runs the CARE program, on-campus and off-campus resources. Showed slide containing website information. Have two specific links for COVID-19 resources and Cameron Peak Fire Resources. Also have multiple discount programs, including 30% off OtterBox and 10% off at Safeway on Fridays. Information provided in slides on Teams channel.

## H. FACULTY LIGHTNING ROUND PRESENTATION

### 1. Jess Ellis Hagman—Associate Professor, Department of Mathematics

Chair Doe: Introduced Jess Ellis Hagman. Associated Professor of mathematics, who does research in mathematics education, focusing on introductory college mathematics programs. Hope is that the work vastly improves the experience of these programs, especially for students who have been most historically and systematically underserved. Recently her time has been shared between this work and raising a 6-month old.

Jess Ellis Hagman: Thanked everyone for having her and for the distraction today. Sharing research on the seven characteristics of successful calculus programs. This work is funded by the National Science Foundation and the Math Association of America, drawing on a large national study using survey data. The seven characteristics that emerged were student supports, rigorous courses, adaptive placement, local data, coordination, GTA prep, and active learning. Anyone in high enrollment first-year courses knows these things. Since publishing and disseminating these programs, we realized that there were problems with the study in that it is biased towards programs that are successful for white and male students. Now they are focused on centering Diversity, Equity, and Inclusion in conjunction with making these improvements, so that calculus is successful for all.

### 2. Lori Kogan—Professor, Clinical Sciences at Veterinary Teaching Hospital

Chair Doe: Lori Kogan is a Professor of Clinical Science for the College of Veterinary Medicine and Biomedical Sciences. Chair of the Human/Animal Interaction section of the American Psychological Association, and the editor and founder of the Human Animal Interaction Bulletin and Open Access Online Publication supported by Division 17 of the American Psychological Association. Has published articles and books on human animal interaction, including pet loss, grief, and therapeutic grief. Currently engaged in several research projects pertaining to the intersection of the human animal bond and veterinary medicine.

Lori Kogan: Started off by discussing the study that had been conducted on whether men were seen as more desirable if they were pictured with a cat rather than alone. It was determined that when pictured with a cat, women saw men as less masculine. Something kind of fun. This is the study that was featured in SOURCE and has gotten a lot of interest.

Kogan: Want to talk about a study that was done in March at the beginning of COVID, when everyone was in lock-down mode. Will go over dog responses, since cat responses were very



<b>Andrew Norton</b>	College-at-Large	2023
<b>Health and Human Sciences</b>		
Nancy Miller	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
Shannon Hughes	School of Social Work	2022
<b>Business</b>		
Bill Rankin	Accounting	2022
<b>Stephen Hayne</b>	Computer Information Systems	2021
<b>John Elder</b>	Finance and Real Estate	2022
<b>Yolanda Sarason</b>	Management	2021
(substituting for Dawn DeTienne, on sabbatical for 2020-21)		
<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
<b>Kirk McGilvray</b>	Mechanical Engineering	2023
Thomas Bradley	Systems Engineering	2023
<b>Sybil Sharvelle</b>	College-at-Large	2023
<b>Steven Reising</b>	College-at-Large	2022
J. Rockey Luo	College-at-Large	2022
<b>Liberal Arts</b>		
<b>Mary Van Buren</b>	Anthropology & Geography	2023
Jason Bernagozzi	Art	2022
Kit Hughes	Communication Studies	2022
(substituting for Ziyu Long, on parental leave Fall '20)		
<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)	History	2023
(substituting for Jared Orsi, on sabbatical Fall '20)		
<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

<b>Tara Opsal</b>	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
Del Harrow	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
Chad Hoffman	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
<b>Natural Sciences</b>		
<b>Olve Peersen</b>	Biochemistry & Molecular Biology	2022
Melinda Smith	Biology	2021
<b>Robert Paton</b>	Chemistry	2023
<b>Ross McConnell</b>	Computer Science	2022
<b>Dylan Yost</b>	Physics	2021
<b>Silvia Sara Canetto</b>	Psychology	2022
<b>Mary Meyer</b>	Statistics	2022
TBD	Mathematics	2023
<b>Alan Van Orden</b>	College-at-Large	2023
Anton Betten	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
<b>Veterinary Medicine &amp; Biomedical Sciences</b>		
<b>DN Rao Veeramachaneni</b>	Biomedical Sciences	2022
Kevin Haussler	Clinical Sciences	2022
<b>Elizabeth Ryan</b>	Environmental & Radiological Health Sciences	2023
<b>Tony Schountz</b>	Microbiology, Immunology and Pathology	2021
<b>Candace Mathiason</b>	College-at-Large	2022
Marie Legare	College-at-Large	2023
Adam Chicco	College-at-Large	2022
<b>Christianne Magee</b>	College-at-Large	2022
Gerrit (Jerry) Bouma	College-at-Large	2021
<b>Jennifer Peel</b>	College-at-Large	2023
John Rosecrance	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, Chair</b>	Committee on Faculty Governance	2021
Shane Kanatous, Chair	Committee on Intercollegiate Athletics	2021
<b>Jerry Magloughlin, Chair</b>	Committee on Libraries	2021
<b>Jenny Morse, Chair</b>	Committee on Non-Tenure Track Faculty	2021
Marie Legare, Chair	Committee on Responsibilities and Standing of Academic Faculty	2021
Melinda Smith, Chair	Committee on Scholarship, Research, and Graduate Education	2021
<b>Karen Barrett, Chair</b>	Committee on Scholastic Standards	2021
<b>Joseph DiVerdi, Chair</b>	Committee on Strategic and Financial Planning	2021
<b>Shawn Archibeque, Interim Chair</b>	Committee on Teaching and Learning	2021
Mo Salman, Chair	Committee on University Programs	2021
<b>Bradley Goetz, Chair</b>	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
Ashley Harvey	Committee on Non-Tenure Track Faculty	2022
Jamie Nielson	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
Natalie Ooi	Committee on Non-Tenure Track Faculty	2022
Pinar Omur-Ozbek	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
Yolanda Bevill	Vice President for University Communications
<b>Mary Ontiveros</b>	Vice President for Diversity
Diana Prieto	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
<b>Karen Estlund</b>	Dean, Libraries
Brandon Bernier	Vice President for Information Technology
Jim Cooney	Special Assistant to the Provost for International Affairs
Pam Jackson	Vice President for University Communications

Alan Rudolph  
Blanche M. Hughes  
Kelly Long  
Lynn Johnson  
James Pritchett  
Jeff McCubbin  
Beth Walker  
David McLean  
Mary Stromberger  
**Ben Withers**  
Jan Nerger  
Mark Stetter  
John Hayes  
Catherine Douras

Vice President for Research  
Vice President for Student Affairs  
Vice Provost for Undergraduate Affairs  
Vice President for University Operations  
Dean, College of Agricultural Sciences  
Dean, College of Health and Human Sciences  
Dean, College of Business  
Dean, College of Engineering  
Dean, Graduate School  
Dean, College of Liberal Arts  
Dean, College of Natural Sciences  
Dean, College of Vet. Medicine & Biomedical Sciences  
Dean, Warner College of Natural Resources  
Chair, Administrative Professional Council



## PROVOST REPORT TO FACULTY COUNCIL

November 2, 2020

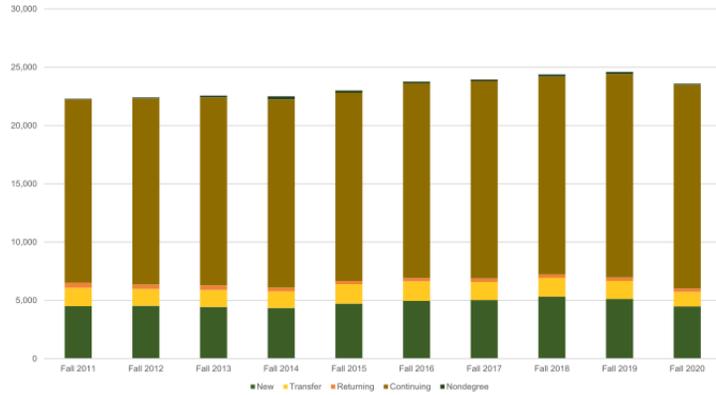
SPRING 2021

### Spring 2021

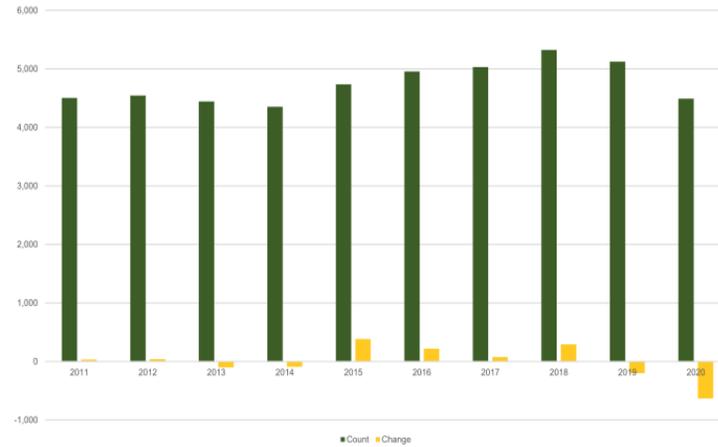
- Semester start: **Tues., Jan. 19**
- Spring Break: **April 12-16**
- Replicate FA20 percent courses offered in-person or hybrid
- Maintain public health protocols, continue extensive testing

ENROLLMENT

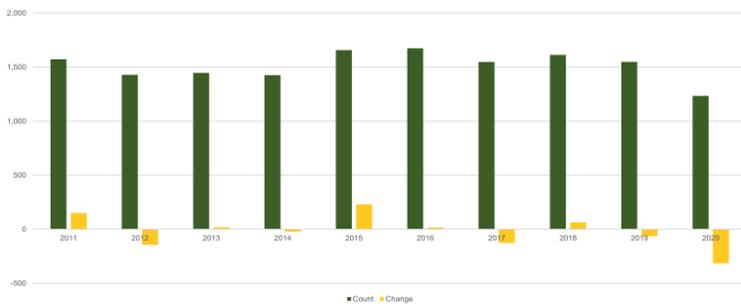
### Undergraduate Enrollment – 10-Year Trend



### First Year Students – 10-Year Trend



### Transfer Students – 10-Year Trend

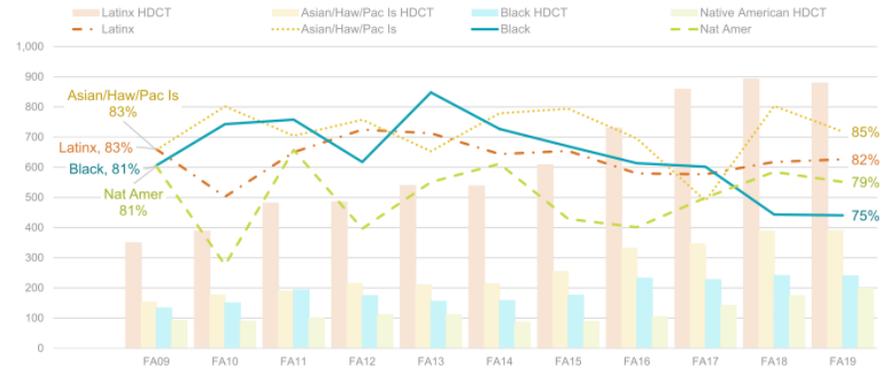


### Enrollment – Looking Ahead

- Spring, Summer, and next Fall are tracking above past two years in applications
- First-year student apps are up 1% over this time last year
- Colorado Free Application Day – CSU received 10,346 apps (up from 9,143 in 2019)

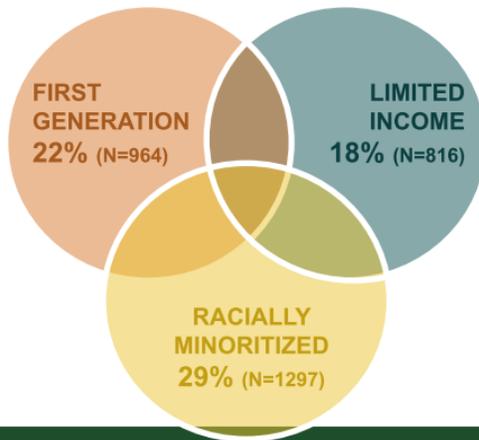
STUDENT SUCCESS

### First-Time, Full-time Cohorts Second Fall Persistence Rate by Racial Identity



### Among the Fall 2020 Cohort: (N=4,471)

- 22% are first generation college students
- 18% come from a limited income background
- 29% hold one or more racially-minoritized identities



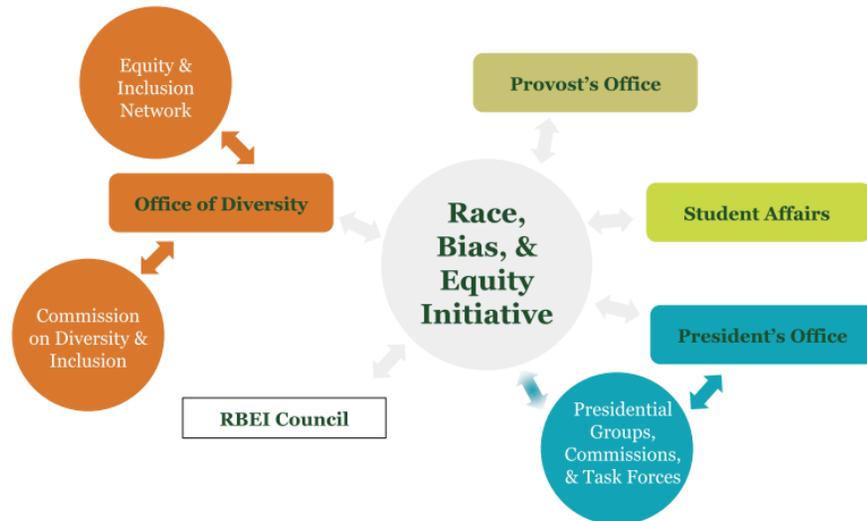
### Race, Bias, and Equity Initiative (RBEI)

## RBEI: First Phase

- CSU community submitted 147 proposals
- Approximately half related to ideas or programs already in progress
- Three proposals selected to move forward

## RBEI: Second Phase

- Co-Chairs: Blanche Hughes, Mary Ontiveros, Mary Pedersen
- RBEI Council:  
Yolanda Bevill, Ann Claycomb, Lynn Johnson, Blake Naughton, Diana Prieto, Leslie Taylor, Jannine Mohr



## RBEI Goals

- Create deeper connections between/among DEI work and efforts across CSU
- Address knowledge gaps and ensure consistency of DEI work University-wide
- Implement institutional-level DEI work and policy changes

## RBEI Action and Activity

- Recommendations and action items are shared with President McConnell
- Executive Leadership Team is actively engaged
- Regular communications flow between/among DEI groups
- Student engagement through various groups



# CSU Libraries: Subscriptions and Elsevier Negotiation Update

Library Faculty Council  
November 3, 2020

Karen Estlund, Dean of Libraries  
Jerry Magloughlin, Chair, Faculty Council Committee on Libraries



## Agenda

1. CSU Libraries Collections Investment
2. Academic Libraries Materials Costs
3. CSU Libraries Subscription Costs
4. Elsevier Negotiation 2020
5. Faculty Support Needed

## CSU Libraries Collections Investment: \$9.18m

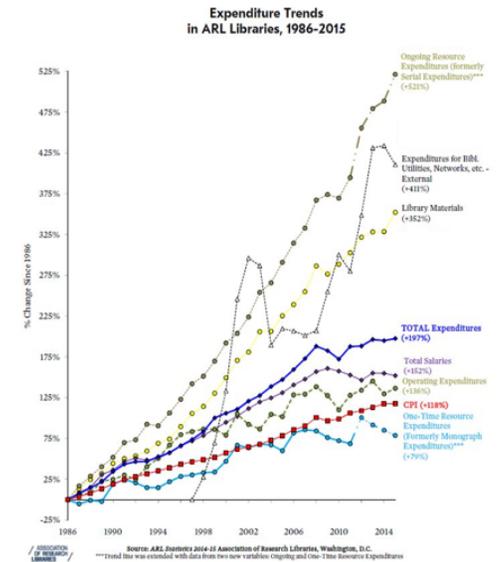
Institutions	% of CSU Collection \$*
Iowa State Univ	110%
Michigan State Univ	225%
North Carolina State Univ	132%
Oklahoma State Univ	90%
Purdue Univ	173%
Texas A&M	280%
UC, Davis	97%
UIUC	227%
Univ of Tennessee	175%
Virginia Tech	115%
Washington State Univ	89%

\* Association of Research Libraries, Investment Index, 2019

## Academic Research Libraries Materials Costs

### 1986-2015

- Journals (Ongoing Resource Expenditures): +521%
- Databases (Expenditures for Bibl. Utilities, Networks, etc. - External): +411%



## 5 Publishers Control more than 50% of Articles Published

Larivière, V., Haustein, S., & Mongeon, P. (2015 June 10). "The Oligopoly of Academic Publishers in the Digital Era." *PLoS One*. <https://doi.org/10.1371/journal.pone.0127502>

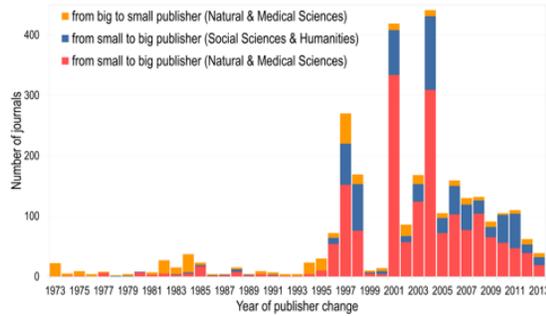


Fig 2. Number of journals changing from small to big publishers, and big to small publishers per year of change in the Natural and Medical Sciences and Social Sciences & Humanities.

## CSU Libraries Subscription Costs

Vendor	Consortia/CSU Contract	Number of titles	Cost FY2019
Elsevier	CARL 2016-2020	2276 (Freedom Collection + selected additional titles)	~\$2m
Sage	CARL 2018-2020	1073 (2018 fixed list) + selected additional titles	~\$250,000
Springer	GWLA 2020-2023	(Consortial 2020 fixed list 1582) + selected additional	~\$550,000
Taylor and Francis	CSU	Purchased title by title as needed: 317	~\$450,000
Wiley	GWLA 2019-2021	1506 (Database model)	~\$1m

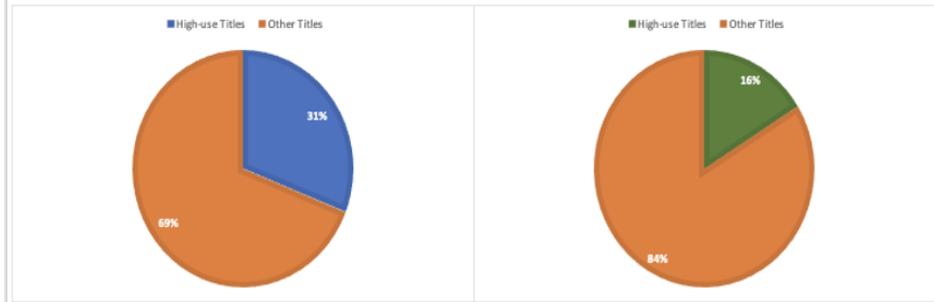
## Elsevier Negotiation: Current State

- Elsevier Journal contract 2016-2020 through the Colorado Alliance of Research Libraries (CARL)
- Since 2005, CARL has had a series of 3 or 5-year contracts with Elsevier for the *ScienceDirect Freedom Collection*. Additional journals outside of the package have been added.
- Number of titles w/access: Freedom Collection 2259 + 17 additional = 2276.
- Number of titles w/perpetual access: 428 (based on list from 20 years ago)
- The inflation rate was 4% for years 1-3 then 3.75% for years 4-5.
- CSU-FC Spend FY19: ~\$2m

## Elsevier Negotiation: Journal Usage

700 journal titles represent ~80% of usage across CARL

368 titles represent ~70% of CSU usage



## Elsevier Negotiation: Peer Experiences

- Keeping Freedom Collection like [University of Washington](#)
- Canceling Elsevier journals entirely, switching to a [pay-per-article model like Florida State University](#).
- Canceling the Elsevier bundle of journals, and switching to a [pay per journal model like UNC-Chapel Hill](#)
- Failing to reach a deal, so that for a time, articles published starting 1/1/21 will only be available via interlibrary loan. This happened with the [University of California system](#).
- Adding a new pay-to-publish [open access model](#), though only small institutions with limited authored articles have so far been successful in this negotiating this approach.

## Elsevier Negotiation: Possible Outcomes

GOAL: Reduce overall costs and limit yearly inflation increases

Through Colorado Alliance of Research Libraries (CARL)

1. Keep the Freedom Collection but move to access only model
2. Define shared list of around 1,100 titles w/access only

*CSU can add to either of the above with additional titles and perpetual access to specific titles.*

3. CARL fails to reach a contract by January 2021, then,
  - a. CSU and CU systems work on contract,
  - b. CSU subscribes to specific titles (w/Pueblo) on institution contract, or
  - c. CSU provides access only by article request payments and or [InterLibrary Loan](#) (like Univ. of California)

## Faculty Support Needed

- Input on titles for access and perpetual access if we go to a title by title/ model
- Support if we fail to reach a deal – Possible Faculty Council statement
- Lobby societies with which you are affiliated to provide open access or low-cost models
- Deposit your work into an [open access repository](#) and foster the use of [open access](#) materials, especially if you are a tenured researcher.
- If you are on an editorial board, advocate for a change to [OA](#) or resign from editorial roles with publishers known for excessive [charges and inflation rates](#).
- Publish your work in the many excellent [open access](#) and/or low-cost journals. Your peers, librarians, and various helpful sites such as [this](#) can help you avoid predatory publishers that have, unfortunately, popped up in recent years. Remember, you and your peers decide what is quality in your fields.
- Examine tenure and promotion criteria and reliance on journal publishing industry

# Thank you



## Support Programs at CSU for Faculty and Staff

CSU Cares



CARE PROGRAM  
COLORADO STATE UNIVERSITY

Emergency  
Hardship Loan  
Fund (EHLF)

Employee  
Assistance  
Program

CARE  
Program at  
CSU

Colorado State University

## Employees' Requests

- ❖ **Financial** - past due utility/medical bills, cannot pay rent, unforeseen situations like roommates leaving the residence, accidents (from broken hand to motor vehicles), loss of home due to fire.
- ❖ **Physical Health/ Medical** - being diagnosed with a medical condition, wanting guidance to navigate the medical system, out of pocket expenses, chronic medical conditions, medication affordability.
- ❖ **Mental Health/Stress** - struggling with finding work/life balance at home, isolation, family members' concerns
- ❖ **Childcare/ Dependent Care** - affordable childcare options, kids with learning disabilities and/or individuals with special needs.
- ❖ **Housing** - rent payment, mortgage payment, family of 4 living on one income, displaced workers due to fire.



Colorado State University

## CSU CARES

Presidential initiative created during the High Park Fire of 2012 to assist employees with emergency cash (up to \$2,000) to help them through the crisis.

The fund assists with expenses directly related to natural disasters (either nationally declared or declared by the president of CSU). Funds may be used to pay for expenses, replacements, rent in temporary accommodations, assistance with unexpected childcare for emergency workers, etc. Funds can only be used for expenses not reimbursed by insurance.

CSU Cares has been used for:

- 2012 High Park fire
- 2013 floods
- Hurricane Maria
- COVID-19 pandemic and Cameron Peak Fire

## Rams Take Care of Rams

Through CSU Cares, the CSU community is reaching out to help our dedicated employees in their time of need.

Committee members include representatives from Office of the President, University Operations, Facilities Management, Employee Assistance Program, CARE Program, Housing & Dining Services, University Communications, Faculty

Committee members review applications, discuss applications with applicants, provide resources for other services (mental health, food options, etc.) and vote on amount of award granted.

## 2020 Data Points

**CSU employees helped in 2020 (COVID-19 and Cameron Peak Fire): 68**

**Money awarded: \$62,000**

**Average grant: \$954**

**Private donations received from CSU faculty/staff: \$28,000**

**Number of faculty/staff donors: 348**

**Donation from Canvas Credit Union: \$50,000**

### In their own words: Quotes from CSU Cares recipients

"CSU Cares gave me not only a life jacket, but a boat and paddles to keep me afloat! Rams really do take care of Rams and you can bet your life I will be paying this forward. Thank you for helping me and my family."

"I can't explain how much this will help me or how thankful I am to have people like all of those who donate money and make this program possible. I will most definitely be donating what I can so this program can keep going. So once again to everyone who donates, thank you so much I don't know what I would have done if not for CSU Cares."

## Employee Hardship Loan Fund (EHLF)

- Interest-free loans up to \$1,000 to employees in need due to unforeseen calamity
- Supported by donations
- Loans paid back over one year by payroll deduction
- Need not be a declared disaster
- Successful program since 2014; over 130 loans provided
- Very low default rate



Give to CSU Cares:

<https://giving.colostate.edu/ramfunder>

Apply for a CSU Cares Grant:

<https://commitmenttocampus.colostate.edu/rams-for-rams/>

## Employee Assistance Program Resources

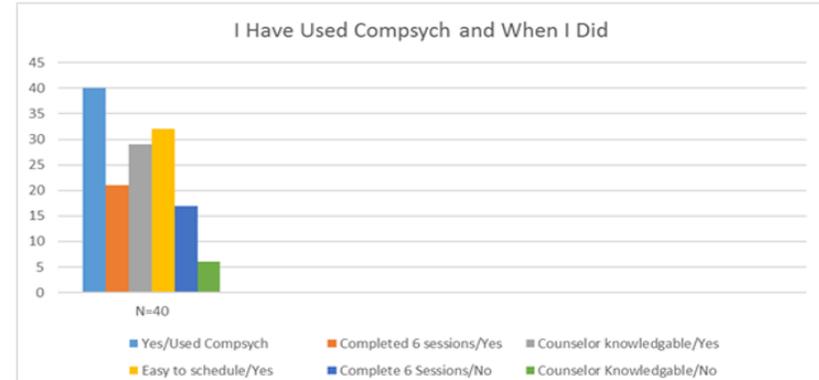
### On Site Coordination

- Jan Pierce, MS, LPC
- (P) 970-491-3437  
(Email) [jan.pierce@colostate.edu](mailto:jan.pierce@colostate.edu)
- [EAP Website](#)
- Assessment and referrals, management consultation, outreach to employees struggling with mental health,
- Departmental support after impactful events or loss within a community
- Collaboration on committees to advocate and serve as mental health liaison
- Education and mental health trainings for departments and units on campus

### Third Party Benefits

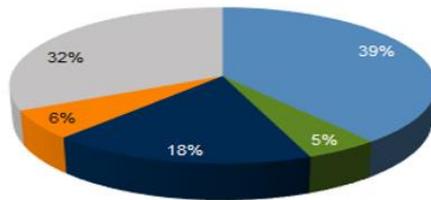
- **ComPsych**
- Six free sessions of counseling for all Faculty, Admin Pro, State Classified and Graduate Assistants and members of their household per year: **Call: 800-497-9133**
- Staffed 24/7 with experienced clinicians
- Ability to offer same day access for higher risk individuals
- Legal and Financial over the phone support during business hours **Call:800-497-9133**
- **Guidance Resources WebID: CSUEAP**  
*Includes legal, financial and lifestyle resources including the ability to pay to write a Will*
- Many trainings pertaining mental health, work life and school during Covid [ComPsych Covid Resources](#)

## Utilization Survey Conducted at HR Benefits Fair 2020



## ComPsych Data by Classification

### 2020 – Live Cases by Designation



### Observations and Comments

Trends across all employee groups were identified as Anxiety & Depression, Stress, Family Issues, Partnership & Relationship issues & Psychological issues  
51 Health Crisis cases identified across the markets

- ADM-Professional
- Faculty
- Classified State
- CSU
- Household Member



The **CARE** program - **C**onnects **A**nd **R**efers **E**mloyees to resources

CARE provides employees with information about and referrals to departments/programs at CSU, as well as to agencies and organizations in Northern Colorado.

[www.care.colostate.edu](http://www.care.colostate.edu)

**COLORADO STATE UNIVERSITY | CARE PROGRAM**

About the CARE Program - Resources by Category - On Campus Resources - Community Resources - Contact Information

COVID-19 Related Resources - Cameron Peak Fire Related Resources

### Work-Life Resources.



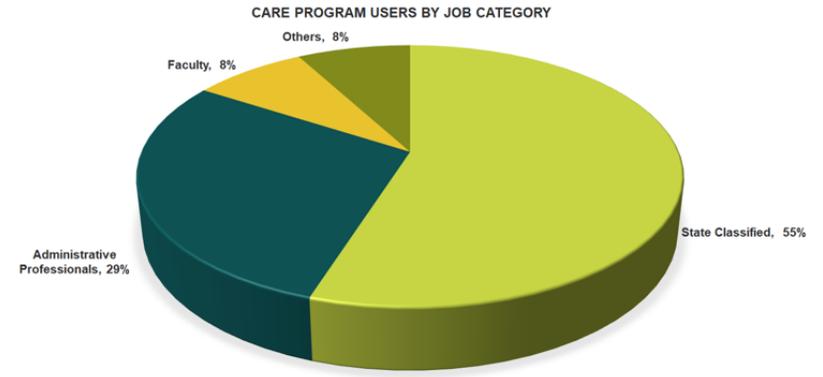
### CARE Program *October* Newsletter

- CARE-Newsletter – Oct. 2020
- Boletin CARE – Oct. 2020

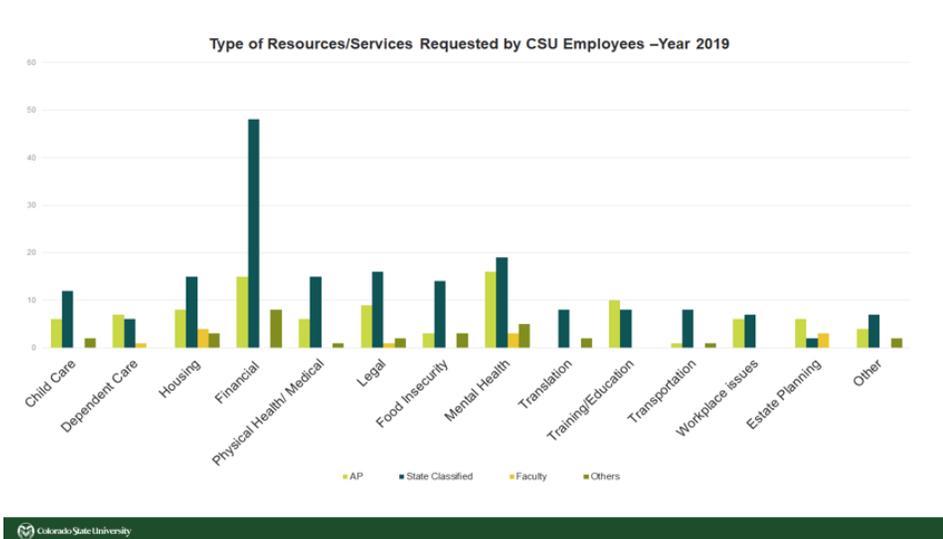
### Other Important Newsletters

- Poudre Libraries Newsletter
- Diversity Office Newsletter
- City of Fort Collins Newsletter
- Center for Healthy Aging Newsletter

Community Information and List of Events

Others: Non-Students hourly, Community Members, Associate Guests, Visiting Scholars, retirees and Spouses of CSU employees



## Discounts for Faculty and Staff of CSU

10% at Safeway on Fridays

30% off at Otter Box store

Flash your card by the Poudre River Library

New Costco members get a \$30 shop card

10% at Old Navy store

20% discount at Dunkin

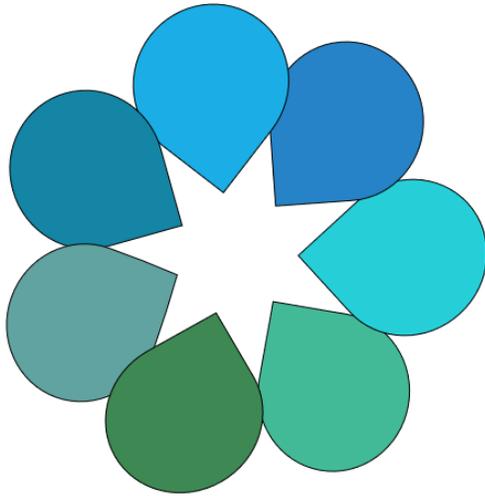
10% dog grooming services at your Dirty dog

20% at Scotchies and Camelot Dry Cleaners

Savings from Financial institutions like Canvas and Quicker loans

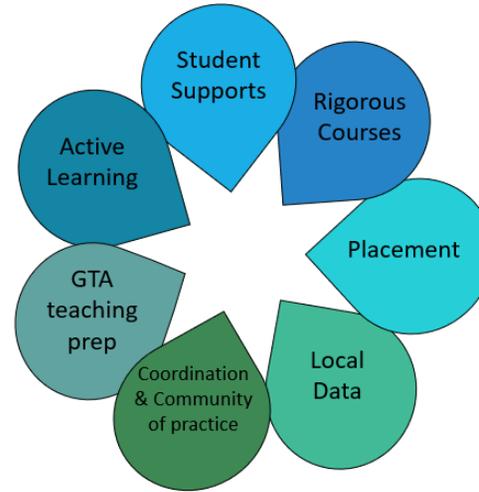
10% at Ram Tech store





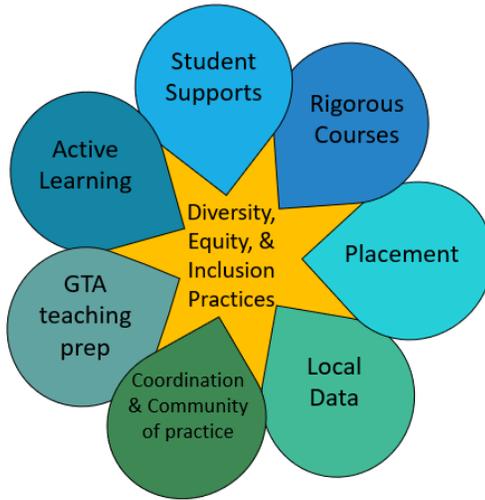
## Seven Characteristics of Successful Calculus Programs: Revisited

Jess Ellis Hagman  
Mathematics; [jess.ellis@colostate.edu](mailto:jess.ellis@colostate.edu)



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Lori Kogan, PhD

Human Animal Interaction research

Lori.Kogan@colostate.edu

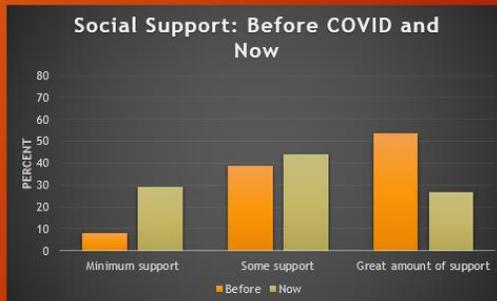
### Not the Cat's Meow? The Impact of Posing with Cats on Female Perceptions of Male Dateability



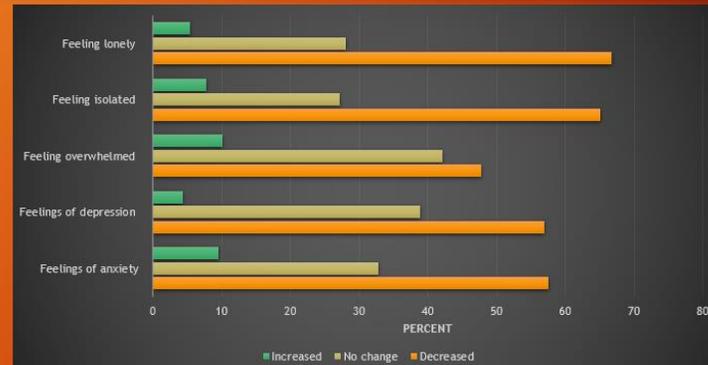
College-age women found the men holding cats as less masculine; higher on neuroticism, agreeableness, and openness; and ultimately, less datable in the short or long term. These findings were influenced by whether the female viewer self-identified as a “dog” or “cat” person.

### Pet dogs during the time of COVID

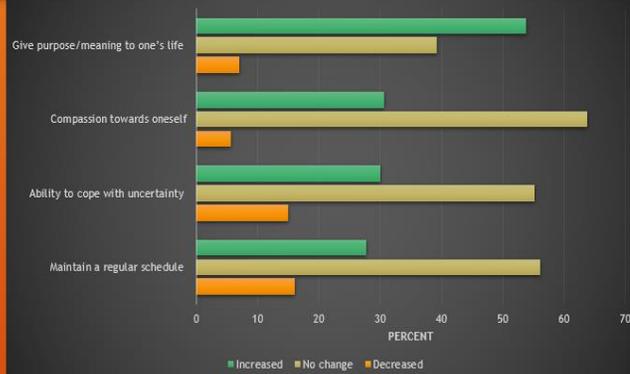
- Online anonymous survey - March 2020; 4105 responses
- Sample- predominantly US women living with one other adult in “lock-down mode” (all non-essential stores and businesses closed and ordered/strongly recommended to stay at home)



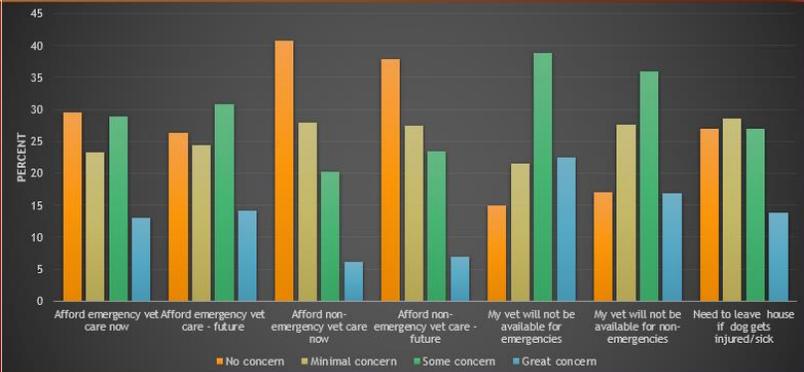
### Dogs' impact on negative emotions



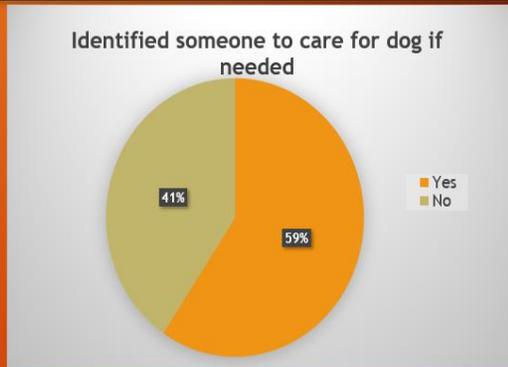
### Dogs' impact on positive emotions



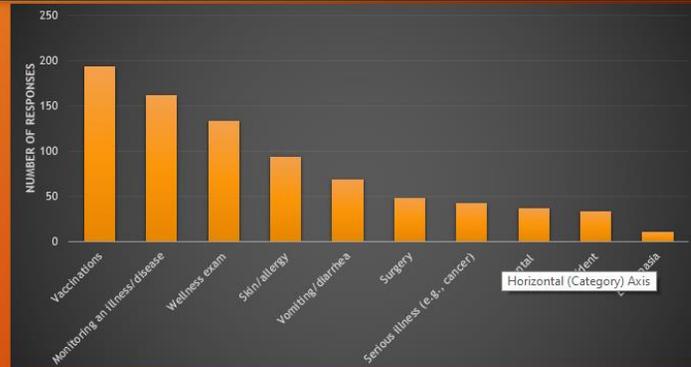
### Concern level with veterinary related issues



### Designated caretaker



### Reasons for veterinary visit (22% visited veterinarian during 'lock-down' phase)



## Comments

"I'm just so happy that I have them, I can't imagine going through this without them. Just petting them brings so much comfort. And watching their antics brings laughter that seems so rare these days."

"I'm thankful for my dog being there for to hug and pet when things get down. I like knowing that he doesn't know what's happening in the world he is just happy to have a pet and a ball thrown to him. He is there for me through it all."

## Conclusions

- Cat survey results - very similar
- During these stressful times, our pets play a critical role in providing companionship, mitigating loneliness and isolation and giving us a sense of purpose.
- Tonight - take a minute to pet your companion - you both deserve it