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 1st, 2020 – Jane Rhodes

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

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 6th.

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 23rd and October 30th 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 30th 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.


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 12th-16th, 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 held 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 10th 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 12th-16th. 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 2nd. 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 16th to allow time to review the feedback. Will hear motions at the December 1st 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 3rd, 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
similar. Involved an anonymous survey, roughly 4,000 people responded, mostly women in the United States. Showed graphs reflecting the social support people felt before COVID and then at the present time, when everyone wasn’t really leaving their house. Asked people about the impact of their dogs on both negative and positive emotions. People reported that their dogs really did help them feel less lonely, isolated, and depressed. Asked people about how their dogs impacted their sense of purpose in life, and also asked about veterinary concerns. Discussed conversations around veterinary care and assigning an individual to assist when their animal is sick. Only 60% had designated a caretaker according to the study. Study also showed reasons why people went to the vet during COVID. Ended study with open-ended questions about how people feel about the companionship their dogs provided during this time. Encouraged everyone to go pet their animals.

Chair Doe: Thanked both Jess Ellis Hagman and Lori Kogan for coming. Important work happening in college classrooms and the impact of our pets on our lives. Thanked members for staying to hear these terrific presentations and to celebrate faculty and the work they are doing.

Chair Doe: Asked if there was any additional business to be conducted. Slides from CSU Cares, the Libraries, and the Provost will be posted to the Teams channel following the meeting.

Meeting was adjourned at 6:09 p.m.

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

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

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

ELECTED MEMBERS REPRESENTING TERM
Agricultural Sciences Agricultural and Resource Economics 2022
Stephan Kroll Animal Sciences 2021
Jason Bruemmer Bioagricultural Sciences & Pest Management 2021
Cynthia (Cini) Brown Horticulture & Landscape Architecture 2022
Kelly Curl Soil and Crop Sciences 2023
Jim Ippolito College-at-Large 2023
Marco Costanigro College-at-Large 2022
Bradley Goetz
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<th>Name</th>
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<td>Andrew Norton</td>
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<td>Nancy Miller</td>
<td>Health and Human Sciences</td>
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<td>Raoul Reiser</td>
<td>Health and Exercise Science</td>
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<td>David Sampson</td>
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<td>Lisa Daunhauer</td>
<td>Human Development and Family Studies</td>
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<td>Bolivar Senior</td>
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<td>Aaron Eakman</td>
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<td>Carole Makela</td>
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<td>Shannon Hughes</td>
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<td>Bill Rankin</td>
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<td>Stephen Hayne</td>
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<td>John Elder</td>
<td>Finance and Real Estate</td>
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<td>Yolanda Sarason</td>
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<td>Jonathan Zhang</td>
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<td>Kristen Rasmussen</td>
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<td>Peter Nelson</td>
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<td>Ali Pezeshki</td>
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<td>(substituting for Ziyu Long, on parental leave Fall ’20)</td>
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<td>Wes Kenney</td>
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<td>Emily Morgan</td>
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<td>Marcela Velasco</td>
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<td>Maura Velazquez-Castillo</td>
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<td>Randall Boone</td>
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<td>Mary Meyer</td>
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<td>Kevin Haussler</td>
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<td>Elizabeth Ryan</td>
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<td>Tony Schountz</td>
<td>Microbiology, Immunology and Pathology</td>
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<td>Candace Mathiason</td>
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<td>Sheryl Magzamen</td>
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<td>University Libraries</td>
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</table>
Linda Meyer  Libraries  2022

**Ex Officio Voting Members**

**Sue Doe**  Chair, Faculty Council/Executive Committee  2021
**Ruth Hufbauer**  Vice Chair, Faculty Council  2021
**Stephanie Clemens**  BOG Faculty Representative  2021
**Steve Reising, Chair**  Committee on Faculty Governance  2021
Shane Kanatous, Chair  Committee on Intercollegiate Athletics  2021
**Jerry Magloughlin, Chair**  Committee on Libraries  2021
**Jenny Morse, Chair**  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
**Karen Barrett, Chair**  Committee on Scholastic Standards  2021
**Joseph DiVerdi, Chair**  Committee on Strategic and Financial Planning  2021
**Shawn Archibeque, Interim Chair**  Committee on Teaching and Learning  2021
Mo Salman, Chair  Committee on University Programs  2021
**Bradley Goetz, Chair**  University Curriculum Committee  2021
**Susan (Suellen) Melzer**  Committee on Non-Tenure Track Faculty  2021
**Denise Apodaca**  Committee on Non-Tenure Track Faculty  2021
**Christine Pawliuk**  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
**Leslie Stone-Roy**  Committee on Non-Tenure Track Faculty  2022
**Mary Van Buren**  Committee on Non-Tenure Track Faculty  2023
**Steve Benoit**  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**

**Joyce McConnell**  President
**Mary Pedersen**  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
**Mary Ontiveros**  Vice President for Diversity
Diana Prieto  Vice President for Equity, Equal Opportunity & Title IX
Louis Swanson  Vice President for Engagement/Professor of Sociology
**Leslie Taylor**  Vice President for Enrollment and Access
**Susan James**  Vice Provost for Faculty Affairs
**Karen Estlund**  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
<table>
<thead>
<tr>
<th>Name</th>
<th>Title/Position</th>
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<tbody>
<tr>
<td>Alan Rudolph</td>
<td>Vice President for Research</td>
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<tr>
<td>Blanche M. Hughes</td>
<td>Vice President for Student Affairs</td>
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<td>Kelly Long</td>
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<td>Lynn Johnson</td>
<td>Vice President for University Operations</td>
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<tr>
<td>James Pritchett</td>
<td>Dean, College of Agricultural Sciences</td>
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<tr>
<td>Jeff McCubbin</td>
<td>Dean, College of Health and Human Sciences</td>
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<tr>
<td>Beth Walker</td>
<td>Dean, College of Business</td>
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<td>David McLean</td>
<td>Dean, College of Engineering</td>
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<tr>
<td>Mary Stromberger</td>
<td>Dean, Graduate School</td>
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<tr>
<td><strong>Ben Withers</strong></td>
<td>Dean, College of Liberal Arts</td>
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<tr>
<td>Jan Nerger</td>
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<td>Mark Stetter</td>
<td>Dean, College of Vet. Medicine &amp; Biomedical Sciences</td>
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<tr>
<td>John Hayes</td>
<td>Dean, Warner College of Natural Resources</td>
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<tr>
<td>Catherine Douras</td>
<td>Chair, Administrative Professional Council</td>
</tr>
</tbody>
</table>
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 – 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)
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 Magliocca, 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

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<tr>
<th>Institutions</th>
<th>% of CSU Collection $*</th>
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<tr>
<td>Iowa State Univ</td>
<td>110%</td>
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<tr>
<td>Michigan State Univ</td>
<td>225%</td>
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<tr>
<td>North Carolina State Univ</td>
<td>132%</td>
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<tr>
<td>Oklahoma State Univ</td>
<td>90%</td>
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<tr>
<td>Purdue Univ</td>
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<tr>
<td>Texas A&amp;M</td>
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<td>UC, Davis</td>
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<td>Univ of Tennessee</td>
<td>175%</td>
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<tr>
<td>Virginia Tech</td>
<td>115%</td>
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<td>Washington State Univ</td>
<td>85%</td>
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* Association of Research Libraries, Investment Index, 2019

Academic Research Libraries Materials Costs

1986-2015

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

5 Publishers Control more than 50% of Articles Published

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 ~90% 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
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.

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**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): 88
Money awarded: $62,000
Average grant: $704
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 doates, 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
- 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

The CARE program - Connects And Refers Employees 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
Work-Life Resources,

CARE Program October Newsletter

- CARE Newsletter -- Oct. 2020
- Basics 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

Type of Resources/Services Requested by CSU Employees -- Year 2019

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 Rem Tech store
Seven Characteristics of Successful Calculus Programs: Revisited

Jess Ellis Hagman
Mathematics: jess.ellis@colorado.edu

NSF DRL #091240 & DUE #1430540
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

Social Support: Before COVID and Now

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<th>Now</th>
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<tbody>
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<tr>
<td>Some</td>
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<tr>
<td>Great amount</td>
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</table>

- Feeling lonely
- Feeling isolated
- Feeling overwhelmed
- Feelings of depression
- Feelings of anxiety

Increased | No change | Decreased
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