

MINUTES

Executive Committee

Tuesday, February 16, 2021

3:00pm – Microsoft Teams

Present: Sue Doe, Chair; Ruth Hufbauer, Vice Chair; Melinda Smith, BOG Representative; Amy Barkley, Executive Assistant; Yolanda Sarason, Business; Andrew Norton, Agricultural Sciences; Sybil Sharvelle, Engineering; Carole Makela, Health and Human Sciences; Antonio Pedros-Gascon, Liberal Arts; Linda Meyer, Libraries; Alan Bright, Natural Resources; Melinda Smith, Natural Sciences; Jennifer Peel, Veterinary Medicine & Biomedical Sciences; Sami Haddad, Student Assistant

Guests: President Joyce McConnell; Susan James, Vice Provost for Faculty Affairs; Brad Goetz, Chair University Curriculum Committee; Kathleen Fairfax, Vice Provost for International Affairs; Louann Reid, Chair Department of English

Absent: Mary Pedersen, Provost/Executive Vice President (excused)

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

February 16, 2021 EXECUTIVE COMMITTEE AGENDA ITEMS:

I. Minutes to be Approved

A. Faculty Council Meeting Minutes – February 2, 2021

Chair Doe: We have the Faculty Council meeting minutes from February 2nd. Asked: Are there any corrections that are needed for these minutes?

Antonio Pedros-Gascon: Commented in the chat that he sent minor corrections for both sets of minutes by email prior to the meeting.

Hearing no further corrections, minutes approved by unanimous consent.

B. Executive Committee Minutes – February 9, 2021

Chair Doe: Asked: Are there any corrections to be made to these minutes?

Hearing none, minutes approved by unanimous consent.

II. Items Pending/Discussion Items

A. *Announcements*

1. The Next Executive Committee Meeting will be held on February 23, 2021 on Microsoft Teams – 3:00 p.m.

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

Chair Doe: Among other things, this will be an election meeting. Steve Reising is currently accepting candidate statements for anyone that wishes to run for the officer positions for Faculty Council of Chair, Vice-Chair or Board of Governors Representative. Melinda Smith was elected to complete Stephanie Clemons' term, just this year. All three positions are open for candidate statements and Reising will run the election at that meeting.

Chair Doe: Coming back to Harry Rosenberg award. This is an important award that comes out of the Faculty Council to offer recognition to people who have done a lot of service for Faculty Council. Had discussed possible candidates at our last meeting, including Tim Gallagher and Stephanie Clemons as people who have given a lot of service to Faculty Council over the years. Encouraged members to reach out with any ideas for candidates. We will need to put together a packet so Faculty Council can weigh in on the candidates. Learned that in the past, the award came with a small stipend, and candidates need to be on the payroll to receive this cash stipend. Gallagher and Clemons are retired but feels this does not disqualify them from the award.

B. President Report – President Joyce McConnell

President Joyce McConnell: Provost Mary Pedersen is sorry to not be here today. Will cover her notes.

President McConnell: Want to bring everyone up to date on vaccines. Our Pandemic Preparedness Team co-chair Lori Lynn is applying for vaccines regularly. The requests only last for seven days, so they have to be renewed continually. We continue to advocate for higher education teachers. We don't seem to be getting a lot of traction, but we continue to work on it. We heard news that King Soopers has either received vaccines or will receive vaccines maybe this week. UCHealth and Banner Health have both received vaccines. You can sign up with Banner Health on the Larimer County website and with UCHealth on their website, don't have to be one of their patients. With UCHealth, you get placed on a list. With Banner Health, you will need to keep going back in to see if you can get an appointment. Provost Pedersen indicated that there may be more appointments available in Loveland than Fort Collins. Encouraged members to sign up for those because we have no idea about supply of vaccines at this point. Want to make sure those eligible get in line for a vaccine.

President McConnell: The Pandemic Preparedness Team and HR are working on what it will look like to come back to work physically. One of the issues about requiring vaccines upon return to work, besides availability, is that there has been a strong anti-vaccination movement even before COVID in Colorado. By state law, you can refuse to get vaccinated for health, religious, or personal reasons, which is a very large exception. We are conferring with the state's attorney general's office about if and/or how to require vaccines.

President McConnell: Wanted to discuss the closure of campus on Monday, February 15th. The temperatures were so low that the energy company was having a hard time meeting the needs of the users. Had received a specific request from them not to hold classes, therefore not needing to

heat the academic buildings. Temperatures on Sunday had been so cold that we had a couple issues, including pipes bursting and a laboratory that houses research animals lost heat. Facilities crew was busy bringing in alternative heat sources to keep the animals warm and fixing the leaks, limiting damage where we had broken pipes. We were able to keep all the residence halls warm. The geothermal plant under the soccer field was working incredibly well. Some decisions that this community has made about sustainable energy really have paid off in this cold snap. We wanted to make the most equitable decision across campus, that's why it was campus-wide.

President McConnell: Courageous Strategic Transformation is moving forward, very excited about this. The core team met today and we are starting to lay out how we will launch it on campus. It will go out to leadership this week and they will start to vet it with their groups. Hopefully by next week we will have a short video and survey available for people to be able to start engaging in Town Halls and focus groups. The survey will be anonymous so everyone should feel that they can engage. Some early excitement about this, very promising.

President McConnell: Last Friday, February 12th, we held a Town Hall. Had around 800 participants. Have learned through this pandemic that we are able to engage a lot more people virtually than in-person, getting more participation. This Town Hall was about protocols of our increased testing. We are up to about 8,000 a day, meeting demands on campus. We have scattered three pods on campus to make testing more convenient. The pods are not as popular when the weather is cold, may see more as the weather gets nicer. We discussed that our transmission rate has been remaining quite low, pleased with that. We discussed our semester phasing, began Phase III yesterday. We also talked about fall and summer planning. We also talked a little bit about return to work. We have groups working together trying to take a look at remote work and whether some people may want to continue with remote work. As soon as we have a policy, we will share it. Focused on what we can learn looking forward from the pandemic about remote work, flexible work accommodations. Will be addressing all of these.

President McConnell: Provost Pedersen wanted to provide some enrollment updates. As of February 12th, we have 30,683 submitted applications for Fall 2021. That is an increase of 8% over the applications submitted at this point last year. We have 24,817 students that have been admitted, which is an increase of 7% compared to last year, and 2,528 students have confirmed by paying or deferring the enrollment deposit. Think what is holding up the increase in actual deposits being put down is that people are waiting to see what happens with vaccinations, whether they can depend on a full campus experience. The admitted student profile is 47% in-state, 53% out-of-state, 31% diverse, 21% first-generation, and an average GPA of 3.76. We have 2,472 transfer applications for Fall of 2021, an increase in 3%. Have been really trying to increase our transfer numbers. We have 1,014 transfer students admitted, which is a decline from how many we admitted last year. We have 371 transfer students that have confirmed by paying or deferring the enrollment deposit, which is an increase of 8% from last year. Of the transfer applications, 220 applicants identify as U.S. Army veteran, active duty, reserve, or dependent of a service member. Wondered if Vice President Leslie Taylor wanted to weigh in on enrollment information. [Vice President Taylor was not present at the meeting.]

Chair Doe: Clarified that Vice President Taylor typically only attends the Faculty Council meetings. Would be great to get some additional information from her at some point. Asked

about the Policing Commission update that was mentioned by Brad Conner at the last Faculty Council meeting.

President McConnell: We are in touch with the chair, Rico Munn, and have been going back and forth with the task force work. They have submitted materials regarding campus safety and have requested data from CSU Police Department. Chief Wendy Rich-Goldschmidt is putting additional information in a format that can be released. Munn is scheduled to meet with the student multicultural group, has been delayed due to scheduling challenges. We will be moving forward once Munn has had an opportunity to reconvene the task force to go over the final documents and get input from the President's Multicultural Student Advisory Committee. That committee is hearing from the defund the police group, so that will inform the conversation with Munn and the task force representatives.

Chair Doe: Asked: Would there possibly be a report by the April meeting to share with the Faculty Council?

President McConnell: [Indicated assent.] Will make a note. Requested that Chair Doe email Ann Claycomb that the report is requested for the April Faculty Council meeting.

Chair Doe: Asked if there were any other questions. Thanked President McConnell.

President McConnell: Commented in the chat that she forgot to mention the International Symposium starts on Tuesday, February 23rd.

C. Provost/Executive Vice President Report – Mary Pedersen

Was unable to attend – no report at this time.

D. Old Business

E. Action Items

1. UCC Minutes – January 22 and 29, February 5, 2021

Chair Doe: We have the University Curriculum Committee minutes from January 22nd, January 29th, and February 5th. Part of our consent agenda. Asked: Are there any items to be pulled from the consent agenda?

Hearing none, University Curriculum Committee minutes approved by unanimous consent. Will be placed on the Faculty Council agenda for March 2nd.

2. Revisions to *Graduate and Professional Bulletin*: Scholastic Standards, Evaluation of Graduate Students – Committee on Scholarship, Research, and Graduate Education – Melinda Smith, Chair

Melinda Smith: This is one pretty straightforward. There were some inconsistencies between sections within this part of the bulletin. Also addresses the idea of when to recommend dismissals of graduate students.

Chair Doe: Asked if there were any questions. Hearing none, requested a motion.

Andrew Norton: Moved.

Linda Meyer: Second.

Chair Doe: Requested a vote in the chat.

Motion approved. Will appear on the Faculty Council agenda for March 2nd.

3. Revisions to *Graduate and Professional Bulletin*: Terms and Conditions of Appointment – Committee on Scholarship, Research, and Graduate Education – Melinda Smith, Chair

Smith: This is to further clarify what is required for voidance of appointment versus termination, making clear what is required for those two things to occur. Also making sure that departments know that you cannot terminate a graduate student mid-semester. There has to be due process and consideration of key points that are provided in the bulletin.

Chair Doe: Asked if there were any questions. Hearing none, requested a motion.

Pedros-Gascon: Moved.

Ruth Hufbauer: Second.

Chair Doe: Requested a vote in the chat.

Motion approved. Will appear on the Faculty Council agenda for March 2nd.

F. Reports

1. Faculty Council Chair Report – Sue Doe

Chair Doe: Some of the task forces that were operating last semester have had some renewed processes that are going on related to the work that came out of the task forces.

Chair Doe: Will start with the Information Technology task force, which was working with Vice President Brandon Bernier and others that had heard about the task force through the Faculty Council meeting. They formed a very active group that worked throughout the fall. Out of that group came the recommendation for the creation of a new standing committee for Faculty Council. Comes with broad support from the technology folks, specifically from Vice President Bernier, who has eagerly sought out faculty involvement in technology. The Committee on

Faculty Governance will meet soon with Vice President Bernier and Chair Doe to discuss the IT Task Force proposal. Vice President Bernier indicated that this is a common standing committee on many campuses. Happy to have this level of collaboration with information technology, could have some significant implications down the road.

Pedros-Gascon: Asked in the chat: How many new voting members in Faculty Council are we talking about? [Answer: one voting member, the chair of the standing committee. Only special standing committees like the Committee on Non-Tenure Track Faculty have more representatives to the Faculty Council.]

Chair Doe: The Intellectual Property task force was headed by Clemons, Gallagher, and Paul Doherty. They worked in the fall and came up with a report and recommendations. The recommendations have now been passed along to the Provost's Office. Vice Provost Susan James is aware of the recommendations, and Provost Pedersen has a deep interest and experience around intellectual property issues. The immediate issues are around classroom materials in the online environment. Matter of some considerable interest. Feels confident that working with the Provost's Office we will make some substantial progress and hopefully get some of the classroom materials questions resolved.

Chair Doe: Wanted to also mention the resolution that was passed at the last Faculty Council meeting. Language was approved by Executive Committee, led by Brad Goetz and Carole Makela. It is now visible on the Faculty Council website and we are in the next phase. Have done some follow-up based on recommendations from Makela on who should hear this resolution and can make it a reality. These parties have been contacted. Have been reminded by campus entities that giving the kind of notice we have imagined is difficult because courses are often under negotiation in regards to who is teaching them when, where, and how and these negotiations may go on until quite close to the start of a semester. However, it is good that we have gotten the resolution out there as an objective. This falls into the realm of student success. Way of advocating for our students and understanding the impact of decision-making around scheduling. Fully recognize this won't happen overnight but have launched these conversations which will get us closer to the ultimate objective.

Chair Doe: We may hear from ASCSU about grading, regarding plus/minus grading. Amy Barkley did some archival research and discovered minutes from 1996 and then again in 2008 regarding grading options. Students often feel that the plus/minus system is disadvantageous for a variety of reasons. Might be seeing something from ASCSU soon.

Chair Doe: Wanted to give an update on how things turned out with the Committee on University Programs. Had pulled the review of centers and institutes from the agenda that was supposed to be reviewed on February 2nd. The approval of centers and institutes had been relatively informal until recently. The Committee on University Programs was really trying to bring something a little more formal to the process, created a digital platform to submit information. We had pulled this item from the agenda due to the number of centers and institutes being recommended for discontinuation. What came to light was that the digital platform itself may have some issues. A subset of the Committee on University Programs has decided to re-commit itself to the reconsideration of the centers and institutes that were initially going to be

discontinued. Feel confident in their process and in the spirit of collegiality with which they are undertaking this. We have the understanding that there is a short-term issue in which we need to get the centers and institutes accurately responded to for this year. Then there is the bigger issue of examining the processes of evaluation of these centers and institutes, looking at the digital platform, and possibly some changes to Manual language. We will have a new report that will come to Faculty Council in April.

Chair Doe: Reminded members that Athletic Director Joe Parker will be attending the March Faculty Council meeting. Have requested that a report or slides be sent ahead of time so we have an opportunity to review them. In April, Vice President Lynn Johnson is coming to give a briefing on the budget. Vice President Diana Prieto has agreed to come to our May meeting.

Carole Makela: Had alerted Chair Doe about this but wanted to make Executive Committee aware. Two years ago, Faculty Council passed a motion to add a policy committee to the standing committees, but do not believe it has ever been formulated or put forward. We need to have one or rescind the formation of that committee.

Makela: On the Office of Policy's website, there are two items that affect the University broadly, but we should be aware of these and review them. One policy relates to retaliation, which affects everyone, and the other relates to usage of motor vehicles.

Chair Doe: Asked for clarification regarding the second policy mentioned. Asked: Is it about use of government vehicles or driving students around to outreach and extension activities?

Makela: It includes the use of University vehicles. These draft policies are up on their website asking for input.

Chair Doe: Thanked Makela: Not sure what happened with this policy committee. Will discuss this with Reising.

Makela: Was approved late in the year, so may have fallen off radar over the summer. Was not front and center when we started the next academic year.

Norton: Recalled that department head had asked last summer about serving on a policy committee. Do not recall if this had anything to do with Faculty Council.

Chair Doe: Barkley will help look at the minutes from the last two or three years and find details so we can move forward. Asked if there were any additional questions.

Smith: Asked where to find the policy drafts that were mentioned by Makela.

Chair Doe: Believe Makela stated that they are on the website for the Office of Policy.

Makela: Clarified where on the website you can find these. They are on the second page on the right-hand side, there are two of them. One was put forth in November and the other one more recently, both are clearly labeled as drafts.

Vice Provost Susan James: Pasted the link in the chat: <http://policylibrary.colostate.edu/>.

2. Board of Governors Report – Melinda Smith

Nothing to report at this time.

G. Discussion Items

1. Discussion about INTO – Vice Provost Susan James, Vice Provost Kathleen Fairfax & Louann Reid

Chair Doe: Have invited Vice Provost for Faculty Affairs, Susan James, Vice Provost for International Programs, Kathleen Fairfax and Chair of the Department of English, Professor Louann Reid to talk a bit about the INTO situation. Know this is a matter of concern for many people.

Vice Provost James: Was asked to chair a task force by Provost Pedersen about the INTO unwind. There was some urgency around being able to stand up a new program for students who need English as an additional language, a non-credit program that would be ready by May 15th. We are working on standing up a new program in collaboration with the Office of International Programs. We are getting ready to do more communication around this. We weren't able to tell INTO employees or anybody else anything until the legal aspects were done around the unwind agreement. We are still working on the HR issues for all the faculty and staff involved. Also have to figure out budgeting to be able to answer all those questions as well. Decisions that the task force has made include that the new English as a Second Language (ESL) program, the non-credit program, will run out of the Office of International Programs. Would be a strong collaboration with the English Department. As soon as we know something about budget and decisions, will start communicating this with campus as well as faculty and staff, including a SOURCE story.

Vice Provost Kathleen Fairfax: INTO was a business model that did not work, no matter how hard the people there worked or how good they were. Because we had a 30-year contract signed with them, it was a very difficult negotiation to end it. They had the upper hand a lot, one was the gag order and secrecy until certain milestones were met that they dictated.

Makela: Asked in the chat: Will the course offerings be as extensive as now with nearly 40 courses under a number of subject codes?

Vice Provost Fairfax: We are not anticipating making changes in the intensive English part. Stated that INTO offered two different programs. There was intensive English for students who didn't speak enough English to get into the University, not admitted as degree-seeking students. Then there was the Pathway program, and those students took a combination of English and some subject courses. If referring to the Pathway courses, we are not continuing that program per se. Working on an internal bridge program that will serve a similar purpose, would be something

we work on department by department. We anticipate having a more streamlined group of offerings.

Makela: Sounds like we will move back to something similar to what we had before. Asked: What will be involved in the recruitment agreement that the news releases said would continue?

Vice Provost Fairfax: They will continue to recruit international students for direct entry.

Pedros-Gascon: Would like to understand about the situation with creating a Special Academic Unit. Understanding is that it would be with non-tenured faculty and no tenured faculty, which seems problematic with regards to the impact it may have on academics down the line.

Vice Provost Fairfax: The Special Academic Unit is for the future, not even sure that is the route we want to go. Right now, the plan is just partnering with English and continuing the program. As we get a new director, we can figure out what is the best way to continue to operate this program. The Special Academic Unit is a way to allow full faculty participation and have a home other than English, but it might be that another approach will be better. The Special Academic Unit is one of several possibilities.

Louann Reid: We will continue the association of two tenure-track academic faculty into the future. They will be involved in curriculum and graduate teaching assistant supervision. The governance is something we still need to figure out. The question is whether we do this in English or in International Programs.

Vice Provost James: The faculty governance around Special Academic Units and continuing, contract and adjunct faculty need to be addressed in general by Faculty Council. The Committee on Faculty Governance is looking at that.

Vice Provost Fairfax: Will add that right now the INTO faculty, the continuing, contract and adjunct faculty are not involved in governance through English. What we are trying to do when we do this new iteration is to make it better than it is right now. The changes have been relatively recent and INTO hasn't caught up with the changes yet.

Chair Doe: Had a question related to graduate teaching assistants. Asked: There have been GTA lines associated with INTO, will these continue?

Vice Provost Fairfax: The thing we need to remember is that we are starting this program with a \$0 budget. We are asking for this. It will be a fee supported unit for the most part, but we want base funding for three GTA lines to go to English. The work would be within the Intensive English Program (IEP).

Reid: There were three because that is what it has been for the last two or three years, reflecting the number of students who are enrolled in the program.

Vice Provost Fairfax: If enrollment goes up, we could afford to have more. With only 40 students, three is probably about all we will be able to manage.

Pedros-Gascon: Feels it would make more sense to have the continuing, contract and adjunct faculty integrated into English. Tenure-track faculty and the GTAs are in English, the discipline is English, so the contract, continuing and adjunct faculty should be there too. It does not seem like having contract, continuing and adjunct faculty would affect the department in a negative way but would benefit them tremendously.

Reid: We will need to look at the pros and cons more. We have very few votes, but everyone with a continuing offer has a vote. There are fifty or more continuing and contract faculty eligible to vote.

Vice Provost Fairfax: With so many continuing, contract and adjunct faculty in English, to add more would tip the balance even more in terms of continuing, contract and adjunct faculty versus tenure-track. There was a little bit of sensitivity or concern there. The current INTO faculty do not feel like they are part of the English Department.

Norton: Have worked with Pathway students for many years. The numbers are going down. Asked: For this new model, is CSU planning to recruit to get numbers up? How will this move forward without INTO? What is the plan for turning this around?

Vice Provost Fairfax: First is that it would not have a profit motive. We are building a program based on the current enrollment, which is 40 students, not a growth model. They have a large overhead because they have internal people for HR and budget. All of this is already present in the Office of International Programs. It can be absorbed at the size it is now, and if and/or when it grows, we will address that. The market bottomed out in about 2017. It is not going back to 250 students, where it was prior to INTO, but it might be able to grow some. A sustainable, relatively smaller, program.

Norton: Thanked Vice Provost Fairfax. The administrative structure also explains some interactions over the years with the program.

Chair Doe: Stated that Faculty Council would appreciate getting the insights on INTO offered by our guests today. They may also have other questions, such as whether INTO has failed elsewhere, how many jobs will be lost. Asked: Could we have you come back to a Faculty Council meeting?

Vice Provost Fairfax: Would be happy to answer these questions. May not be able to say some things, such as how many jobs will be lost.

Vice Provost James: Suggested the April meeting, will likely have answers by then.

Pedros-Gascon: Expressed frustration with the initial secretive agreement. We never got the numbers promised. Asked: Why didn't we renegotiate?

Vice Provost Fairfax: We tried.

Pedros-Gascon: Asked: How is this an issue for INTO but not for Semester at Sea? Would presume they are under similar circumstances and also a secretive kind of agreement. Asked: What have we learned from this experience and how can we trust the institution to not replicate the previous situation?

Vice Provost James: Stated that Provost Pedersen is appalled with the situation with INTO, both the money issues and the secretive nature. Provost Pedersen stated she would never enter an agreement without consultation.

Makela: Stated in the chat that there should be announcements and sharing of private-public agreements when in the works and why we are entering in them, consistent with the University purposes and Principles of Community.

Vice Provost Fairfax: Semester at Sea is coordinated out of the Office of International Programs as well, but it is really apples and oranges. Semester at Sea relies on a very different population, wealthy American students rather than international students, many of whom are not wealthy. There is also only one Semester at Sea. With international studies, there are so many options. We need to really recruit them competitively.

Reid: Wondered if it is possible to have an interim informational bit so that people know what is being considered. We cannot talk about HR or money, but we can talk about the partnership and short-term and long-term plans and curriculum.

Vice Provost Fairfax: Wanted to answer a question that Chair Doe raised about other INTOs closing. Yes, there are several that are closing and are planning to close.

Pedros-Gascon: Understands that it was not the current President or Provost. Feels there should be some kind of accountability down the line.

Chair Doe: There is an opportunity here to engage in a conversation with the faculty that goes some distance in changing the culture around this. We have to be clear about what happened and have some degree of transparency around that and how we are moving forward.

Vice Provost Fairfax: Asked who would be best to address that.

Vice Provost James: Suggested that we invite Chancellor Tony Frank and/or former Provost Rick Miranda to the April Faculty Council meeting.

Makela: There are other agreements like this, such as the one with the Broncos and the internships they are providing. There is a strong academic component in that just as there is in English.

Vice Provost James: Believes the Broncos thing has ended and Albert Bimper might be working with the local hockey team regarding that. The other place we see public-private partnerships is with buildings.

Pedros-Gascon: Those agreements are not cheap. We are spending millions with basically very limited transparency.

Makela: When there is academics involved, there should be annual reports. This is true for the agreement with Coca-Cola as well. We do not know what happens. We should re-negotiate these contracts, since they aren't all 30-year contracts. Would be useful information for the administration as well for the rest of us.

Vice Provost James: Suggested a possible resolution of transparency about these kinds of agreements. Put forward to President McConnell and Provost Pedersen, because of their predecessors, we would like more transparency.

Chair Doe: Want to figure out some way to bring this to Faculty Council, will put our heads together and think about that.

Chair Doe: Had one final thought. Have seen very slight representation of faculty in many of the circles of leadership. Asked if Reid, Vice Provost Fairfax and Vice Provost James could think about how faculty could be more fully integrated into conversations. Feels there are not enough opportunities for faculty to engage on questions of real concern to the University. Sometimes we feel as if our hands are tied or we find out about things too late to contribute.

Vice Provost James: We will pass this on.

Pedros-Gascon: Asked in the chat about the agreement with Qingdao.

Vice Provost James: Responded to Pedros-Gascon in the chat. Asked: Is that the agreement with the Chinese university? Believes we are not pursuing that anymore, but Vice Provost Fairfax would know more.

Pedros-Gascon: Responded in the chat that this was good, was concerning due to the human rights issues.

Chair Doe: Thanked the guests for coming.

H. Faculty Presentations

Chair Doe: Want to engage in a brief conversation around how we move forward in our conversations on so many different issues, such as the one just discussed and how to engage in meaningful ways. Want to be as effective as possible in the Faculty Council meetings. Pedros-Gascon has put out the idea of extending the length of the meetings but know many feel this may not be the best solution. Want to have a clear understanding of how we see ourselves and how we see ourselves functioning. Would like to hear from members.

Makela: Two-hour meetings go back in history decades. The complexity and size of the University has changed. Asked: Why are we stuck in that mode?

Yolanda Sarason: Am new to the committee and two hours seems like a lot as far as service goes. Would be less likely to participate if it were more. Worried if we start talking about extending that there is no limit.

Hufbauer: Felt we have balanced well this year. We have done a great job of discussing items from standing committees plus additional things because it's a very unusual time and really important issues have come up. Feels that we cannot be a full-time deliberative and investigative body. Don't think we want to go more in the direction of deliberation. Thinks two hours is good, can't do more. Doesn't think it is fair to ask others to either.

Pedros-Gascon: If we do not want to commit more than two hours, would get rid of the presentations. Know that some people really appreciate them but would rather take those ten minutes to continue discussions. Feels we are being reactive, not proactive. We have big issues that have been happening and we are trying to understand what has happened.

Sarason: Expressed in the chat appreciation for the presentations at the end of Faculty Council meetings. Thinks they remind us of what we are about.

Norton: Thinks there is an important role of oversight. Questions whether the Faculty Council meetings are where to do that. The committee as a whole is useful at times, but there may be a task force method or other committee that could report.

Pedros-Gascon: Likes this idea. Some of those conversations could happen in Executive Committee. If we haven't discussed it in Executive Committee, it would be hard to at Faculty Council. Gave the example of Bimper visiting Executive Committee before Faculty Council.

Chair Doe: Stated that Bimper has been invited to Executive Committee, awaiting reply. Had a question of whether we want to do that conversation with Bimper at the same time as the Committee on Intercollegiate Athletics or whether those are two separate meetings. Believe we have heard consistently that we would like to hear from both parties. Asked members how we would approach this meeting, how we can make both Bimper and the Committee on Intercollegiate Athletics feel they can come and have a fair hearing even if being asked tough questions.

Pedros-Gascon: Comments that this committee has a history of fairness in our hearings. A different thing is that any given committee may think that being fair means not asking certain questions or expecting accountability, and that would be a very different read of fairness.

Chair Doe: Thanked members. Sure there will be more conversations to be had.

Linda Meyer: Wanted to give a short update on the University Grievance Officer survey. We have had 546 responses so far. Will have more information prepared for next Tuesday's meeting so we can discuss it. Had an email from the Dean wondering who was eligible to be a part of the Intellectual Property task force.

Chair Doe: Anybody interested can reach out, appreciative of anyone's interest in this issue.

Chair Doe: Asked: Anything else for the good of the order?

Executive Committee adjourned at 5:03 p.m.

Sue Doe, Chair
Ruth Hufbauer, Vice Chair
Melinda Smith, BOG Representative
Amy Barkley, Executive Assistant