

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**  
**February 2, 2021 – 4:00pm – Microsoft Teams**

**CALL TO ORDER**

Chair Sue Doe called the meeting to order at 4:02 p.m.

Chair Doe: Reminded members of the protocols for the Teams environment.

**FACULTY COUNCIL AGENDA ITEMS:**

**I. FACULTY COUNCIL AGENDA – February 2, 2021**

**A. ANNOUNCEMENTS**

1. Next Faculty Council Meeting – March 2, 2021 – Microsoft Teams – 4:00pm

Chair Doe: The next Faculty Council meeting will be on March 2<sup>nd</sup> via Teams. Wanted to provide some information about upcoming meetings. On March 2<sup>nd</sup>, we will have Athletic Director Joe Parker coming to provide a budget report on Athletics. Have requested that this material be sent ahead of time to allow opportunity for review before the meeting. At the April 6<sup>th</sup> Faculty Council meeting, Lynn Johnson will be present to give a presentation on the budget.

Chair Doe: Will be resuming Laps and Chats starting this Thursday, February 4<sup>th</sup>. Will be doing those from 2:00pm-3:00pm. Just make laps around the Oval. Encouraged members to join if able. Worked last semester, met with a number of people.

Chair Doe: Wanted to mention that we maintain a subscription to the Chronicle of Higher Education, and it can be accessed via the Faculty Council website. The link to the Chronicle of Higher Education was posted in the chat.

Dean Karen Estlund: Confirmed in the chat that the login is just eID, normal library subscription.

Chair Doe: Wanted to also discuss the Harry Rosenberg Award. The 2020 information for the Harry Rosenberg Distinguished Service Award is on the front page of the Faculty Council website. Stated that Jenny Morse was the recipient last year. We are now at the point in the semester where it is time to start accepting nominations for this year's recipient of the award. The award serves to acknowledge people who have shown distinguished service, particularly as it relates to Faculty Council and shared governance. Asked members to start thinking about this and to keep those they want to nominate in mind.

Chair Doe: Brought members' attention to page 68 of the agenda packet, which includes the statement from the Executive Committee in support of student athletes. Wanted to discuss the process that was involved and then have time for conversation. Explained that in December, there was a statement that was placed into the public record by the Women and Gender Advocacy Center. Over the holidays, the Faculty Council Executive Committee had conversations around the idea of wanting to put out a statement. Clarified that this statement was specifically coming from the Executive Committee, not the Faculty Council as a whole. Wanted to bring this up during the announcements to allow time to hear from members and hear from the President with regards to the student athletes' situation.

Marcela Velasco: Thinks this is an important statement and that Faculty Council should formally endorse it. Thinks it sends a good signal to students. Would like to move that Faculty Council ratify the Executive Committee statement in support of student athletes.

David Koons: Second.

Chair Doe: Would like to hear some discussion before we formally place the motion.

Yolanda Sarason: Commented in the chat that we should be able to see President Joyce McConnell's statement to the Executive Committee before a vote.

President Joyce McConnell: Wanted to clarify that this was not a statement like the Executive Committee statement. It is an itemized list of actions we had taken up through December 8<sup>th</sup>. We have many updates to it but did not update it for today as it was considered important for Faculty Council to see exactly what the Executive Committee had seen. Can update this and make sure it gets to Faculty Council.

President McConnell: Discussed the list of actions taken. Started on November 18<sup>th</sup> when the action plan was published according to the Husch Blackwell report recommendations addressing climate issues and athletics. Plan includes a committee of University representatives external to the Athletics Department. Many included are on Faculty Council, wanted to make sure there was robust involvement on the part of faculty and Faculty Council members. Discussed the process for reporting on climate issues through that committee. Wanted to clarify that we were not creating some other process other than what was available to students, that this is just supplementing all those other processes. Action plan also includes amplifying education on enforcement of policies that prohibit retaliation. Met with five student athletes to learn more about their concerns. Have discussed having another meeting, students were noncommittal at that time. Have also requested a meeting with the students and the Student Athletic Advisory Council which has representatives from all 16 sports. Holidays and exams have put this in a temporary hiatus. Will be updating this list so the other actions that have been taken can be seen.

Antonio Pedros-Gascon: Would like to speak in favor of this statement. Believe there is a very clear concern in the whole institution regarding what is happening in athletics. Not just an issue for athletes, this is happening in many different places. Have been speaking to athletes and they do not want to meet with people they feel do not have their best interests in mind. Feels that it should be acknowledged that there is a lack of trust in identified leadership. Asked President

McConnell if Jimmy Stewart or Mike DeLuca had been met with yet. Received the message from Ida Donahue about the meeting on February 8<sup>th</sup>, wonders how that contributes to good will.

President McConnell: We have not contacted either former employees or current employees, as that has not come up in the Title IX context, because they have wanted to talk to the students. That is why we have not met with Jimmy Stewart or Mike DeLuca, who is a former employee. Stated that in the Husch Blackwell process, they spoke with over 125 people. They talked about other things, but we have no way of knowing who spoke to Husch Blackwell because of the confidentiality of the process. Wanted to clarify that. In terms of the Ida Donahue letter, believes Albert Bimper can better address these questions.

Albert Bimper: At the meeting next Monday, one of the topics was due processes in response to the concerns raised by the students. Conversations in preparing for this event started in July. Was reached out to be the community engagement team of the Fort Collins Police Services, who we have partnered with for many years. Didn't have much engagement over the pandemic, so it was an opportunity to re-engage and figure out a program. Goal was to understand conversations and have conversations. Have engaged with student athletes over the past several months, including the Student Athlete Advisory Committee about how this might look.

Pedros-Gascon: Asked in the chat: Why the meeting with students alone on February 8<sup>th</sup>, that is mandatory, without people who advocate for them? Asked if we can know what Bimper knew about all the issues in Athletics given that he was a member of the Committee on Intercollegiate Athletics.

Denise Apodaca: Commented in the chat that regarding the February 8<sup>th</sup> meeting, feels Pedros-Gascon's question is valid. Students will not talk if they don't have advocates or trust the environment.

Ruth Hufbauer: Commented in the chat that although it's not necessarily directly on topic, Monica Rivera is present, and she could probably shed light on these issues.

Andrew Norton: Requested in the chat that we speak for or against the motion and not try to turn this into an investigative hearing. Recognizes that the issues are important but that this may not be the best way to shed light.

Chair Doe: In the interest of time, we have one additional question from a person that pertains to the motion and the text of the motion. We are going to have to move on pretty quickly. Realize there are a number of questions that still remain and we may not be able to deal with them all at this time. Respects the questions and expressed hope we can find a way to deal with them.

Moti Gorin: Supportive of the statement. Reads it as a general statement of support for students who are looking for a better climate and that there are claims that should be respected and taken seriously. Had a question about the section of the statement that endorses the "veracity of the experiences of the students." Want to know what this refers to.

Chair Doe: Thinks this boils down to the question of whether you can endorse the statement as it stands or not. We did check on parliamentary procedures on this, as we are not in a position to alter or edit the statement. This was a point of some discussion in the Executive Committee.

Gorin: Asked: Could we get some clarity from somebody who drafted the statement about what they meant to say?

Hufbauer: Explained that it referred to the direct experiences that were mentioned in emails as opposed to details of things we had not seen. Experiences with climates.

Gorin: Statement says that the Executive Committee recognizes these being presented sincerely and that these experiences are not being taken seriously enough. Asked: But it is not within the Title IX complaints of what went on within those particular investigations that we are endorsing, correct?

Hufbauer: Correct.

Chair Doe: We do have a motion on the floor. Requested a vote in the chat.

Motion passed. Faculty Council endorsed the statement from the Executive Committee regarding support of student athletes.

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

### 1. Faculty Council Meeting – December 1, 2020

Chair Doe: Asked: Are there any changes that need to be made to these minutes?

Hearing none, minutes approved by unanimous consent.

## **C. PRESIDENT'S REPORT – President Joyce McConnell**

President McConnell: Provided an update on the Vice President for Diversity search. Before Vice President Mary Ontiveros retired, had worked together with Vice President Blanche Hughes and vetted three response to an RFP that we put out. Had asked search firms not only how much it would cost but to also put together an entire program for us as to the process of engagement for the entire CSU community. Dean Estlund agreed to chair the search committee. Both Dean Estlund and the search firm are doing wonderful work.

President McConnell: Can see an update on the progress of the original student demands that we have been accumulating and addressing through student affairs and through the Race, Bias, Equity Initiative. The monthly diversity newsletter is tracking the federal equity-focused actions. Hoped individuals have had an opportunity to participate in some of the focus groups. Suggested that we have a report from Dean Estlund as chair at the next Faculty Council meeting. Thanked the members of the committee for their work. The next step for the search committee is to be writing a position description based on the needs that they have heard expressed through the

community after hearing from the focus groups. Can see recent updates and next steps on the Vice President for Diversity's website.

President McConnell: Discussed the budget. There is an all-day Board of Governors retreat this Thursday, February 4<sup>th</sup>. Some bills and fiscal notes are going through. The Governor's proposed budget is to restore us to the 2020 pre-pandemic level. He proposed a 2.05% raise for classified staff, but no additional money to be allocated, so that creates, in a sense, a budget cut. There was some conversation that the Governor would no longer fund capital improvements, which means a pretty serious budget cut to higher education, just because we would have to come up with all of the money for buildings ourselves. Have been watching the state conversation about this. What was heard during the legislative call this morning is that we will be okay.

President McConnell: We continue to make great strides in strategic transformation and will have a framework laid out in the next couple weeks. Thinks people will be pleased with the themes that are being pointed out. They circle around our thriving world, people, humanity, environment, health, food security. Have really focused on racial justice, social justice, and our principles of community. We hired Jenelle Beavers who will be working on the campus-wide implementation. Will also be looking at our legislative relationships and other external relationships. Understand that people worry about the swelling of administrative numbers, assured that many people that the Chancellor took to the system have not been replaced. Still well below the administrative structure when he was here.

Chair Doe: Have had a series of questions regarding vaccinations for faculty. Believe that the Governors office has clarified that faculty are not considered one of the participating members in the educator group. Wondered what the University may be doing to make a case for faculty and staff to be included among those considered educators because of the exposure to student bodies.

President McConnell: Have been strong advocates for faculty and staff. Have talked to the Colorado Department of Health, who reports directly to the Governor and the Department of Higher Education. They are clear on our positions but have not changed their mind. We continue to advocate for vaccine policy. These are not voted on, are executive orders, so we have focused attention on the Governor and relevant agencies. Good news is that the Governor announced today that the schedule of vaccinations is moving up. Statement does say that vaccines are mostly going to be available through providers, not sure who is considered within the lists of providers. Will clarify that.

Pedros-Gascon: Requested confirmation that Faculty Council will still receive a report from Vice President Diana Prieto. Requested that Bimper attend an Executive Committee meeting to explain what was known about what was going on in Athletics as a member of the Committee on Intercollegiate Athletics.

President McConnell: Agreed to both requests.

Brad Conner: Requested in the chat that President McConnell provide an update on the Policing Commission that was established last spring/summer.

President McConnell: Responded to Conner in the chat. Stated that an update is scheduled with Chair Rico Munn and then will provide this to Faculty Council.

Conner: Thanked President McConnell in the chat. Asked what the timeline would be for that.

President McConnell: Responded to Conner in the chat that it would be late this week or early next week.

#### **D. PROVOST/EXECUTIVE VICE PRESIDENT REPORT – Provost Mary Pedersen**

Provost Mary Pedersen: For spring semester, we have continued to focus on expanding our screening, testing, contact tracing, and the entire system, as well as isolation and quarantine. We have a screening capacity of 3,000, have typically only had up to 2,000 a day. Will be releasing an announcement tomorrow for mandatory screening for all students coming to campus, including juniors and seniors, all faculty. Anyone who is coming to campus will be required to screen weekly.

Chair Doe: Commented in the chat that it is easy to do the saliva test. Stated that people can sign up for one week at a time for a full month.

Provost Pedersen: Will see an announcement that we are working towards a capacity of 5,000 a day. Will have this announcement on Friday, February 5<sup>th</sup> when we roll out phase three of bringing on the rest of the hybrid courses. To get to our goal of 5,000 each day, we have brought three pods on to campus. One is in the mobile lot near the underpass of Shields and Elizabeth. They are testing it out and it should be ready to roll out early next week. Testing areas will be located on convenient sites. Each of these pods have the capacity of screening 800 a day.

Provost Pedersen: Stated that Larimer County Public Health is responsible for the distribution of vaccines to CSU and other businesses. We are expecting to receive a limited supply. CSU Network has been authorized to distribute them. We will have a Town Hall next Friday, February 12<sup>th</sup> where we will discuss more details around this. Have also heard that King Sooper's and Wal-Mart, starting next Monday, February 8<sup>th</sup>, will be allowing for those 65 and over to start getting vaccinated.

Provost Pedersen: Undergraduates will have the option of S/U grading for spring and summer. Students may also elect to withdraw from individual courses throughout the last day of classes. Asked Chair Doe to speak to the process.

Chair Doe: Reminded members that at the December Faculty Council meeting the issue of late withdrawals and grading for fall semester was discussed. Was very late but went ahead and approved it for fall. Shortly after that on December 14<sup>th</sup>, the Executive Committee, with the input of the Faculty Accountability Input Response (FAIR) group, signed off on the policy for spring semester. Had been clear that there needed to be a policy in place prior to the spring semester. Normally this would be brought to the Faculty Council as a whole, but it was time sensitive, so Executive Committee approved it.

Provost Pedersen: Wanted to update members on the faculty support initiative. Started this last semester, recognized that the pandemic has taken a burden on faculty in terms of all the challenges they are dealing with. We started the faculty support initiative to provide student and graduate assistants to help with classes. We are expanding this into the research areas and other professional responsibilities. Have already awarded \$197,000 this semester. Extended the opportunity and faculty were emailed directly to be sure that everyone got the message.

Provost Pedersen: We are currently planning to be primarily back in person for Fall 2021. Still planning social distancing, concern for public health environment. Mostly in-person and hybrid courses, with some online courses for flexibility. Planning is centered around our increased expertise and improved infrastructure and the lessons we have learned from academic experiences and our COVID response. Will be hearing more about this at the Town Hall.

Provost Pedersen: For enrollment, for submitted applications we are up 6% over this point next year and are up 5% for admitted students.

Provost Pedersen: The Joint Venture Board has decided to close CSU INTO. Organization has been running in the red for over five years. Financial decision was made that we need to structure this in a new way. Those currently enrolled in CSU INTO programming will be supported through the transition, placed in appropriate programs managed by CSU. Effective May 14<sup>th</sup>, CSU INTO will be officially closed.

Provost Pedersen: Will come back with information technology, there are some wonderful initiatives. Laura Jensen and Institutional Research and Planning have been engaged in a lot of things, will come back to this at another time also.

Provost Pedersen: Wanted to present a few accolades. Announcement came out in the New York Times several months ago that got tremendous publicity. Dr. Siebert, who is a professor emeritus at CSU and his colleague, Martin Casner, made the discovery of a snake that winds their way up a tree like a lasso. Really interesting piece. There was a story from one of our atmospheric scientists, Melissa Burt. Burt brought together five fellow climate scientists from other universities that were all moms. They teamed up with a nonprofit marketing firm, Potential Energy, to launch a campaign to educate and empower mothers to do something about climate change. That one was in the Washington Post.

Provost Pedersen: Wanted to also recognize that Dean Beth Walker in the College of Business was named an American Marketing Association fellow and will be celebrated at the AMA Winter Conference on February 19<sup>th</sup>. Dean Benjamin Withers announced one of the largest gifts the College of Liberal Arts has ever received, \$15 million gift to their music program. The gift honors the donor's son who was a student at CSU. The College of Liberal Arts had their highest level of gifts in 2020, with more than \$22 million in fundraising.

Chair Doe: Thanked Provost Pedersen. Stated that there were some questions. Expressed hope that we could come back to the INTO topic.

Carole Makela: Asked: What is the procedure to monitor to make sure we are getting and doing one saliva test a week?

Provost Pedersen: We are doing the most monitoring in the residence halls. There are registration systems for them. Students are followed up with if they are not registered. For faculty and other students, we do not have the capacity to monitor. Request that they follow up themselves.

Makela: Asked for clarification about when students who do not live on campus get a notification that they have been exposed, they get a message that they should get tested, but also one that asks that they isolate. Asked how they can do both.

Provost Pedersen: Any student who has been in contact is contacted by our contact tracing team, who follow up with them personally. Make sure they sign up for a test. Stated that each case is unique but have been routinely following up within 48 hours. Have also improved our symptom tracker. Now have two people whose jobs are to respond to the symptom tracker.

Makela: Thinks it would be good on the COVID website to separate those who have symptoms self-diagnosed versus those who have received a message that they have been exposed.

Provost Pedersen: Those are two very different populations. This is a good point, will pass along.

Pedros-Gascon: Wanted to discuss the announcement of the closure of INTO. Stated that not even the Executive Committee of Faculty Council was aware of that situation. Expressed hope that in the future that we are kept in the loop. Asked: Given the academic nature of the new programs, why has this iteration not been brought to Faculty Council?

Vice Provost Susan James: Stated that there was a legal contract and we had to come an agreement before making the announcement. Were trying to follow the advice from legal counsel. All we are talking about is what the new program will look like and where it will live. There may be an application for a Special Academic Unit. We are at the beginning of that process and are including the people from the current INTO program in these initial conversations, and then will work to get on the Executive Committee agenda to move forward.

Velasco: Asked in the chat: What will happen to INTO instructors?

Maura Velazquez-Castillo: Asked in the chat: What lessons did the administration learn about this kind of venture with private, for-profit companies?

Mary Van Buren: Stated in the chat that the full Faculty Council was not consulted with regards to CSU's relationship with INTO in the first place. Expressed hope that this process will be a bit more transparent.

Vice Provost James: Stated agreement in the chat that more time should be taken to discuss the INTO Joint Venture unwind with Executive Committee and Faculty Council.



Silvia Canetto: Stated in the chat that there are a number of issues being rushed through, including the student athlete issues as well as the INTO issue. Requested that we set a time to address this before closing out the meeting.

#### **E. UNFINISHED BUSINESS**

#### **F. CONSENT AGENDA**

1. UCC Minutes – November 13 and 20, December 4 and 11, 2020

Chair Doe: Reminded members that items can be pulled from the consent agenda for further consideration. Asked: Is there anything to be pulled from the UCC minutes for consideration?

Hearing none, UCC minutes approved by unanimous consent.

2. Receive Completed Task Force Reports
  - a. RBEI Task Force Report – Vice Provost Susan James, Vice-Chair Ruth Hufbauer, and Chair Doe
  - b. IT Task Force Report – Chair Doe
  - c. Shared Governance Task Force Report – Carole Makela
  - d. Intellectual Property Task Force Report – Stephanie Clemons and Paul Doherty

Chair Doe: One item from the consent agenda has been requested to be pulled for further explanation.

Paul Doherty: Was asked to be on a task force by Chair Doe with Tim Gallagher and Stephanie Clemons. Task force focused on intellectual property issues around teaching materials. Wanted to highlight a few things in the report. Wanted to note that faculty and administration have different interpretations of Section J in our Manual, which is the intellectual property section. The administration views any materials submitted to Canvas as co-owned, and most faculty view their teaching materials as solely owned. Stated that materials might want to be housed outside of Canvas to maintain intellectual property rights. Also noted that Section J of the Manual has not been revised in 20 years and needs a lot of attention.

Chair Doe: Encouraged members to take a closer look at the report. Know that Provost Pedersen is particularly knowledgeable of these issues, having gone through a significant revision at previous institution. Asked members to post a note in the chat or reach out if they are interested in intellectual property and Section J. Will be re-forming the task force.

Aaron Eakman: Stated in the chat interest in the intellectual property task force.

Lisa Daunhauer: Expressed interest in the chat of joining the task force given department's heavy use of Canvas and online degree options.

Chair Doe: Thanked Eakman and Daunhauer in the chat for their interest in the intellectual property task force. Will be in touch. Encouraged others to reach out.

Chair Doe: Asked if there was anything additional to be pulled from the consent agenda.

Hearing none, task force reports received.

## **G. ACTION ITEMS**

1. Board of Governors Representative Election – Committee on Faculty Governance – Steve Reising, Chair
  - i. Statement of Candidacy – Melinda Smith

Chair Doe: Stephanie Clemons has retired, was our Board of Governors representative. That term will end in June. Person who is elected today will serve out the remainder of Clemons' term. If this person would like to serve a second term, the person would need to be nominated again and stand for re-election in March. Have at least one candidate today.

Steve Reising: Commented that there is a limitation that the person elected today can only serve one additional year according to Colorado statutes. Thanked Melinda Smith for stepping up for candidacy. Asked if there were any additional nominations from the floor of eligible candidates.

Reising: Seeing no additional candidates, closed the nominations with unanimous consent. Asked: Are there any objections? Would like to congratulate Smith as our new Board of Governors representative for the remainder of this academic year. Thanked Smith for willingness to serve.

Chair Doe: Thanked Smith for stepping into this role.

2. Motion for Nominations for Student Conduct Appeal Committee – Committee on Faculty Governance – Steve Reising, Chair

Reising: The Student Conduct Appeal Committee has positions for ten faculty. It currently has four serving. This is not a big service load. We solicited nominations and they were coordinated through the Student Conflict Resolution Center. On behalf of the Committee on Faculty Governance, would like to move the nominations of the six faculty members listed to three-year terms as members of the Student Conduct Appeal Committee.

Chair Doe: Wanted to give a little shout out to those who have volunteered to be on this committee. Know how much the appeals committee has tried to get faculty involvement, remarkable response this year is really a testimony to everyone who has stepped up, particularly in a difficult year. Thanked Reising.

Hufbauer: Reising has moved, will second.

Chair Doe: Requested a vote in the chat.

Motion approved.

3. Motion on Section E.12 of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Marie Legare, Chair

Marie Legare: Here on behalf of the Committee on Responsibilities and Standing of Academic Faculty. We are presenting a motion to amend Section E.12 on Performance, Expectations for Tenure, Promotion, and Salary Increase. We made these changes to allow faculty to document how their efforts addressed diversity, equity, and inclusion.

Chair Doe: Asked if there was any additional discussion. Hearing none, requested a vote in the chat.

Motion approved.

4. Motion on Section E.14 of the Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Marie Legare, Chair

Chair Doe: This particular motion is getting at the reviews in the performance reviews during the post-tenure period. These changes to the performance review process underscore the need for, as it says, Department Codes to clarify and define effort distribution for faculty. The changes further provide a mechanism for evaluating files in light of documented evidence of discriminatory actions. This would have to have been documented, objective was that there may be some mechanism in the event there was such an action, that this be an important component for the overall assessment of the faculty member's performance.

Vice Provost James: Clarified in the chat that the language states it is “determined by the Office of Equal Opportunity”.

Chair Doe: Asked: Does anybody have any questions about this particular item?

Van Buren: Asked in the chat: What exactly does documented evidence entail?

Chair Doe: Believes this would be an item that was actually documented by the Office of Equal Opportunity. Had run the language by the Office of General Counsel, who stated the only unit on campus who could legally do this was the Office of Equal Opportunity.

Legare: The verbiage being discussed was difficult to get to. If somebody had definitely taken some action that was considered discriminatory that was ruled on by the Office of Equal Opportunity, this could come into consideration during a performance review. Not something to be taken lightly. The Office of Equal Opportunity would oversee it and come down with a final ruling.

Van Buren: Asked in the chat: So not just documented, but determined?

Chair Doe: Responded to Van Buren's question in the chat affirmatively.

Canetto: Asked in the chat: How many cases per year does this represent?

Chair Doe: Responded to Canetto in the chat that it is hopefully not very many.

Chair Doe: Asked if there were any further questions about this or concerns. Hearing none, requested a vote in the chat.

Motion approved.

5. Motion on Section C.2 of the Academic Faculty and Administrative Professional Manual – Committee on Faculty Governance – Steve Reising, Chair

Reising: On behalf of the Committee on Faculty Governance, would like to propose the changes to Section C.2 of the Manual. Happy to report this as a result of the effort of the Diversity, Equity, and Inclusion Task Force and the Race, Bias, and Equity Initiative. The task force was created by Chair Doe within Faculty Council to demonstrate the committee of faculty for diversity, equity and inclusion and to further promote the University's Principles of Community. Updating the wording by making sure that administrative officers are evaluated with regards to the diversity, equity, and inclusion goals of the University.

Chair Doe: Asked: Any discussion of this? Hearing none, requested a vote in the chat.

Motion approved.

6. New CIOSU – Data Science Research Institute – Committee on University Programs – Mo Salman, Chair

Chair Doe: The Committee on University Programs has proposed a new CIOSU, the Data Science Research Institute. Asked if there was anyone from the Committee on University Programs on the call to make the motion, otherwise a member from Executive Committee will make the motion.

Pedros-Gascon: Move to approve the application of the new CIOSU Data Science Research Institute.

Melinda Smith: Second.

Chair Doe: Requested a vote in the chat.

Motion approved.

7. University Grievance Officer Annual Report 2020 – Richard Eykholt

University Grievance Officer Report postponed to Faculty Council meeting on March 2<sup>nd</sup>, 2021.

8. Resolution Regarding Unit/Department Responsibility for Course Quality, Delivery Method/Instructional Format, and Timely Notification – Carole Makela and Brad Goetz

Chair Doe: Resolutions are treated as a motion. The whereas clauses within a resolution or the rationales cannot be amended, so choice is to approve or disapprove the resolution as it appears.

Makela: Move for approval of the resolution as it appears in the packet.

Chair Doe: Asked: Is there any discussion of this resolution? Asked Makela and Brad Goetz to speak to the resolution.

Makela: The main point of this resolution is to remind faculty and departments that students need information on scheduling plans, especially related to format of courses, long before the start of the semester. Has great implications for many decisions the students have to make.

Brad Goetz: Nothing further to add except as chair of the University Curriculum Committee, in full support of this resolution.

Sheryl Magzamen: Thanked Makela for bringing up this important issue. Asked: Is there a way to facilitate communication with students by including this information when they actually register for the course? Stated that current course formats aren't as descriptive as they need to be.

Makela: The Registrar's Office is interested in working on that with us. Departments, especially for people in their majors, can provide information directly.

Ali Pezeshki: Asked: Is there a provision that safeguards us if there is a situation like the one we are in now, having to change the format to online during a pandemic.

Makela: Thinks we have to be understanding and flexible. This is also a message to the University that their plans and their work with the County Health Departments and others need to be as timely as they possibly can. Need to be as helpful in this community as possible.

Legare: Commented in the chat that unfortunately, faculty are often waiting for direction from administration as we try to determine the formats of our upcoming classes. It is not necessarily a departmental issue, but rather information trickles down.

Pezeshki: Asked: Is this in any way binding in the sense that we try to be as early as possible, but in extraordinary circumstances, do we have the flexibility to change it?

Makela: No, this is not binding. This is a message of support for the students and we all need to try to do our best.

Jared Orsi: Reassured by Makela's response that this is not binding. Did scheduling for the department a few years ago, was juggling hundreds of sections, faculty, rooms. An impossible task. Recognize the need for it and agree we should strive to do our best. Bottom line is every semester, faculty will go on sabbatical, retire. Thinks this is a great idea in theory, but in practice it is impossible for schedulers to know more than a semester or two out. Don't have the ability to control staffing to give students predictability.

Makela: Minimum is that we need them to tell students we will make every effort to fill out their schedule suitable to the constraints that we have. We shouldn't be asking students to totally re-plan their lives or to come back an additional semester.

Chair Doe: Noted that Vice President Leslie Taylor posted in the chat that students can see information about class formats on RamWeb. Not sure how far out they can see this. Think that's one of the questions, forecasting far enough in advance for students' abilities to make plans.

Vice President Leslie Taylor: As soon as students are able to start signing up for classes, the mode of delivery for every class should have been determined. We'd like to have that information two weeks before they start signing up for classes. Tough thing that was mentioned was that many students are being required to sign leases now. The sooner we can do it, the better.

Hufbauer: This resolution came up in part because we have gone to a system, that was voted at Faculty Council this past fall, that when courses are approved, they are approved for all formats. Now we have flexibility and power to teach courses in any format and we need to wield that power wisely.

Chair Doe: Believe discussion has come to a stop. We have a motion in front of us for this resolution. Asked: Are we ready to have a vote?

Wes Kenney: Second.

Chair Doe: Requested vote in the chat.

Motion approved.

## **H. REPORTS TO BE RECEIVED**

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

Chair Doe: Thanked members for hanging in there during a long meeting. Appreciated everyone's attention to these many motions and the several unfinished conversations that are important. Want to come back to these conversations. Suggested that Executive Committee make a plan at their next meeting, February 9<sup>th</sup>, to come back to these discussions.

Chair Doe: Will yield time to allow Karen Barrett and Shawn Archibeque to speak to the S/U Grading and Late Withdrawal policies.

Shawn Archibeque: The FAIR committee is comprised of a group that's representing the entirety of the University to try to make sure we get all aspects of teachers, advisors to get that fast response back, to help with these kinds of situations. Tried to reach out to as many people as possible for feedback. Even though we were over winter break, the results of the discussion were overwhelmingly in favor of continuing with the understanding that there is a need for instructors as well as advisors to make sure that students are aware of the implications that occur when they take an S/U grade or late withdrawal in their courses, in regard to financial aid as well as applications to secondary education.

Chair Doe: Thanked Archibeque. FAIR committee had worked on this in the fall and worked on it again in January. There was an accelerated nature to this. Know the Provost's Office needed to make some decisions about this, so the Executive Committee voted to keep the FAIR recommendations. Encouraged members to reach out if they had questions.

2. Board of Governors Report – see written report form Stephanie Clemons

## **I. DISCUSSION**

## **J. FACULTY LIGHTNING ROUND PRESENTATION**

1. Tom LaRocca – Assistant Professor, Health and Exercise Science

Chair Doe: Tom LaRocca is an assistant professor in the Department of Health and Exercise Science in the Center for Healthy Aging. Background is in biology and physiology and is interested in translational research using multiple laboratory approaches and models to develop practical applications for people. Research focuses on understanding the biology of health span, studied cellular changes that occur in the heart and arteries as we age. Currently focuses on the genome biology of neurodegenerative diseases like Alzheimer's. LaRocca is also a former high school chemistry teacher and college writing instructor.

Tom LaRocca presented a five-minute presentation from the Center for Healthy Aging. Will be available for viewing on the Faculty Council website.

Meeting was adjourned at 6:25 p.m.

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

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

Chair: Sue Doe  
 Executive Assistant: Amy Barkley  
 Professional Registered Parliamentarian: Lola Fehr

Vice-Chair: Ruth Hufbauer  
 BOG Representative: TBD

<b>ELECTED MEMBERS</b>	<b>REPRESENTING</b>	<b>TERM</b>
<b>Agricultural Sciences</b>		
<b>Stephan Kroll</b>	Agricultural and Resource Economics	2022
<u>Jason Bruemmer</u>	Animal Sciences	2021
<b>Cynthia (Cini) Brown</b>	Agricultural Biology	2021
<b>Kelly Curl</b>	Horticulture & Landscape Architecture	2022
<b>Jim Ippolito</b>	Soil and Crop Sciences	2023
<b>Marco Costanigro</b>	College-at-Large	2023
<b>Bradley Goetz</b>	College-at-Large	2022
<b>Andrew Norton</b>	College-at-Large	2023
<b>Health and Human Sciences</b>		
<b>Nancy Miller</b>	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
<b>Shannon Hughes</b>	School of Social Work	2022
<b>Business</b>		
<b>Bill Rankin</b>	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
<u>Thomas Bradley</u>	Systems Engineering	2023



<b>Sybil Sharvelle</b>	College-at-Large	2023
<b>Steven Reising</b>	College-at-Large	2022
<b>J. Rockety Luo</b>	College-at-Large	2022
<b>Liberal Arts</b>		
<b>Mary Van Buren</b>	Anthropology & Geography	2023
<b>Jason Bernagozzi</b>	Art	2022
<b>Kit Hughes</b>	Communication Studies	2022
(substituting for Ziyu Long)		
<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>Jared Orsi</b>	History	2023
<b>Michael Humphrey</b>	Journalism and Technical Communication	2023
<b>Wes Kenney</b>	Music, Theatre, and Dance	2023
<b>Moti Gorin</b>	Philosophy	2022
<u>Peter Harris</u>	Political Science	2021
<b>Tara Opsal</b>	Sociology	2022
<b>Ajean Ryan</b>		
<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
<u>Del Harrow</u>	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
<b>Chad Hoffman</b>	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>		
<u>Olve Peersen</u>	Biochemistry & Molecular Biology	2022
<b>Melinda Smith</b>	Biology	2021
<b>Robert Paton</b>	Chemistry	2023
<u>Ross McConnell</u>	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
<b>Anton Betten</b>	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

### **Veterinary Medicine & Biomedical Sciences**

<b>DN Rao Veeramachaneni</b>	Biomedical Sciences	2022
<b>Kevin Haussler</b>	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
<b>Marie Legare</b>	College-at-Large	2023
<b>Adam Chicco</b>	College-at-Large	2022
<u>Christianne Magee</u> (excused)	College-at-Large	2022
<u>Gerrit (Jerry) Bouma</u>	College-at-Large	2021
<b>Jennifer Peel</b>	College-at-Large	2023
<b>John Rosecrance</b>	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
TBD	BOG Faculty Representative	2021
<b>Steve Reising, Chair</b>	Committee on Faculty Governance	2021
<u>Shane Kanatous</u> , Chair	Committee on Intercollegiate Athletics	2021
<u>Jerry Magloughlin</u> , Chair	Committee on Libraries	2021
<b>Jenny Morse, Chair</b>	Committee on Non-Tenure Track Faculty	2021
<b>Marie Legare, Chair</b>	Committee on Responsibilities and Standing of Academic Faculty	2021
<b>Melinda Smith, Chair</b>	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, Chair</b>	Committee on Teaching and Learning	2021
TBD, Chair	Committee on University Programs	2021
<b>Bradley Goetz, Chair</b>	University Curriculum Committee	2021
<u>Susan (Suellen) Melzer</u>	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
<b>Ashley Harvey</b>	Committee on Non-Tenure Track Faculty	2022
<u>Jamie Nielson</u>	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
<b>Natalie Ooi</b>	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

**Roe Bubar**

Interim Vice President for Diversity

**Diana Prieto**

Vice President for Equity, Equal Opportunity &amp; 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

**Alan Rudolph**

Vice President for Research

**Blanche M. Hughes**

Vice President for Student Affairs

**Kelly Long**

Vice Provost for Undergraduate Affairs

Lynn Johnson

Vice President for University Operations

James Pritchett

Dean, College of Agricultural Sciences

Lise Youngblade

Dean, College of Health and Human Sciences

Beth Walker

Dean, College of Business

David McLean

Dean, College of Engineering

**Mary Stromberger**

Dean, Graduate School

**Ben Withers**

Dean, College of Liberal Arts

Jan Nerger

Dean, College of Natural Sciences

Mark Stetter

Dean, College of Vet. Medicine &amp; Biomedical Sciences

John Hayes

Dean, Warner College of Natural Resources

**Catherine Douras**

Chair, Administrative Professional Council