

MINUTES
Executive Committee
Tuesday, February 23, 2021
3:00pm – Microsoft Teams

Present: Sue Doe, Chair; Ruth Hufbauer, Vice Chair; Melinda Smith, BOG Representative; Mary Pedersen, Provost/Executive Vice President; Amy Barkley, Executive Assistant; 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

Absent: Yolanda Sarason, Business (excused)

Chair Sue Doe called the meeting to order at 3:02 p.m.

February 23, 2021 EXECUTIVE COMMITTEE AGENDA ITEMS:

I. Minutes to be Approved

A. Executive Committee Minutes – February 16, 2021

Chair Doe: We have the Executive Committee minutes from February 16th. Asked: Are there any corrections to be made to these? Believe Antonio Pedros-Gascon sent corrections via email prior to the meeting. Asked Pedros-Gascon if these needed to be stated for the group.

Antonio Pedros-Gascon: Stated correction on page 16 of packet. Statement said “Question of fair may be not asking them certain questions. Believe that is a very different kind of agreement.” Commented that it should say “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 Pedros-Gascon. Asked for any additional corrections.

Hearing none, minutes approved by unanimous consent.

II. Items Pending/Discussion Items

A. *Announcements*

1. The Next Executive Committee Meeting will be held on March 9, 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: At this meeting, we have Athletic Director Joe Parker joining us to give a presentation as part of the discussion items near the end of the meeting. Athletic Director Parker was kind enough to send along the presentation which has been forwarded to Executive Committee members for review.

3. Update on University Grievance Officer Survey – Linda Meyer

Chair Doe: Asked Linda Meyer if this item should be moved to later in the meeting. Stated that Meyer had been helping with this survey.

Linda Meyer: Agreed to move it towards the end of the meeting.

Chair Doe: Asked: Are there any objections to moving this towards the end? Hearing none, agenda item moved in the interest of time.

Chair Doe: Final announcement is about the Harry Rosenberg Award. Had posited either Tim Gallagher or Stephanie Clemons for that award. Many showed support last time for either nominee. Does require a bit of work. Requested member input as to which candidate would be preferred or if there were other recommendations. Will probably begin some of those processes this week.

B. President Report – President Joyce McConnell

President Joyce McConnell: Wanted to begin by talking about Courageous Strategic Transformation. Have been engaging this since fall semester with the Deans and Executive Leadership. Process has gone very well. We now have a framework that we are starting to share. There was an article released about progress and next steps. The Deans have the framework and they are starting to talk to people within their own colleges and units, the Vice Presidents have it and are talking to their people. We are reaching out externally as well, working with alumni and various community groups. Working with Chair Doe and Vice Provost Susan James on how to engage Faculty Council. Will be engaging faculty members throughout the colleges as well. Amy Barkley posted the link in the chat to the SOURCE article.

President McConnell: In terms of recent engagement, attended the Faculty Institute for Inclusive Excellence Awards yesterday, February 22nd. There is some incredible work being done by faculty in the Institute for Inclusive Excellence. Thanked those who had done it before. Amazing to see the work that comes out, thinks it will make a big difference for our students.

President McConnell: Joined the International Symposium this morning, will be going on tomorrow as well. Encouraged members to look at the website and check out the events. Discussed this morning about our global focus and strategic transformation. Many have already been engaged in global work, feels it is important to claim it in our strategic transformation. Barkley posted a link in the chat to the International Symposium's website.

President McConnell: Had a conversation with CJ Mucklow, who is one of our very long-time serving Extension faculty. Was a wonderful interview. Was really incredible to see Mucklow's

commitment to CSU and to engagement with communities, especially rural communities. Barkley posted a link in the chat to the video of this interview.

President McConnell: This week in the “Tell Me More” series, we are going to have a conversation about change through philanthropy, which is important to CSU.

President McConnell: On Thursday, February 25th, Vice President of Extension and Engagement Blake Naughton will be hosting a statewide Town Hall to meet with County Commissioners and all sixty counties. We will have another one next week for advisory boards across the state. Really important outreach in terms of engagement we have with our Colorado communities but also the confidence that our Colorado communities and County Commissioners have in us.

President McConnell: Update on the Vice President for Diversity search. The search has had a robust process for drafting the position description and it is now posted. Encouraged members to notify people they may know from other campuses that might be good candidates.

President McConnell: Wanted to give a brief update regarding legislation. Had a legislative update this morning that focused on federal and state updates. We wrote an op ed for the Denver Post in support of our Native American students and increasing our numbers of Native American students. This was in support of some legislation that is going through the state legislature. What the legislature will do is extend support to Native American students with connections to Colorado but also available to students from tribes outside of Colorado.

President McConnell: We also look at the National Test Optional Bill, which looks like it will go through without any problem. This is a bill we supported because it makes a difference in terms of looking at our students holistically as opposed to simply a test score. The bill opens the door to access for more students, happy about this.

President McConnell: The Joint Budget Committee is still having conversations about budget and financial aid funding. Will keep everyone posted on that. They have not come to any conclusion on the Vet-Med loan forgiveness. We are trying to get a late bill approved that would increase the number of students who would qualify for Vet-Med loan forgiveness.

President McConnell: Wanted to mention a program for our rural residents called Agribility that comes from the College of Health and Human Sciences and the College of Agriculture. This is for the mental health of our rural residents. Senator Patterson is sponsoring a bill that would add another \$900,000 to that program. We are keeping an eye on that.

President McConnell: On the federal side, there is good progress being made with regards to DACA and immigration. Both the Senate and House are gearing up on climate change, tremendous support from Biden administration regarding that. The money for COVID relief for higher education looks like it is going through, would be helpful for us.

Pedros-Gascon: Regarding DACA, have a question about the possibility of trying to advance. Had one student in the past who was interested in doing a Masters, but we could not identify this person for a GTA position, so they could not be funded. May be a response to external things

that are above our capacities. Would be great to move forward and facilitate support for some of these talented students into the graduate level.

President McConnell: Thanked Pedros-Gascon for bringing this issue up, feels it is really important. Would like to learn more about the dynamic, the processes and the barriers in making that happen. Suggested that Dean Mary Stromberger could attend and talk about graduate opportunities for DACA students. Eric Ishiwata is talking about internship opportunities for undocumented students and how we might be able to do that. Would love to continue conversation about these issues.

Carole Makela: We have seen in the Policy Office a draft of a policy related to retaliation and whistle-blowing. Asked: How do we find out who reviews that and how to provide input to that?

President McConnell: Suggested that Makela contact Jannine Mohr in the Office of General Counsel. Thinks this is the best start and Mohr can direct you to someone else if needed. Will raise this with the Executive Leadership Team as well.

Vice Provost Susan James: Bob Schur got replaced, was in charge of policy and he retired.

President McConnell: Believe what has happened is that we replaced that position, but not with someone with policy expertise. We are going to rely more heavily on General Counsel for policy development. Don't have a specific answer as to the process for input. Asked Makela to reach out after hearing from General Counsel.

Chair Doe: Makela brought to our attention that there is a Policy Committee that we were in the midst of starting last spring. Have asked the chair of the Committee on Faculty Governance, Steve Reising, to look into this. Believe this was in process, that there was going to be some sort of representation. Possible it got lost in the shuffle during the pandemic.

President McConnell: Let's take that back up again, don't want it to drop away again.

Chair Doe: Asked: Has there been any movement around the definition of educator and the issue of vaccination? Something on the forefront of faculty minds.

President McConnell: Still no progress at all. They are only focusing on Pre-K through 12. We are hopeful that once another vaccine comes online that many of our faculty would be in the next category because there would be more available. Right now there is a shortage, and we know many people age 65 and over who have been waiting for vaccines haven't been called.

Chair Doe: Discussed last time about enrollment deposits, stated that we were at the low end of deposits even though admissions and applications were up. Asked: Has there been any update in the past week?

President McConnell: Talked to Vice President Leslie Taylor and we are seeing an upward trend. Vice President Taylor stated that this was the norm across the country. Many students are

waiting to see what the reality on campus will be. We think probably by April that people will be more comfortable in making predictions.

Chair Doe: Mentioned the Policing Commission updates that Brad Conner had brought to us at the last Faculty Council meeting. Asked Ann Claycomb to put that on agenda for perhaps mentioning it next week during the Faculty Council meeting. Indicated that there would probably be something to report in April.

Chair Doe: May not have seen the complete Executive Committee packet that was sent for this meeting, in which there is a new instrument to evaluate the President. Traditionally this has been fairly informal. Have felt in recent years that the approach taken has been so informal to be very nearly meaningless. Had a task force that put together a survey. There is a question on the survey that invites the President to include a question. Wanted to mention this opportunity.

President McConnell: Thanked Chair Doe and expressed appreciation for the seriousness in which the team is approaching this. Asked about the timing for sending this out.

Chair Doe: Thinks it comes rather late, sometime in April. Believe the idea is to have it ready for the Board of Governors meeting in May.

President McConnell: They usually do the evaluation feedback itself sometime in June. Evaluation goes in May, then they do evaluation in June. Would be happy to check with the secretary to the Board and get back to you.

Chair Doe: Have had a couple of questions in the last few weeks, asking about follow-up on a few things that the Faculty Council had forwarded as recommendations or proposals. Thinking specifically of October when we had those Faculty Council meetings around COVID. One of the recommendations that came out of that was a bioethics advisory board. We never really heard anything more about that. Had some people who were interested because they have a background in bioethics. Asked if this idea still had traction and how we would proceed at this point.

President McConnell: Apologized for not directly responding to this. We had a couple of work sessions, scenario planning sessions, where bioethics were discussed, but didn't report on how to create a more formal process. Will loop back with the Vice President for Research's Office and will get back to you. Will revisit this and make a formal response.

Chair Doe: Asked if there were any updates on the investigatory committee that came out of the Athletics recommendations, the committee that was created as part of the action plan. Asked: Are they closing in on a report?

President McConnell: Clarified that this was about the committee that was setting up a system for reporting. Currently in conversation with two members of the Committee on Intercollegiate Athletics, Kyle Saunders and Shane Kanatous. Will also talk with Vice President Diana Prieto to see if they are getting ready to make a report.

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

C. Provost/Executive Vice President Report – Mary Pedersen

Provost Mary Pedersen: Have a very short report today. Quick update on enrollment, heard a bit from President McConnell. We are still tracking ahead on our applications, at about 8% over for our first-year students. We are up 9% in admissions, deposits are still lagging a bit. They are at 11% now, but we know students are waiting. We have been working really hard on our plans for fall semester to get messaging out soon. Have released messaging that we will be mostly in-person, really engaging with our first-year students and every student who wants an in-person experience. We still need to be prepared for the unknown.

Provost Pedersen: Update on the RBEI Leadership Council. We are making good progress. One of the major goals for that council is to coordinate with all of the other leadership groups. We are trying to coordinate efforts across campus. The Vice President for Diversity's Office is doing a survey of all the initiatives on campus. We are currently working on two initiatives. We are working on the translation interpretation services across campus. We have great needs in those areas and we are trying to identify how we can meet those needs. We are also looking at the pronoun statement and the next steps to roll that out.

Pedros-Gascon: Have a question as follow-up to the translation and interpretation. One of the biggest concerns for international students is the need to have their transcripts translated into English. This can be very expensive and difficult for them and some of the international institutions to facilitate that process.

Provost Pedersen: Will follow up with Vice Provost Kathleen Fairfax to find out how this is done. There are services that the institutions can subscribe to, experts that can be brought onto the teams, but not sure how it is being done right now. Will certainly follow up.

Makela: Asked: What efforts in regards to equity and inclusiveness in coordination are being made to make the campus aware of the Colorado New Comprehensive Equal Pay Act?

Provost Pedersen: Vice President Prieto is moving this forward and doing surveys with all of the units on campus. Asked if President McConnell had anything to add to this.

President McConnell: Vice President Prieto is working on this, as well as Robyn Fergus. They have been preparing information about that to share with campus. There is the Equal Pay Act and Colorado Wins now represents the classified staff. Will check with them to see when information will be coming out.

Makela: Have been asked what we know and what is happening on campus. A progress report would put a lot of people's minds at ease.

Norton: Asked: Is the RBEI group taking up issues of accessibility for students with disabilities, or is it only around race and ethnicity? Thinks there is a need for more consistent or more resources for making our materials universal design for learning compliant, particularly in machine-readable documents. Know a number of us undertook this ourselves and it was an enormous amount of work. Would be great to have more consistent support for that.

Provost Pedersen: Really important issue. We have been working with TILT to put a proposal together with the Center of Teaching and Learning to address that issue. Will find out where we are on that.

Chair Doe: Recently took an Inclusive Pedagogy course from TILT, and in one of the modules was about accessibility and bringing your materials up to par. Overwhelming feeling after the course was that an entire course was needed on that topic.

Provost Pedersen: There are platforms that integrate nicely with Canvas that will screen and check accessibility. Commented that you would still have to make the corrections for the pieces that are not accessible, that's the labor-intensive part.

Norton: Emphasized that it is a lot of work to come up with accurate transcripts and readable documents if you don't have the software to do that.

Provost Pedersen: Will follow up.

Chair Doe: Wondered if Adobe Creative Cloud could assist. Would be a subscription, so something to think about. May be helpful to faculty.

Melinda Smith: Had a question from DEI, comes from the Executive Committee of the Biology Department. We were talking about increasing our perspective on DEI and making that more visible on the website. We do a lot of things bottom up at CSU, but was wondered if there was guidance from top down about what kind of things people can put on department websites that reflect the values that are University-wide. Asked: Have you thought about a consistent message that could be codified and built into different department websites to connect it all?

Provost Pedersen: One thing that we are doing is that for each of the colleges and units, each has their own plans that aren't necessarily connected. We are going to pull them together and have consistency. We can create templates and have consistent documents around recruitment and retention and things where the language is all the same. We will look at them and then try to help that consistency. Will follow up to see if anyone has good recommendations for the websites.

Vice Provost James: Am the chair of the Equity Inclusion Network. Suggested that you reach out to the diversity person in your college. Mentioned that the Native American Advisory Council doesn't want people randomly putting the land acknowledgement statement on their website, we have a standing committee for that. Want this to be done properly. Commented in the Vice President for Diversity listening session, this topic came up the most. We want a strong Vice President for Diversity with the authority and power to help us have that centralized approach.

President McConnell: Interim Vice President Roe Bubar has been pulling together college diversity officers with the goal of having a more consistent approach. Everyone will then be able to feel we are including these issues in the Strategic Transformation. DEI is not just a value statement, but actual work that needs to be done. We definitely see the need for greater consistency and a bolder, stronger statement on the part of the University. Faculty Council will have an opportunity to give us feedback on that.

Pedros-Gascon: In line with this, would like to bring to the attention of the Provost that there are disciplines in this institution teaching a 3-2 load. Many are in Liberal Arts. Newer departments don't have to teach as much. Moving current department, as an example, from a 3-2 to a 2-2 would be the equivalent of hiring two full-time continuing, contract and adjunct faculty. If salaries cannot go up, then at least we can reduce teaching, as it has an enormous impact on our research.

Provost Pedersen: Interested in looking at this. We need to look across and see what different colleges and departments are doing and try to see where we need to make adjustments.

Chair Doe: Something that has caught the attention of a great number of faculty is the issue of intellectual property around classroom materials. The Intellectual Property Task Force has stated that they think there are some pretty simple fixes that don't require a complete transition or update of Section J in the Manual. Want to put this back on the radar because it comes up consistently. Will probably continue to do so because of the big moves into the online space and concerns people have about their teaching materials.

Provost Pedersen: Asked: Is the task force bringing forth a recommendation?

Chair Doe: Believe the task force was waiting to hear from you. Can have a further chat about this and discuss next steps.

Vice Provost James: We have a meeting tomorrow with Provost Pedersen to talk about this topic.

Provost Pedersen: This is extremely important. Want to move this forward and come up with some kind of solution.

Chair Doe: Will dig these back out, believe there were three or four recommendations. Thanked Provost Pedersen and President McConnell for their time.

D. Old Business

E. Action Items

1. UCC Minutes – February 12, 2021

Chair Doe: We have the University Curriculum Committee minutes from February 12th. Asked: Are there any concerns about these minutes or can we hear a motion to place this on the Faculty Council agenda for March 2nd?

Makela: Moved.

Pedros-Gascon: Second.

Chair Doe: Requested a vote in the chat.

Motion passed. Will be placed on the Faculty Council agenda for March 2nd.

2. Presidential Evaluation Survey – Antonio Pedros-Gascon and Yolanda Sarason

Chair Doe: Yolanda Sarason is not here today, but Pedros-Gascon is here and prepared to give an update.

Pedros-Gascon: Believe the recommendations we have received are now integrated. Unless anyone has follow-up to the last set of recommendations, the document is somewhat finalized besides the question from the President if she wishes to submit one. Question is now what is next. Asked: How do we administer and how do we get the results?

Chair Doe: Will formalize the invitation to President McConnell with a deadline so we can move ahead. Stated that this is a nice opportunity for the President or her office to specify a question. Asked: Is there any other discussion before we move to next steps? Hearing none, asked for a motion to approve the Presidential Survey.

Ruth Hufbauer: Moved.

Meyer: Second.

Chair Doe: Looks like we have an approval of this Presidential Survey. Believe this is not voted on by Faculty Council. Can just come out of Executive Committee and we can move ahead. The question now is of the process. Asked Pedros-Gascon if Laura Jensen is aware of this survey.

Pedros-Gascon: Originally assumed this process would be administered by Jensen's office. Contacted Jensen, who was fine with running the survey. Was interested in trying to create a process that can be inclusive and more productive. Had later received comments about doing it along the lines of how we are doing it right now with the University Grievance Officer. Felt it would make more sense to have Amy Barkley as the admin of our Executive Committee be the one receiving the data.

Smith: Had a couple of comments, some tweaks on the actual survey. Stated that the "College of Library" should be "Libraries" instead. Wanted to make sure all the college names were correct. Also wondered whether the performance question after the ones leading up to it, rather than last. President's question may be kind of a non-sequitur.

Pedros-Gascon: This was based on the evaluation for the chairs of the College of Liberal Arts.

Smith: Fine with whatever the majority thinks makes more sense, was just curious about that decision. Suggested bolding the word "performance" if you are going to bold all the other keywords.

Makela: Under "identify your appointment type", contract and continuing should be one item and adjunct should be separate. Contract and continuing are typically full-time and adjunct are typically part-time. That may explain "do not have enough information".

Chair Doe: Believe the last time we discussed this, the idea of Barkley collecting the data seemed to catch.

Pedros-Gascon: Believed Barkley offered the possibility.

Makela: Stated agreement with this. See us taking this survey to put together our written statement to the Board of Governors. Don't believe we are going to report the raw data.

Chair Doe: That's exactly right, because it will become a letter. Thanked Makela for the clarification.

Amy Barkley: Indicated in the chat that she was fine collecting the data.

Norton: Thinks it is important to have a statement that the results will be anonymous and that the President's Office, Faculty Council, and the Executive Committee will not see data with any identifying information. Having dealt with Qualtrics surveys before, all that would mean is that two columns of data would be deleted. Qualtrics records IP addresses, locations and times and things like that. Can delete those.

Pedros-Gascon: Asked: Could that be stated in the body of the email from Chair Doe or should it be part of the Qualtrics survey?

Norton: Would put it as part of the instructions as a reminder.

Jennifer Peel: Agreed with this statement. Would be careful about saying it's anonymous versus confidential, because we are collecting information. Just want to be accurate that we will keep it confidential.

Pedros-Gascon: Will state that all information will be kept confidential and that even the Executive Committee will not know who said what.

Chair Doe: Will formalize the invitation to President McConnell to get this moving. Will copy Pedros-Gascon on that communication.

Pedros-Gascon: Will make the small changes that have been requested.

3. Section E.10.5.1 and Section E.13.2 Recommendations –
Committee on Responsibilities and Standing of Academic Faculty
– Sybil Sharvelle

Chair Doe: We have seen these items before. This has now passed through the Committee on Responsibilities and Standing of Academic Faculty. Marie Legare could not be here today, but Sybil Sharvelle and Vice Provost James are here to discuss.

Sybil Sharvelle: These changes had to do with the Faculty Manual and who votes on tenure and promotion cases.

Chair Doe: Feels these are constructive and interesting Manual changes. Richard Eykholt had indicated these changes have been attempted many times but met with challenges. The Committee on Responsibilities and Standing of Academic Faculty sought out feedback and went ahead with the recommendation for changes. May have some conversation on the floor of Faculty Council about this. Asked for a motion to place this on the Faculty Council agenda.

Hufbauer: Moved.

Peel: Second.

Makela: Asked about separating these two recommendations for the Faculty Council agenda.

Barkley: Verbally agreed to separate the recommendations into two documents.

Chair Doe: Asked for a vote in the chat.

Motion passed. Will be placed on the Faculty Council agenda for March 2nd as two separate items per Makela's suggestion.

4. INTO Recap – Second Discussion Item (along with Lynn Johnson) for April Faculty Council Meeting – Chair Sue Doe

Chair Doe: Vice Provost Fairfax and Louann Reid are prepared to come to the April Faculty Council meeting to talk more about the INTO shifts. They will have more to report then. Will need to come back to this in March so that the Executive Committee can recommend that it appear on the April Faculty Council agenda. Barkley has already made a note of us, but didn't want this to go without follow-up. Conversation last week showed that this is a complicated deal. Encouraged members to reach out by email for thoughts on this.

Makela: Commented in the chat that for the April Faculty Council meeting and on the agenda to label it "Future of INTO", not recap.

5. Remove Faculty Lightning Round from remainder of Faculty Council agendas – Chair Sue Doe

Chair Doe: Heard last time that it might be time to remove the Lightning Round presentations for the remainder of the year. Had hoped that these would us and others understand each others' work. Understand that it is time away from important topics, feels okay with letting this go. Wanted to give members an opportunity to give feedback on this. It is off the Faculty Council agenda for March.

Meyer: Expressed appreciation for the opportunity to see the work of faculty members. Feels that trying to get it in at the end of the meeting, sometimes makes everyone feel rushed, have to cut things short that we aren't ready to cut short. Suggested SOURCE articles highlighting faculty work on a regular basis.

Makela: Stated in the chat that if we do SOURCE, would encourage the development and inclusion of a video.

Hufbauer: Like this in the context of Faculty Council, but if it doesn't work, would be interested in doing this highlight in other places. Suggested maybe only having one person, possibly at the beginning of the meeting.

Meyer: If we started right on time, instead of waiting for people to show up until we have a quorum, we have a person who is giving us some great information, not rushed, gets to do it first so they aren't waiting the whole meeting. May be a motivation to be on time for the meeting.

Norton: Almost all of these presentations have not required any interaction with the faculty, in terms of questions, don't have much time for that. Suggested a pre-recording of presentations.

Pedros-Gascon: Suggested in the chat that we can decide based on how busy the agenda looks, on a case-by-case basis.

Chair Doe: Can decide about this in March. Unfortunately, the remainder of our Faculty Council meetings this year are very busy. Really a question of whether we make time for it or not. We will fill whatever container is given to us. Encouraged members to think about this and can return to this discussion in March.

F. Reports

1. Faculty Council Chair Report – Sue Doe

Chair Doe: Brief report. Have been thinking about the number of proposals, invitations, recommendations, and otherwise that have been made throughout the year. Asked: What becomes of these? Have had this question before in years past, thinking about accountability on any number of different things that have been proposed and ideas that have been put forward. Feeling this acutely at the moment. In good faith, we put forth ideas and recommendations in our letter to the President and others. Expressed hope for a strategy for moving forward and taking things to the next step. Will be focusing energy and efforts on follow-up. We need to know that the faculty are not just heard, but that some action occurs. We want to see some changes happen. Will be eager to have your voices involved to see through these things.

Chair Doe: At the April Faculty Council meeting, we will have the INTO recap and Vice President Lynn Johnson will be joining us. Athletic Director Joe Parker will be joining us in March. Encouraged members to read the report submitted by Athletic Director Parker so we can have a meaningful conversation next week.

Chair Doe: We have talked a little bit about the University Benefits Committee and some of their concerns that they have been elevating. There is also a Retirement Plan Committee. Regardless of who becomes Faculty Council chair at next week's meeting, hope there will be opportunities for conversation. Clear that there are some things that need to be looked at that Executive Committee should be aware of.

Smith: Was curious what role Faculty Council might play in Strategic Transformation.

Chair Doe: President McConnell mentioned at the beginning of the meeting that she was inviting a conversation around how to integrate the Executive Committee and Faculty Council into discussions around this. To be involved in these conversations seems important.

2. Board of Governors Report – Melinda Smith

Smith: Brief report. Expressed appreciation for being selected to serve as the Board of Governors Representative. Goal over the next few months is to meet with more folks from higher up. Would like feedback from Executive Committee on how to best represent faculty. Have own perspectives and an open and interested in hearing other perspectives. There is time to prepare a presentation for the next meeting on May 6th.

G. Discussion Items

1. Further Discussion of Executive Committee and Faculty Council scope and focus, opportunities, and limitations.

Chair Doe: We started this discussion last time, there were some differences in opinion. Deferred to discuss the University Grievance Officer Survey.

2. Potential creation of Issues Task Force

Chair Doe: Might be useful to create a group that could sort through the issues that come to us, or an accountability task force. We will come back to this conversation later. Deferred to discuss the University Grievance Officer Survey.

3. University Grievance Officer Survey Update – Linda Meyer

Executive Committee entered into an Executive Session to discuss the University Grievance Officer Survey that was deferred from the beginning of the meeting. Barkley, Vice Provost James, and Sami Haddad left meeting. Only voting members and officers were present.

Executive Committee adjourned at 5:03 p.m.

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