

MINUTES
Executive Committee
Tuesday, March 16, 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; Yolanda Sarason, Business; 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; Vice President Diana Prieto; Brad Geotz, Chair University Curriculum Committee

Absent: None

Chair Sue Doe called the meeting to order at 3:04 p.m.

March 16, 2021 EXECUTIVE COMMITTEE AGENDA ITEMS:

I. Minutes to be Approved

A. Faculty Council Meeting Minutes – March 2, 2021

Chair Doe: We have our Faculty Council meeting minutes from March 2nd. Asked: Are there any corrections to be made to these minutes?

Hearing none, Faculty Council meeting minutes approved by unanimous consent.

B. Executive Committee Minutes – March 9, 2021

Chair Doe: Second item are the Executive Committee meeting minutes from March 9th. Asked: Do we have any corrections to be made to these minutes?

Hearing none, Executive Committee meeting minutes approved by unanimous consent.

II. Items Pending/Discussion Items

A. *Announcements*

1. The Next Executive Committee Meeting will be held on March 30, 2021 on Microsoft Teams – 3:00 p.m.

Chair Doe: Our next Executive Committee meeting will be two weeks from today. Joseph DiVerdi will be at that meeting to talk about some new planning that is going on with the Retirement Plan Committee. That committee has been working on reviewing a variety of different plans and options. Possible that we will want to have him come talk to the whole of Faculty Council. The Administrative Professional Council is also engaging the Retirement Committee in that conversation.

2. The Special Faculty Council Meeting on Courageous Strategic Transformation will be held on March 23, 2021 on Microsoft Teams – 4:00 p.m.

Chair Doe: We will not be meeting next week due to the Special Faculty Council meeting. Noted the time difference, will be at 4:00pm like our regular Faculty Council meetings. Will be an opportunity as a faculty unit to hear about Courageous Strategic Transformation. Martin Carcasson and Chris Hutchinson will be helping with obtaining feedback from the group that day. Encouraged members of the Executive Committee to attend. Realize that many faculty may have already heard about the framework through their colleges or other mechanisms, but this is another opportunity to hear about the framework and have questions answered.

3. The Next Faculty Council meeting will be held on April 6, 2021 on Microsoft Teams – 4:00 p.m.

Chair Doe: We will hear more about INTO and the shifting of that entity at the April Faculty Council meeting. Vice Provost Kathleen Fairfax and Chair of English Professor Louann Reid will be present to give us more information.

B. President Report – President Joyce McConnell

President Joyce McConnell: First topic is vaccines. Will have our own supply start rolling out on March 21st. We have been finding out who is teaching face-to-face and who wants to be face-to-face in the fall and getting to those people first. We are encouraging people if they have other access to vaccines to get one. Stated that this does not mean you should be hesitant to get in line for CSU's supply.

President McConnell: Have been talking with the Department of Higher Education about the issue of requiring vaccines. We cannot at this point require them. There are two hurdles that the Attorney General's office raised. Colorado State law allows for a religious, medical, and personal exceptions to being vaccinated. Attorney General is recommending the kind of social norming campaign that we have done around testing and do that around vaccines. Other issue is a bioethics issue. At this point, the vaccines that are available have received Emergency Use Authorization, but not the full normal approval that would usually be behind a vaccine.

President McConnell: In terms of legislation, there is good news at the federal level. The \$1.9 trillion package passed. We are waiting to hear what the allocation will be to higher education. We are hearing a 50/50 split between institutional and student needs. There is work going on

around DACA, on immigration, transgender persons being able to serve in the military again. There is a lot of movement on issues that our campus cares about a lot.

President McConnell: In terms of state legislation, our state budget is going through, with budget setting done yesterday and today. It looks like they will restore to the base we had pre-COVID. It is not clear if they will appropriate the funding for the proposed state classified salary raises. The program AgrAbility, a mental health program for rural populations, looks like it is going to get some additional funding. There is a proposal for expanding the VetMed loan forgiveness program but would come as a late bill so we do not know about that yet. Funding for Information Technology and cyber security is likely to be reinstated. Looks like there may be some restoration of some other budget items. Will report back once there is more information.

President McConnell: Locally, elections are in April. It looks like we are getting some good traction on Hughes in terms of the plans for affordable housing. Think more people are understanding what it is that the University would like to do with that property for its employees.

President McConnell: The Department of Higher Education has been working for the last two years on equity initiatives. They have been looking at social supports for students in terms of mental health, food stamp benefits, more housing support, food insecurity, identity centers. That is one area of work they have been doing. The other area of work is on what is sometimes called “closing the achievement gap.” Focus on repaying the education debt by closing the achievement gap. We have been doing a lot in this space and we are looking at how we can do better.

Chair Doe: Asked if there were questions from the Executive Committee. Have one question about closing the achievement gap. Seems that we have had significant efforts in that area. Wondered if we are a model University in terms of those efforts. Asked: Is our work in this area recognized?

President McConnell: Would say yes and no. Yes, in that we are recognized for our early attention to the issue and the successes that we have had. Would also say no because the governor is moving the target even more and expects more. We need to take a deep dive in what we are doing and look at what we could do to help make more of a difference. Still have some significant challenges ahead of us but we have a much better base on which to build than institutions that may just now be beginning.

Chair Doe: Thanked President McConnell. Asked: Any other questions?

Carole Makela: Asked in the chat if the proclamation from the Colorado Department of Education be made available to campus.

President McConnell: Responded to Makela in the chat with the link to the Colorado Department of Higher Education Equity Toolkit: <http://masterplan.highered.colorado.gov/equitytoolkit/>.

Makela: Expressed hope in the chat that this would be posted to the President’s Office website.

President McConnell: Stated in the chat that she would talk to the web folks to get this posted.

President McConnell: Also wanted to mention that the Test Optional, no standardized tests required, seems to be going through the legislature with no problems at all.

Chair Doe: Asked: Any other questions? Hearing none, thanked President McConnell.

C. Provost/Executive Vice President Report – Mary Pedersen

Provost Mary Pedersen: Will start by expanding on some of the items that President McConnell shared around student success. There is a real focus on closing the achievement gap. Our Provost Council for Student Success will be having a retreat 2 ½ weeks from now. We will reviewing the six pillars of areas for success that have been a focus. We will be highlighting where we are and then looking at our next steps.

Provost Pedersen: In enrollment updates, we are tracking where we have been over the last few weeks. We are still currently 8% over in our applications and 14% over in admitted students. We are still lagging by a decrease of 11% of students that have confirmed paying or deferring enrolment. Everyone is waiting to hear plans. For transfer students we are 4% over in applications, 1% over admitted students and down 4% in confirmed students. Those are all really close in terms of numbers.

Provost Pedersen: Wanted to update on another initiative that we have been involved with on our campus and at the system level. We have a team on campus, led by former Provost Rick Miranda, called NASH, the National Association of System Heads. This leadership group has been designed to support systems in the development of teams to facilitate large-scale change and enhance campus systems and performance scaling the best practices across multiple campuses.

Provost Pedersen: We have been having meetings with teams from all over the Western region. Have had a real focus on supporting rural students and having more success of rural students in Colorado. Have five areas we are working on. We are working on collecting more data around our rural students. Looking at curricular programs that will be more attractive to rural students across the system. Also looking at partnering with rural community colleges, have begun discussions about better pathways for education in place. Looking at seamless transfer inside the system as well as leveraging our Extension network. Can update more on that later.

Provost Pedersen: We are working with all the units and colleges on theoretical proposals for budget reductions. We are still waiting to hear what the budget is going to look like. The different colleges and units are going through a budget exercise, looking at what a 3% reduction and a 6% reduction would look like next year. This is just preparation for future discussions once we have a better information around the budget.

Chair Doe: Asked: Do we have a sense of when those budget numbers will firm up?

President McConnell: They were delayed this year due to COVID and today because of the snow. Not sure when we will actually know when we will get a final budget. Think it will probably be May, that is what happened last year.

Antonio Pedros-Gascon: Expressed hope that down the line, the Provost's Office will be willing to reassess the financial situation of departments.

Provost Pedersen: We are interested in looking at our budget model for the whole campus. We know this is something that would be high priority and important.

President McConnell: This is very much something we want to attack. We have been talking a lot through the strategic transformation process about how we take a new look at the budget. What is really difficult in this situation is that in order to reallocate money, we are going to have to be clearer on campus as a whole about what we want our priorities to be. Thanked Pedros-Gascon for bringing this up. We want to hear from faculty about these issues so we have all of the facts when we look to reallocate.

Pedros-Gascon: Have another question about INTO. What is being proposed right now is to have the faculty with a 50% appointment. Understand the need for flexibility but want this administration to understand that a 50% appointment does not facilitate people to be able to survive. This makes it prohibitive for many people to be able to teach in higher education.

Provost Pedersen: The challenging situation that we find ourselves in is that INTO hired individuals that were separate from CSU. Over the last six or seven years the enrollment has gone down dramatically. Their staffing model was very lopsided, they had too many employees. Reality is that we are trying to hire on as many as we can. Vice Provost Kathleen Fairfax is working with the College of Liberal Arts and the English Department, they are doing everything they can to support as many faculty as they can. Initially the approach was to only have three full-time positions. Group came together and they felt it was more important to support the employees and so this was responding to that and giving positions for everyone so that nobody was left out. Believe overall impact is supporting a large number of people. Think we are doing the best we can with a really difficult situation.

Melinda Smith: Have a question about a blog post that Sponsored Programs put out on March 10th. The post was about PI eligibility for grants. Thinks it would be worth having some clarification about that. Curious whether this represents a change or if this is just a reminder about PI eligibility for grants. Should be clarified because it could have a big impact on postdocs or faculty that have different status.

Provost Pedersen: Will ask the Office of Sponsored Programs for clarification on that post.

Ruth Hufbauer: It sounds like we are thinking of moving to a different budget model. Understanding is that we now use an incremental model. Asked: Would we move to an activities model or a performance-based model?

President McConnell: We are going to be searching for a different budget model. We do not have any preconceived notions about what that will be. Have a very big challenge in front of us. We are open-minded about how we solve that challenge and part of some of the choices will be made about what and how we want to operate collectively as a University.

Provost Pedersen: This is a big challenge. Many campuses have been on an incremental budget model, including previous campus. We need to do it within the framework of what we have and make adjustments. Want to make sure we are protecting people's jobs.

Hufbauer: Expressed hope that those in research to consider will be encouraged to let lab densities increase as people get vaccinated. Research is really hard to get done because of the restrictions.

President McConnell: We are hearing a lot from the CDC and State and local Departments of Health that they are considering shrinking the physical distancing requirements.

Chair Doe: Asked if there were any other questions for Provost Pedersen or President McConnell. Hearing none, thanked them both for coming.

D. Old Business

E. Action Items

1. UCC Minutes – March 5, 2021

Chair Doe: We have the University Curriculum Committee minutes from March 5th. Asked: Is there anything to be pulled for consideration?

Hearing none, minutes approved by unanimous consent. Will be placed on the Faculty Council agenda for April 6th.

2. Revisions to the Graduate and Professional Bulletin: Requirements for All Graduate Degrees – Committee on Scholarship, Research and Graduate Education – Melinda Smith, Chair

Melinda Smith: This revision is to address the fact that we now have professional doctoral degrees. There is also a change to number 10, when students need to submit a thesis or dissertation to the committee. It used to say two weeks but the Committee on Scholarship, Research and Graduate Education determined it would be worth revising to have some flexibility in this sense.

Chair Doe: Asked: Are there any questions from Executive Committee? Asked Smith if the PD abbreviation is commonly used.

Smith: The abbreviation is currently used at CSU, what we call the professional doctorates. Would not be surprised if other institutions used it. Not sure about others but is commonly used at CSU.

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

Linda Meyer: Moved.

Hufbauer: Second.

Chair Doe: Requested a vote in the chat.

Motion passed. Will be placed on the Faculty Council agenda for April 6th.

3. Revisions to Graduate and Professional Bulletin: Graduate Certificates – Committee on Scholarship, Research and Graduate Education – Melinda Smith, Chair

Smith: Second item was brought to our attention by Dean Mary Stromberger. Has to do with graduate certificates. We have varied types of graduate certificates through the Graduate School and they differ in how many credits they have. Clarified in the text that there has to be at least nine regular coursework credits. This clarifies to anyone developing graduate certificates of the minimum nine regular coursework credits.

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

Andrew Norton: Moved.

Pedros-Gascon: Second.

Chair Doe: Requested a vote in the chat.

Motion passed. Will be placed on the Faculty Council agenda for April 6th.

4. Guest Vice President Diana Prieto -- Office of Equal Opportunity Information and Faculty Concerns

Chair Doe: Thanked Vice President Diana Prieto for being here. The focus of conversation today is around concerns that have been expressed around the processes around arrests of faculty and how we should understand these processes.

Vice President Diana Prieto: Thanked Chair Doe and members for the invitation to come speak. We have had two or three arrests over the last few years. Will focus on faculty for the purposes of this conversation. When we are made aware of an arrest, the faculty member is placed on paid administrative leave while the University understands what is taking place. Then, depending on specifics of the matter at hand, we might be seeking information, or we might be waiting for information from the criminal justice system. Then the University will make a decision about whether the faculty member will rejoin the University or if steps need to be taken to assess risk or what the next steps might be, including an E.15 process to remove a tenured faculty member.

Vice President Prieto: We are working on a process that is more orchestrated and more organized in response to when a faculty member is arrested. We want to streamline who takes the lead and

how that happens. Specifically referencing the ability to assist the department chair and the Dean with messaging and communication to members of the department and potentially to members of the college depending on the situation. On the employment side, we want to share the Employee Assistance Program as a resource and on the student side, we want to provide counseling services. The Women and Gender Advocacy Center and Student Case Management are resources to students. We want to be mindful of the impact of learning that there has been an arrest. Want communication to go out as quickly as possible and offer resources in those communications, particularly those who may be impacted by what has been learned.

Vice President Prieto: It is challenging because we cannot share everything, there may be personnel pieces that we are not able to speak to. There is learning for us in terms of what was happening and needing to wait for the information to come in. From the perspective of the Office of Equal Opportunity, when we are made aware of behavior, we address the behavior through our process and we work with the department chair and sometimes the Dean depending on the behavior and what is taking place. The fact that the Office of Equal Opportunity may be aware of the behavior and have addressed the behavior in the past through appropriate actions does not mean that we know everything. There is another part of this picture, which is beyond the complaint-related arena, and that is the behavior of a faculty member may impact the department.

Pedros-Gascon: Understand about process while the investigation is going on. When those things have been adjudicated, faculty and students may not be aware of the follow up to the situation. Provided an example in the College of Liberal Arts. Concern is about the lack of information or transparency pertaining to things that have already been adjudicated.

Vice President Prieto: Sounds like there are two things in that question. Once the criminal process has concluded and the University is aware of the result, an analysis is undertaken by the Employee Council Team and they look at risk to self and others. The team then analyzes risk to students, faculty and staff. This doesn't necessarily include legal risk. Will sometimes ask a third party. Then we work on the next steps. The person could return to the faculty with no limitations, certain limitations, or we pursue an E.15 and terminate their employment. We are limited in what we can say as this is taking place but we can speak to the process. A piece of the conversation that is taking place is reviewing what we do currently. For example, if a faculty member is placed on administrative leave, we ask the question of whether the institution should wait for a criminal process to conclude or should the institution move forward with the information it has.

Pedros-Gascon: We were concerned that if faculty get asked by students about the situation, they have nothing to say because no information has been shared with them.

Vice President Prieto: As we create a more structured protocol, we can work with Deans and department heads for a script for teachers about what to say regarding arrests. Will work on this.

Hufbauer: Have a slightly related question, two parts. No one has mentioned any names but a recent arrest is a professor from same department. This followed from issues in 2006 and an arrest then. Read in the newspaper that after that 2006 arrest that the University prohibited this professor from doing any outreach work and required a second staff member to be present during

their class and office hours. Wondering if this is true, and if it is true, speaks to what Pedros-Gascon was saying. As a professor in the same department, was never notified of this and was not able to protect people or point out when those things were happening.

Vice President Prieto: Cannot speak to 2006, not familiar with that history. Can speak to that when we look at the behavior and where it falls on the continuum and then the consequences if we confirm that the behavior has taken place. The consequences then fall at the appropriate spot of the continuum based on the behavior. We have taken actions in the past to limit the scope of potential behavior by the faculty member. Stated that many times when something comes in the door of the Office of Equal Opportunity, it is just someone not being aware or being obtuse.

Hufbauer: Back to the newspaper report, that information never made it to professors in the same department, let alone professors in other departments who are sending their students out into the field with this person. Asked: How can that institutional memory be passed on in a way that these things are open and talked about? So we know what the regulations are with certain people.

Vice President Prieto: We are limited in what we can share as far as consequences due to them being personnel matters. Would be shared with the group that is required to monitor the behavior. Stated that Hufbauer's point was a good one, particularly in connection with faculty, how we continue the institutional memory of what the action items are to be effectuated. Could also be that the monitoring is to take place for a finite period of time and if the behavior doesn't recur then we take away the monitoring because the behavior has shifted and changed. The more we know, the better we are able to decide where we need to fall and how to address the behavior and what the consequences will be.

Hufbauer: It is complex. If a student comes forward without wanting to say things or have their name go forward, it is hard.

Vice President Prieto: We look for patterns. It could be someone does not want to come forward. We will sometimes contact the department chair and ask if they have seen patterns or heard of other concerns. When we begin to hear of a pattern we can initiate an investigation to better understand the behaviors in question. Will certainly reach out to students and offer to meet with them confidentially. There are some exceptions to the confidentiality, exceptions where we would have to do something. If you get two or three students coming to you about issues and sharing a pattern, invited them to contact us and we can begin to connect the dots.

Hufbauer: Asked: Is this something you would recommend faculty members do without the knowledge of their chair necessarily? Surprised some of the information didn't make it to you.

Vice President Prieto: Yes, welcome to do it directly. When we get information, we can reach out to the department head to determine if they have heard concerns.

Norton: Wondering what kinds of education and outreach efforts the office can do to try to normalize that it is okay to talk about these sorts of things.

Vice President Prieto: We have the online module, we are transitioning to a new one. We have a module that everyone is required to take. It is not the most engaging module, so unsure how much people take from that. We are working on a better one that focuses on a respectful workplace. We are happy to come to departmental meetings to talk about harassment and the complaint process. It is about creating dialogues and creating more of an environment that behaviors we do not want at the University are being brought forward. Larger picture in people being comfortable coming forward. Being heard is not necessarily what the person specifically asks for but that the person understand that they have been heard and what the options are.

Norton: Graduate students in particular are vulnerable and afraid of retaliation. They are afraid to go forward but if administrators won't follow up or take it seriously, see this as a problem.

Vice President Prieto: Big point of pride in the work in the Office of Equal Opportunity around work in the past with graduate students in the area of sexual harassment. We have been very successful working with department heads and chairs to create situations where the graduate student is safe and where they are able to complete their studies. Expressed hope that the Title IX regulations will change, as their hands are somewhat tied now in terms of what we can do. We currently work as hard as we can to create a bubble around graduate students to protect them. Often by the time students come to speak with us, the behavior is significant.

Norton: Asked: Does "Tell Someone" or Bias Reporting get to your office?

Vice President Prieto: Yes, but we encourage people to come to us directly.

Pedros-Gascon: Familiar with the situation going on in Athletics. Have a wish list for consideration. Part of the problem is that the athletes have training separate from the rest of the students. May lead to the athletes being detached and understanding something as natural that may be less accepted in the general campus population. For example, the athletes were called to a meeting and were told not to meet with the advocates in the room. Suggested that athletes be part of the regular population and not be so cordoned off.

Vice President Prieto: Asked for clarification on trainings mentioned by Pedros-Gascon.

Pedros-Gascon: It was a meeting that was first mandated for athletes to attend but no advocates for victims would be invited.

Vice President Prieto: It was a program that Albert Bimper organized. Asked about this because there are NCAA requirements that require Title IX training of athletes and that is separate training that happens through the Office of Title IX Programs. As a result of the Husch Blackwell report, a committee was created and is working on a process for student athletes to share concerns. The idea is that the student athletes would have an outlet for concerns to be expressed. We are not fully up and running but have already received some requests. We take them and help address the concern or figure out where the concern should be addressed. We want student athletes to feel comfortable and ensure there is an outlet for student athletes.

Pedros-Gascon: There is a lack of trust in the members of that committee as being complicit in the process that has injured them in the past. Feels this should be taken into account.

Vice President Prieto: That certainly is part of the thinking behind the work of this group.

Chair Doe: We can continue the discussion of that committee at the upcoming conversation in April when representatives from the Committee on Intercollegiate Athletics will join us. We can discuss the creation of the reporting portal they are creating.

Chair Doe: Struck that every case is so different. It seems as though there is always potential for us to bundle all cases together as if they were all the same. Say that a faculty member is found not guilty, but in the court of public opinion, there is always the opportunity that we rush to judgment before we know what has happened. Expressed personal opinion that equating cases can be a dangerous thing to do. We owe it to our colleagues to be careful and discriminating about the judgements we make. Asked if restorative justice procedures are ever followed in a case where an employee needs to be brought back into the fold of a community but has had charges that have been made public.

Vice President Prieto: Good points. To lump them together is not what we wish to do. More structured protocol to take care of department colleagues. Interesting time right now where conclusions are reached and it makes the work we do challenging. Our approach is not particularly popular at times. Important and core to the work is that we are objective and impartial and gather information before decisions are made. Can be difficult for the person who has been accused, which is why confidentiality is important. Alternative approaches are something we try to offer to reach restorative justice, which can bring about tremendous outcomes, to restore a person's standing.

Makela: Some of us have found that we do not know what to say in giving guidance to students. Asked: What if the victims are not people on campus?

Vice President Prieto: In connection to first question, would encourage students to be sent to the department chair or head or to the Office of Equal Opportunity if there is faculty involvement. Had made a note from Pedros-Gascon's comments about how we might do a better job to provide a script to the faculty at the start and also following any adjudication. For example, a person might not be allowed to be on a committee. Asked: Does that get to your question?

Makela: Not if the committees already been constituted and we do not get any information on what is happening going forward.

Vice President Prieto: There should be information coming from the department head or chair. The work is through the department head or chair to ensure that the pieces that need to be taken care of are taken care of. Will take a note of this as well, sounds like this is not taking place.

Makela: Don't believe so. Repeated second question, asked about what happens if the situation involves non-campus people.

Vice President Prieto: We are mindful of who is on campus and of where there might be interactions by virtue of a program that we are involved in. If there is not a connection to the University, we are limited in what we can do. We don't have reach in that instance.

Chair Doe: Thanked Vice President Prieto for her time and thoroughness of responses.

F. Reports

1. Faculty Council Chair Report – Sue Doe

Chair Doe: Thanked members for their assistance with the University Grievance Officer Annual Evaluation letter. Thanked Meyer for drafting the letter and for everyone's feedback. The letter is now with the Provost and the department chair of the University Grievance Officer.

Chair Doe: The Presidential Survey is about ready to go. Will probably go out tomorrow if we can get our letter of transmittal over to Institutional Research and then they will release the survey. Thinks this will be much more professional than what we have done in the past. Thanked Pedros-Gascon and Yolanda Sarason for their work forming the survey and working with a larger committee of people drawn from the University. Thanked President McConnell for offering up a question for the survey as well. Thanked Institutional Research for offering up some labor hours to us. Stated that normally we would have to pay for the analysis of open-ended questions. Thinks this needs to be considered because it is not insignificant. We will receive the information back and then we will form a letter to go to the Board of Governors.

President McConnell: Echoed Chair Doe's thank you's in the chat. Expressed appreciation for the work of the Executive Committee, the Evaluation Committee and the Faculty Council in engaging seriously in the evaluation of the President.

Chair Doe: Hannah Taylor from ASCSU was at the Faculty Council meeting to discuss plus/minus grading. Attended an ASCSU meeting a week ago. They have dozens of impressive initiatives. Academic subgroup is quite engaged in questions around plus/minus grading. Have asked them to be in touch with the Committee on Teaching and Learning, which knows that questions are coming.

Chair Doe: Next item is to do with items we wanted to return to. We had recommended that a bioethics board be formed last October. Will be talking to Vice President for Research Alan Rudolph soon. There has been a bioethics advisory committee for that has been static for many years, but we do have faculty that serve on that committee. We have some new people who are interested, too. Veterans include Matt Hickey and a new person would be Moti Gorin. Hoping to make a case for some increased involvement of faculty in those discussions. Will report back.

Chair Doe: Two representatives on the Committee on Intercollegiate Athletics, Kyle Saunders and Shane Kanatous, will be coming to an Executive Committee meeting in April. Albert Bimper will be coming to the same meeting.

Chair Doe: Have been asked by the Provost's Office to create a task force around compensation for shared governance. This will be for the chairs of our standing committees and a revisitation of the Faculty Council officers' compensation. Eager to form this committee, believe both Pedros-Gascon and Makela have expressed interested in serving. Encouraged other members to reach out if interested. This is an important conversation. This has implications not just for those who are serving now but also those serving in the future.

Chair Doe: Wanted to come back to our conversation with Vice President Blake Naughton. Want to get initial thoughts on what was shared. The Committee on Faculty Governance is looking at the ideas that were presented by Vice President Naughton. Embedded in the presentation was an "ask". Question is what is the ask and what role do we see ourselves playing as an Executive Committee and potentially down the road at Faculty Council.

2. Board of Governors Report – Melinda Smith

Nothing to report at this time.

G. Discussion Items

Chair Doe: Reminded members about the Special Faculty Council meeting on Courageous Strategic Transformation next Tuesday, March 23 at 4:00pm. Asked members to think about the task force on compensation for shared governance, as well as Vice President Naughton's presentation so we can launch that conversation in a meaningful way. Thanked members for their thoughtful consideration on such serious issues and the desire for transparency on all matters.

Executive Committee adjourned at 4:57 p.m.

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