

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

**CALL TO ORDER**

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

**FACULTY COUNCIL AGENDA ITEMS:**

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

**A. ANNOUNCEMENTS**

1. Next Faculty Council Meeting – April 6, 2021 – Microsoft Teams – 4:00pm

Chair Doe: Our next Faculty Council meeting will be on April 6<sup>th</sup>, again on Microsoft Teams. Stated that there may be a special Faculty Council meeting prior to the April meeting, requested members to stay tuned for more information.

Chair Doe: Called members' attention to the open nominations for the Harry Rosenberg Award. Noted that Amy Barkley posted two documents related to this award in the chat. This award is a recognition for outstanding service to the Faculty Council. We have several former recipients on the call. Mentioned that in the past, it has always come with a payroll implication of a tiny stipend, but in an effort to not restrict potential recipients, it would be possible for a retiree to be eligible for this award. They would just not be eligible for the payroll portion. Encouraged members to send in nominations in the next few weeks.

2. ASCSU President Hannah Taylor

Chair Doe: Introduced ASCSU President, Hannah Taylor. Thanked her for being here.

ASCSU President Hannah Taylor: Stated that Sydney Budke, Deputy Director of Academics, is also here today. Wanted to present some problems that students have brought forward regarding their academics, their grading and how some classes have been facilitated this year. One of the major takeaways was regarding the current grading system, the plus/minus grading system.

Sydney Budke: Stated that this proposal covers some of the current problems that have been brought to our attention from students. Have a couple proposed solutions.

ASCSU President Taylor: First problem we have that students have brought forward is about the plus/minus grading system, and that not all faculty and departments use the same system for the same course. Provided an example of two students taking the same class but with different faculty, each get a 92% but the GPA would be different for each student. There are differences and discrepancies between some faculty choosing to use the plus/minus grading system and some not.

Budke: Another issue we have seen is that students are not awarded for an A+ but receive a lower GPA score for an A-. Creates a lack of incentive to get to that higher level, feels the system hurts more than it helps students' grades when they are in the A range. Provided two quotes from students about how the plus/minus system has negatively impact them.

ASCSU President Taylor: The third problem we have seen is that students applying for graduate schools are left with an unfair disadvantage. Students have come to us regarding applying for law schools or medicals schools, and they evaluate based off of their peers. They see how many students received a 4.0 versus a 3.6 GPA. When there are discrepancies and not a standardized grading scale, it is hard to compare students that received a 3.66 for a minus and students who also got a minus but it counted as a 4.0.

Budke: One of the solutions is to remove the negative weight that a minus holds, assigning it the same weight as an A. Removing the GPA discrepancy would really help students. Have additional alternative solutions as well. Suggested a standardized grading system within each department.

Chair Doe: Thanked ASCSU President Taylor and Budke for bringing this issue to Faculty Council. Expressed appreciation for specificity of the recommendations. This is not the first time this discussion has come up, will take concerns and give this some thought.

ASCSU President Taylor: Indicated that both the document and their emails will be provided in the chat for further conversation.

Ruth Hufbauer: Asked about getting rid of the C- a while back and how that is also not symmetric.

ASCSU President Taylor: In the proposal, we included a statement regarding that when it happened in 2007-2008. Thinks there is a connection there as well, C- was shown not to help students, it hurt their GPAs.

Chair Doe: Thanked ASCSU President Taylor and Budke. Will keep in touch regarding this.

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

### 1. Faculty Council Meeting – February 2, 2021

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

Chair Doe: Hearing none, minutes approved by unanimous consent. Expressed appreciation for everyone's attention to these.

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

President Joyce McConnell: On Friday Governor Polis announced he was going to include higher education, student-facing teaching faculty and staff for vaccinations. Have started work right away on how we are going to implement this, our Pandemic Team is working closely with the county. Expressed deep appreciation for the advocacy at the state level to include higher education faculty and staff. Lori Lynn, director of our health network, deserves the most credit for this as co-chair of the Pandemic Team. Did advocacy by sending requests once a week for vaccines for our face-to-face faculty and staff. We can now vaccinate our faculty teaching in-person or hybrid classes. Can look ahead and vaccinate those who will be face-to-face or hybrid not just for spring classes, but for summer and fall. We are working to get GTAs included for the lab component. Will clarify with Larimer County Public Health to see who will be eligible. We have worked with HR to compile rosters and identify individuals. Will be providing guidance as soon as possible about implementation. We anticipate the vaccine will be available after March 21<sup>st</sup>. Will be sending out information about when the vaccine is available and where.

President McConnell: Update on Courageous Strategic Transformation. We have had our Vice Presidents and Deans meeting on a regular basis to come up with a framework for strategic planning. We will be able to present this to Faculty Council to help provide us some information. Believe that date is on March 23<sup>rd</sup>. Response from those who have seen the framework so far is positive. Cannot wait to get Faculty Council's input. This is truly an inclusive and iterative process. There will be many opportunities for feedback over the coming months.

President McConnell: Continuing to reach out to build our reputation both in the state and nation. Have been meeting with the Association of Public and Land-Grant Universities and the Power of Publics. CSU was highly commended for the work it has been doing around student success.

President McConnell: Interviewed CJ Mucklow, who is the Extension Regional Director in the Steamboat Springs area, director of the entire Western region. Encouraged members to watch the interview if able. Mucklow has been transformative in his work towards preserving farms and ranch lands in Colorado.

President McConnell: Had a meeting with Vice President Blake Naughton and the County Commissioners, the Office of Engagement and Extension Advisory Board. Will be doing that again this week.

President McConnell: Had an opportunity last week to meet with the people in the Faculty Institute for Inclusive Excellence. There have been 104 graduates with 30 more to come. Expressed appreciation for what Shannon Archibeque-Engle and Ria Vigil have done in developing the Faculty Institute. Congratulated everyone who received awards.

President McConnell: Update on the DEI search for the new Vice President for Diversity. The team is creating an inventory of DEI trainings around campus. Excited that we will now have an

inventory so we can figure out what we are doing and where the gaps are that need to be filled in. In terms of the search itself, it is going well. The job description was written through an inclusive process and is now posted. There are many Vice President for Diversity jobs being advertised right now. Encouraged members to reach out to individuals from other universities that they know, or even in the private sector, that may be good fits for this position.

Dean Karen Estlund: Posted a link in the chat to the search firm's website for the Vice President for Diversity job posting: <https://www.wittkieffer.com/position/22091-vice-president-diversity/>.

President McConnell: Update on Campus Safety Task Force, was asked about this at the last meeting. The task force did not produce a final comprehensive report but did create two documents that will be very helpful for campus conversations going forward. Primary recommendation was that we engage in broad campus conversations to hear from people across the University about what safety means to them on our campuses. We have taken steps forward to move these conversations up. We have put a search for a new Chief of Police on hold so that we can continue these conversations and have them inform our search. Interim Chief Wendy Rich-Goldschmidt has graciously agreed to stay on for now. We are pursuing a dual responder model for many of our CSU Police Department calls. This means that we have leaders from CSU Police Department and the CSU Health Network and Student Affairs all involved in those conversations. A dual responder program is where an officer is matched with a counselor or social service worker who can do mental health interventions.

Chair Doe: Asked: Are there questions from the Faculty Council for President McConnell?

Antonio Pedros-Gascon: Would like to know if it is possible to share with the Faculty Council the general guidelines for Courageous Strategic Transformation. Feels it would make sense for faculty to know what is trying to be done in order to give input.

President McConnell: Stated that this would be sent to Chair Doe to send out. Understanding was that the Deans were going to send it out to everyone, faculty will be getting it either way.

Dean Estlund: Posted the link in the chat to the website for Courageous Strategic Transformation: <https://president.colostate.edu/wp-content/uploads/sites/84/2021/02/strategic-transformation.pdf>.

Pedros-Gascon: Would like to also bring attention to the fact that several of the departments of the institution are still subject to a 5-course teaching load. There are at least three in the College of Liberal Arts. It inhibits our ability to do research and is an issue of inequity.

President McConnell: Thanked Pedros-Gascon for bringing this up. This is something being discussed with Provost Mary Pedersen. We have talked about this in the larger context of looking at what our protocols and expectations are across campus and trying to get greater consistency.

Mary Van Buren: Have two questions regarding INTO. Imagine the planning of closing INTO started a while ago, wondering why Faculty Council was not told or consulted about this closing. Asked: What exactly is our relationship with INTO right now?

President McConnell: Requested that Vice Provost Susan James and Provost Mary Pedersen speak to this since they are more involved.

Vice Provost Susan James: Will be coming back to the April Faculty Council meeting with Vice Provost Kathleen Fairfax to answer more questions about INTO and go more into depth then. The answer to the question about why Faculty Council was not consulted sooner was that we were in legal contract with INTO and everyone had to keep quiet during the unwind negotiations.

Van Buren: This speaks to the fact that we should not be entering into contracts that are not transparent, hope this won't happen again.

Provost Mary Pedersen: The negotiations were required to be confidential for several reasons, one of them being that it was a long negotiation with a lot of back and forth. We were trying to be considerate of not only current employees and staff, but also of the future recruitments because we are continuing to engage with international students. Part of that had to do with our future advertising for international students. Most important thing was just the confidential nature of the negotiations. Was a very difficult decision, one the University has been considering for a number of years.

Van Buren: Asked Provost Pedersen to speak to the ongoing relationship with INTO.

Provost Pedersen: We have an agreement to wind down the relationship over a few years, and those really involve just a bit of recruitment efforts that we compromised on in the engagement. Very minimal, believe it is for just two or three years.

Vice Provost Kathleen Fairfax: It will be a recruitment-only agreement that we will have after the joint venture. In May, they will act as an agent for us in recruiting international students and we engaged a number of other educational agendas. Agreed that it would have been better to have it be more open and transparent, but it was at the risk of not being able to unwind what was a 30-year agreement, so we followed the wishes to keep it confidential until a certain date.

Jenny Morse: Since we are on subject of INTO, had a couple questions. Asked: Is it true that these twelve faculty members are going to be terminated and then re-hired in different departments? Asked about concerns in losing accrued annual and sick leave, as well as progress towards promotions. Concerned what will happen to these CSU faculty who have been doing great work for the University through this program.

Vice Provost Fairfax: The plan is hopefully not to terminate but to transfer. It will not even be really a transfer, they will still be appointed in the English Department as they under now in INTO. The Intensive English program will be managed by International Programs. We will be hiring fewer faculty, we are not able to retain every faculty member. Fairest way to approach it is to have a pool only open to INTO faculty. This is under the guidance of the Office of Equal Opportunity and HR. Some of the faculty may be eligible to teach in other disciplines besides English. Actively working with HR and Jannine Mohr in the Office of General Counsel on the issues of annual leave. We are committed to maintaining everyone's promotional status.

Vice Provost James: Wanted to emphasize the pool again. It will only be those twelve faculty members, it will not be wide open.

Melinda Smith: Asked in the chat: In the future, is there a way to inform faculty without breaching confidentiality with these types of agreements?

Joseph DiVerdi: Stated in the chat that it can also be considered important to consult with other campus entities such as the Committee on Non-Tenure Track Faculty, besides the Office of General Counsel, regarding the “disposition” of the INTO faculty. Stated that we have worked for years to reduce the occurrence of “discarded” faculty. The situation to date, the decision-making process and the communication to faculty does not inspire confidence that we are adhering to the spirit of the Faculty Manual changes of recent years. Expressed hope that we do better than in earlier days.

Chair Doe: There will be continued conversation around this at the April Faculty Council meeting. Read Smith’s question from the chat. Believe we have heard this call for care in the future. Requested we allow President McConnell to continue with the budget update, then will move on to other questions.

President McConnell: Wanted to give a quick budget update. Everyone has been following what has happened federally, it is looking good for the \$1.9 trillion stimulus package. Higher education is included in this package. We are unsure what allotment would be for CSU or what restrictions would be on the money. These have been very highly regulated and can only be used for certain things. At state level, the governor’s mandate that there be a 2.5% raise for classified staff remains. It is unclear if there will be additional money from the legislature to pay for that raise. Could be an unfunded mandate, would have budget implications for us. To prepare, we are doing a budget exercise of 3% and 6% cuts. Do not yet have enough information and want to plan ahead. We are \$29 million in the hole due to our COVID work in the past year.

Chair Doe: Will go back to a question in the chat from Marcela Velasco. Velasco wondered if President McConnell knows if CSU will keep the contract with Spectra, the company the caters at Canvas Stadium. Curious because of their delay in reporting on Title IX violation.

President McConnell: Not able to answer that question. Stated that Athletic Director Joe Parker will be here at the end of the meeting, thinks this is worth discussing with him.

Chair Doe: Asked if there were other questions. Hearing none, thanked President McConnell.

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

Provost Pedersen: Have some brief COVID updates. Have exceeded 2,600 saliva screenings per day, have the capacity for more. Have opened it up to everyone coming onto campus, including faculty, staff and students to be tested on a weekly basis. We now have five locations open. In addition to the Mac Gym, we have pods in the Moby Parking Lot, South Campus, and Foothills Campus. We plan to go over 3,000, have done over 92,000 saliva screenings overall.

Provost Pedersen: For enrollment, submitted applications are still up 8% from last year at this same time. Admitted students are up 10% from this point last year. The real confirmation comes when they make deposits, our deposits are only at about 50% at this point in time, slightly down. Students are waiting to see what our fall will look like, we know students want an engaged in-person experience. Have been working really hard to plan for this. We have 31% diverse students in the profile, including 21% first-generation. For transfer students, we have an increase in applications of about 2%, have a slight decrease in admitted students. Reason for this is all the applications have not been completely evaluated.

Provost Pedersen: Planning for fall includes a robust and larger on-campus presence for students and faculty. We have started with our original Fall 2021 course schedule being based on the Fall 2020 schedule. This includes physical distancing. We are working with the Deans and the departments, have asked each department to increase the number of in-person courses so we have evenly distributed this across campus. Encouraged by the vaccine rollout, may be able to increase the number of students in currently existing classes, can reduce physical distancing space to add students. Teaching Continuity and Recovery Team and the Deans have been working to come up with several different models based on the public health environment.

Provost Pedersen: Overview of The Institute for Learning and Teaching developments. We had 12,159 total instructor enrollments in professional development. We are planning for this summer, will also have the three-week courses which require five hours a week or a total of fifteen hours. There will be three different types of sessions, so quite a bit of engagement.

Provost Pedersen: Update on Canvas and intellectual property and remote teaching. There was a task force that was developed and coordinated with IT. We looked at the legacy statements that were in Canvas regarding teaching materials, most of them have already been removed. We are searching for other residual places and those are being removed as well. Have been working to follow those recommendations. Wanted to emphasize that teaching and learning materials that are uploaded to Canvas will continue to be the sole ownership of faculty unless they have signed a contractual agreement stating otherwise. We will also be working on revisions to Section J of the Manual, has not be updated in over 20 years. Vice Provost James and David Patterson are working closely with the Office of General Counsel and the Committee on Responsibilities and Standing of Academic Faculty to come up with new language.

Chair Doe: Noted in the chat that the IP Task Force, led by Paul Doherty, will be launching again this spring. Commented that those who have indicated interest will be contacted shortly.

Moti Gorin: Asked in the chat: Does this apply to courses taught through CSU Online as well and is the IP Task Force working with CSU Online? May have different commitments regarding intellectual property.

Tara Opsal: Asked in the chat: Can you clarify whether or not the discussion on faculty ownership of online content applies to the videos uploaded to ECHO?

Vice Provost James: Responded to Gorin and Opsal in the chat. Stated that CSU Online has a representative on the task force and that it also applies to ECHO videos.

Stephen Hayne: Asked in the chat: Does this include a faculty member's "likeness" (video) as recorded and served from Teams or Zoom?

Vice Provost James: Responded to Hayne in the chat. Believe that is the understanding. Will be sure to consider all of this when making recommendations to Faculty Council and the Committee on Responsibilities and Standing of Academic Faculty on updating Section J.

Provost Pedersen: Update on efforts in Information Technology. Have been engaging in a collaborative reorganization process following the uncoupling from the Libraries. This has focused on national peer benchmarking, internal and external feedback with divisional staff and University stakeholders, and the creation of a divisional purpose statement. This is well underway and we can share more as it is rolling out. Information Technology also commissioned a review of research IT on campus to determine strengths, challenges, and future strategies. This report was actually completed at the end of 2020 with over 50 recommendations, is currently being shared with campus stakeholders.

Provost Pedersen: Quick update on the Institutional Research Planning and Effectiveness Office. They have been engaged in leading reviews of different projects, the Delaware Project and the Financial Sustainability Collaborative, through the Educational Advisory Board. Findings from both of these projects will be used to inform our future campus-wide budget processes, which is part of our strategic transformation. Institutional Research has also completed over 300 ad hoc requests in 2020 from executive leadership, faculty, and staff. Also leading institutional data governance on COVID responses. Thanked Laura Jensen for her leadership in this area.

Provost Pedersen: Wanted to give some accolades:

- Dr. Roze Hentschell, Associate Dean in English, was selected as a 2021-2022 American Council on Education (ACE) Fellow. Dr. Hentschell plans to devote time to two areas of considerable importance for CSU: achieving Hispanic Serving Institute (HSI) status, as well as becoming an HSI-ready campus, including focus on academic engagement and strategic enrollment planning.
- Dr. Thomas Borch from Soil and Crop Sciences and Dr. Dawn Thilmany from Agricultural and Resource Economics have been announced as the 2021 Nutrien Distinguished Scholars by the College of Agricultural Sciences.
- Dr. Carol Wilusz co-leads the lab analysis of wastewater testing. CSU has been testing the wastewater samples twice a week from twenty-one different locations from around the state and on campus.
- Dr. Mark Zabel, Associate Dean for Research and Associate Director for the Prion Center, collaborated with other scientists to create a more efficient saliva coronavirus detection screening. Currently being reviewed by Food and Drug Administration for Emergency Use Authorization.
- Dr. John Volckens professor of mechanical engineering, was quoted in a Wall Street Journal article regarding upgrading masks.
- Dr. Carmen Rivera is the recipient of the American College Personnel Association's Marylu McEwen Dissertation of the Year Award.
- Dr. D-L Stewart is the recipient of the Contribution to Knowledge Award from the American College Personnel Association.

Chair Doe: Congratulated all of these individuals in their accomplishments. Asked if there were any questions for Provost Pedersen.

Gorin: Wondering now that vaccines are being distributed more widely, there has been talk on a national and state level about so-called vaccine passports. Asked: Has CSU thought about our policies regarding vaccines?

Provost Pedersen: Discussions around this have started but have not made any decisions yet regarding this. We have seen a few universities creating their policies, but we have not started that process yet. It is challenging because of state regulations and allowances for exceptions to vaccinations. Will be discussing how we can approach this.

Chair Doe: Not seeing any further questions. Thanked Provost Pedersen.

## **E. UNFINISHED BUSINESS**

1. University Grievance Officer Annual Report 2020 – Richard Eykholt, University Grievance Officer

Chair Doe: Richard Eykholt is here to discuss the University Grievance Officer Annual Report. Asked members if there were any questions regarding this report.

Chair Doe: Hearing none, requested a motion be placed.

Wes Kenney: Moved.

Chair Doe: Requested a vote in the chat using Microsoft Forms.

Motion approved. The University Grievance Officer Annual Report was received.

Pedros-Gascon: Asked in the chat if we could have a similar report from the Ombuds. Stated that faculty felt that last year's report was not very informative.

Chair Doe: Will look into this. Stated that also Vice President Diana Prieto is planning on attending the May Faculty Council meeting, we will have further conversations in preparation of that. Thanked Pedros-Gascon for the reminder for the Ombuds report. Thanked Eykholt for coming to the meeting.

## **F. CONSENT AGENDA**

1. UCC Minutes – January 22 and 29, February 5 and 12, 2021

Chair Doe: Asked if there was anything members wanted to pull from the consent agenda for consideration.

Chair Doe: Hearing none, the University Curriculum Committee meeting minutes are approved by unanimous consent.

## **G. ACTION ITEMS**

1. Election – Faculty Council Chair – Committee on Faculty Governance – Steve Reising, Chair
  - a. Candidate Statement – Sue Doe

Chair Doe: Before we turn the election over to Steve Reising, Ruth Hufbauer wanted to say a few words.

Ruth Hufbauer: Did not put in a candidate statement for re-election and wanted to explain why. Will not be seeking re-election for a variety of personal and professional reasons. Looking to next year, will not be able to keep up this level of commitment. Will finish this year out strong, have loved working with Chair Doe.

Chair Doe: Expressed appreciation for Hufbauer's service to Faculty Council.

Steve Reising: Expressed appreciation for Hufbauer's service and commitment. Reminded members that the code which is in Section C of the Manual specifies that all three Faculty Council officers for the next academic year shall be elected at the March meeting of Faculty Council. The Committee on Faculty Governance issued a call for nominations for the three positions. The code also specifies that each candidate for these officer positions shall be a current or former elected member of Faculty Council and shall meet eligibility requirements. The Committee on Faculty Governance received one nomination for Faculty Council Chair, from Sue Doe, the current chair and professor of English. Stated that the candidate statement could be found in the packet. Asked if there were any nominations from the floor.

Reising: Seeing no additional nominations, closed the nominations by unanimous consent. Congratulated Chair Doe as the Faculty Council Chair for the 2021-2022 academic year.

2. Election – Faculty Council Vice-Chair – Committee on Faculty Governance – Steve Reising, Chair
  - a. Candidate Statement – Andrew Norton

Reising: The Committee on Faculty Governance has received one nomination for Faculty Council Vice-Chair from Andrew Norton, who is a professor in the Department of Agricultural Biology. Stated that the candidate statement could be found in the agenda packet. Asked if there were any nominations from the floor.

Reising: Seeing none, closed the nominations by unanimous consent. Congratulated Norton for his election to Faculty Council Vice-Chair for the 2021-2022 academic year.

3. Election – Faculty Council Board of Governors Representative – Committee on Faculty Governance – Steve Reising, Chair
  - a. Candidate Statement – Melinda (Mendy) Smith

Reising: The Committee on Faculty Governance received one nomination for the Board of Governors Representative from Melinda Smith, professor from the Department of Biology. Stated that the candidate statement could be found in the agenda packet. Asked if there were any additional nominations from the floor.

Reising: Hearing none, closed nominations by unanimous consent. Congratulated Smith on her election to the Board of Governors Representative for the 2021-2022 academic year. Thanked Smith for continuing to serve next academic year, which will be her final term.

Chair Doe: Thanked Reising and congratulated Norton and Smith. Thanked Faculty Council members for their support. Will continue the work.

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

Smith: The rationale behind this was that there was some duplicate language in this portion of the Bulletin. At times it was troubling in the inconsistencies as far as clarity for students and faculty. It consolidates the process for recommending dismissal and provides more explicit detail of that procedure. On behalf of the Committee on Scholarship, Research and Graduate Education, moved the Faculty Council adopt the following revisions.

Chair Doe: Requested a vote in the chat.

Motion approved.

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

Smith: This is related to voiding of appointment or termination of that appointment for graduate students. This is providing further protection and clarification of the process for termination or voiding of an appointment. Feels this is a good revision in the sense that it does provide a very clear path for these two types of important decisions in a graduate student's career. On behalf of the Committee on Scholarship, Research and Graduate Education, moved that Faculty Council adopt these revisions.

Chair Doe: Requested a vote in the chat.

Motion approved.

6. Section E.10.5.1 Recommendations – Committee on Responsibilities and Standing of Academic Faculty – Marie Legare, Chair

Marie Legare: The Committee on Responsibilities and Standing of Academic Faculty submitted this request, and we move that Section E.10.5.1 of the Manual be revised as follows. The reasoning why we submitted these changes is because we wanted to ensure that all eligible faculty are able to vote for faculty going forward for tenure.

Chair Doe: Requested a vote in the chat.

Motion approved.

7. Section E.13.2 Recommendations – Committee on Responsibilities and Standing of Academic Faculty – Marie Legare, Chair

Legare: Moved for Section E.13.2 of the Faculty Manual be revised as follows. The rationale to this is that we made these changes to ensure that all eligible faculty of a higher level are able to vote for promotion. Additionally, the language has been changed to further clarify the process for non-tenure track faculty promotion.

Chair Doe: Requested a vote in the chat.

Motion approved.

Chair Doe: Thanked Legare for being here to discuss these items.

Legare: Commented in the chat that at one time, Faculty Council had decided that the President's reports and others were to be held at the end of our meetings rather than the beginning so that we could get through our items of business in a timely manner with a quorum. Asked: Have we reversed this decision?

Chair Doe: Responded to Legare in the chat. At the request of the President's Office, we do the President and Provost reports at the beginning of the meeting.

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

1. Faculty Council Chair Report – Sue Doe

Chair Doe: Will give the briefest of chair reports. Heard from Provost Pedersen that the Intellectual Property Task Force is very much alive. It is being chaired by Paul Doherty. We now have a whole new group who have stated they are interested in this topic.

Chair Doe: The Information Technology Task Force is similarly putting forth its efforts. Will be hearing more about their proposals in the coming days.

Chair Doe: We have had our Presidential Survey Task Force that is close to completing its work as well. They have professionalized the survey for feedback that faculty gives on the President that goes forward to the Board of Governors for consideration. We have invited the President's Office to insert a question. Believe we now have a good instrument.

Chair Doe: The Shared Governance Task Force from last semester has a proposal that is currently being considered by the Committee on Faculty Governance.

Chair Doe: Happy to report that all of these task forces have given effort that has spurred some important work and policy changes. We will hear more in the coming weeks.

Chair Doe: We will have special visits in the upcoming Faculty Council meetings. Next month we will hear from Lynn Johnson, our CFO, to hear about the budget and we will also hear more about INTO. At our May meeting, Vice President Diana Prieto will be joining us. We will also be hearing from TILT, specifically Gwen Gorzelsky. Will be giving us some information about new opportunities for documenting and developing teaching dossiers.

## 2. Board of Governors Report – Melinda Smith

Smith: Thanked Faculty Council members for their support and re-election. Encouraged members to reach out with any issues that should be considered or raised during interaction with the Board of Governors. Would be happy to hear from people.

Smith: Attended the Board of Governors meeting on February 5<sup>th</sup>, right after election in early February. Was sworn in at that meeting. The May 5<sup>th</sup> and 6<sup>th</sup> meetings will likely be more informative because it will deal with budget issues and items like that. Will report back then.

# I. DISCUSSION

## 1. Athletic Budget Report – Joe Parker, Athletic Director

Chair Doe: Will now turn it over to Athletic Director Joe Parker, who will be giving us a briefing on the athletic budget report, which has already been shared with us. Thanked Athletic Director Parker for being here.

Athletic Director Joe Parker: Thanked Chair Doe for the invitation. Discussed the slides of the report that were provided in the agenda packet. Stated that Spring 2020 and Fall 2020 were strong semesters for our students, had very high GPAs. Earned their best GPAs in recorded history. Discussed the low number of athletes on academic probation. Have had great work from our Student Academic Support Committee. Would be happy to come in and provide a presentation to Faculty Council about what the Student Academic Support Committee is able to accomplish for our students.

Athletic Director Parker: The NCAA offered legislation that preserved financial aid and eligibility for student athletes that made a decision to opt out due to COVID concerns. We had sensed a hesitancy of some of our athletes to opt out, so we cleared our rosters entirely and sent

every student and their families information on how we were going to manage COVID protocols. We asked them to make the decision, had strong opt-in percentages at over 97%.

Athletic Director Parker: Went over the budget part of the presentation. Started with direct institutional support. The overall institutional expenses were at just over \$1.1 billion and the direct investment into Athletics is \$22.1 million. Showed members a graph showing the net direct support for athletes when you factor in tuition payments, fees, or payments flowing back into the institution. Discussed how the net total of \$10.4 million factored into the overall expenses of the institution, less than 1%.

Athletic Director Parker: We operate two different financial organizations in Athletics. When the stadium was being built, there were concerns that the University was going to use direct institutional support of student fees as a funding mechanism. Stated that Athletics and the stadium operate under two different accounting numbers. Noted that the stadium moves money back into the Athletics budget. About 60% of our budget is people, staff compensation and student athlete financial aid and then operations. Discussed the budgeting for the stadium and the self-generated revenues from Canvas Stadium.

Athletic Director Parker: Concluded with statement that the student athletes are achieving academically and athletically at high levels. Athletics contributes to the overall diversity of the campus population. Our student athletes and staff are valuable members of the community. Stated that the majority of direct University support flows back to other units of campus.

Pedros-Gascon: Requested in the chat that we extend the discussion time beyond 6:00 p.m.

Chair Doe: Clarified with Parliamentarian Lola Fehr in the chat about what is needed in terms of a motion to extend the length of the meeting.

Parliamentarian Lola Fehr: Stated in the chat that a motion is needed to extend the time. Will need a second and requires a 2/3 vote.

Pedros-Gascon: Moved to extend the time of the meeting.

Shawn Archibeque: Second.

Chair Doe: Requested a vote in the chat.

Motion to extend the meeting approved by Faculty Council members.

Athletic Director Parker: Indicated he would be able to stay shortly after 6:00 p.m.

Ida Donahue: Have a two-part question related to budgetary issues. Stated that in 2016, the University of Tennessee was sued by 8 students and settled for about \$2.5 million. The lawsuit centered around a hostile sexual environment, and it was discovered the student athletes were being given a sheet of paper with the contact information of six attorneys in the area, most of which had ties to the athletic program. The District Court allowed for an injunction to bar the university from facilitating lawyers for athletes accused of sexual assaults.

Donahue: Stated that Eugene Fisher was a CSU football player who graduated in 1955. Eugene Fisher went on to become an attorney and had a practice in Fort Collins with his son Eric Fisher. Eric Fisher took over the firm and has represented many people since 2011. Donahue listed these individuals with ties to CSU. Asked: Do you think these athletes and coaches coincidentally seek out and retain Eric Fisher? Asked: Does one of the sections of your budget pie charts cover Eric Fishers \$300/hour rate that is posted online?

Athletic Director Parker: Do not know how student athletes determine their [legal] representation. None of those fees are paid for by CSU.

Pedros-Gascon: Thanked Athletic Director Parker for presenting. Expressed frustration that it has taken three years to get a budget report from Athletics and now there is less than ten minutes for discussion. Asked: Will Spectra be renewed as one of the companies servicing the stadium given their horrible work with one of the students who reported a case of abuse?

Athletic Director Parker: Not sure where we are at with the term with Spectra, will have to look at the contract. It is a competitive process. Would have to find out when the renewal would be to determine if we want to take it to market or renew.

Pedros-Gascon: Asked: Are you comfortable renewing with a company that hasn't reported on Title IX issues?

Athletic Director Parker: That is managed right now through the Office of General Counsel, don't have further comment on that. Can tell you when the contracts would be up.

Jason Bernagozzi: Stated in the chat that that was an unacceptable response to Pedros-Gascon's question.

Chair Doe: Repeated Velasco's question from earlier in the chat. Asked: Will CSU keep the contract with Spectra, the company that caters at Canvas Stadium? Curious because of their delay in reporting Title IX violation.

Andrew Norton: Asked in the chat: In the Spectra contract, or other contracts with outside vendors, does Athletics only consider economic factors or are other factors such as commitment to DEI, Principles of Community, University goals, etc. considered as well?

Carole Makela: Asked in the chat: What are the implications in the stadium budget for the inclusion of the alumni center and classrooms? Asked: Where do these show?

Gorin: Not an expert on budgets, but looking at some of the numbers, it sounds like 53% of the funds come back to the University. Alternatively, for every dollar that Athletics gets, CSU gets \$0.47 back. Asked: Is there a plan to reduce these massive shortfalls? If you cannot make more money, you can justify the program in non-financial terms, but we need to know which of those we are doing.

Athletic Director Parker: We are always working to increase our self-generated revenues. We have four ticketed sports, as well as opportunities with our sponsors, relationships with broadcasting partners. We just went through a negotiation of our TV contract with the Mountain West, were able to reach almost three times improvement on the revenues. Always seeking opportunities to increase self-generated revenues, can reduce the level of direct institutional support. If Athletics can identify with students through admission, can draw students from out-of-state or enhance enrollment for in-state students. Advancement has an opportunity to leverage relationships with the people who come to the games. There is value in that.

Gorin: Commented in the chat that he would like to see a survey that provides the budget realities and survey stakeholders (students, faculty, alumni, community, etc.) to get a sense for how the community views the value of Athletics, or of some athletic programs, given the costs.

Ramaa Vasudevan: Stated in the chat that the subsidy to the Athletic program in the form of institutional support and fees amounted to about \$24 million and debt of the stadium \$8.3 million (about half the stadium expenses). Asked: Is this sustainable? Asked: Can you tell concretely how revenue generation is actually expected to increase and is there evidence that revenues are set to increase relative to debt and subsidy?

Athletic Director Parker: Certainly a pandemic year puts a big roadblock in our abilities to generate revenue. Will have to see where the pandemic is and people's comfort level with returning to gatherings. Anything said is just speculation. The model was proving itself. We were able to cover the expenses of the stadium, the debt service. We were able to flow money back into the Athletics Department.

Vasudevan: Commented in the chat that the tuition support and institutional support is still a subsidy. The cost has been shifted to the University while subsidizing Athletics.

Velasco: Asked to know more about the 53% of investment paid back in the form of revenue for other departments as Vasudevan pointed out.

Athletic Director Parker: That would be the flow of tuition and fees and dorm payments that move back to the institution. Would be summer student athletes in equivalency sports getting a partial scholarship to attend. Stated that we also have a robust walk-on program.

Olve Peerson: Looks like the "scoop and toss" saved about \$10 million in payments this year. You mentioned multiple years. Wanted clarification that the payback obligation is spread out evenly over the remaining 36 years or if it is accelerated in some way.

Athletic Director Parker: It is a three-year strategy on the part of the Systems Office. So it would be FY20, FY21, FY22.

Peerson: Asked: So \$30 million total?

Athletic Director Parker: Yes, we would have up to that in savings. Expressed hope that we get fans back into the stadium next year to help generate revenues. More can be allocated towards the debt service. Has given us a three-year runway to build our revenues back.

Chair Doe: There are additional questions in the chat. Asked to share these and have Athletic Director Parker get back with answers either in written form or conversation.

Chair Doe: There is a question about parking facilities. Asked: Are they included as part of the subsidies reported?

Athletic Director Parker: Asked if people were asking about the mobile lot and then other surface lots on game days. Stated that these are not accounted for. No expense with rental of those lots on a game day. We do pay for personnel to man and operate those lots on game day. Athletics then collects all the game day parking revenues.

Pedros-Gascon: Had asked this question. The problem is that parking is a self-subsidized system. Faculty and students are making use of them but Athletics is benefitting from not having to contribute to their maintenance. Stated that parking costs have tripled, feels it would make sense to have Athletics contribute to parking given how much they are benefitting from it.

Chair Doe: Asked if there were any additional questions for Athletic Director Parker. We will capture questions and if there are items we can productively have a continued conversation around, maybe we can find a way to engage after this meeting. Thanked Athletic Director Parker for being here. Had hoped for a briefing for a long time, expressed appreciation for coming and look forward to future conversations.

Athletic Director Parker: Indicated that he is happy to come every year to present the Athletic Department budget.

Chair Doe: Asked if there was anything else for the good of the order. Hearing none, thanked everyone for their attention today and vote of support.

Meeting was adjourned at 6:14 p.m.

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

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

**Chair: Sue Doe**

**Vice-Chair: Ruth Hufbauer**

**Executive Assistant: Amy Barkley**

**BOG Representative: Melinda Smith**

**Professional Registered Parliamentarian: Lola Fehr**

<b>ELECTED MEMBERS</b>	<b>REPRESENTING</b>	<b>TERM</b>
<b>Agricultural Sciences</b>		
<b>Stephan Kroll</b>	Agricultural and Resource Economics	2022
TBD	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>		
<u>Bill Rankin</u>	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
<b>Peter Harris</b>	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
<u>Maura Velazquez-Castillo</u>	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>		
<b>Olve Peersen</b>	Biochemistry & Molecular Biology	2022
<b>Melinda Smith</b>	Biology	2021
<b>Robert Paton</b>	Chemistry	2023
<b>Ross McConnell</b>	Computer Science	2022
<u>Dylan Yost</u>	Physics	2021
<u>Silvia Sara Canetto</u>	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
<u>Elizabeth Ryan</u>	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>Seonil Kim</u>	College-at-Large	2022
<u>Gerrit (Jerry) Bouma</u>	College-at-Large	2021
<b>Jennifer Peel</b>	College-at-Large	2023
John Rosecrance	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
<b>Melinda Smith</b>	BOG Faculty Representative	2021
<b>Steve Reising, Chair</b>	Committee on Faculty Governance	2021
<u>Shane Kanatous, Chair</u>	Committee on Intercollegiate Athletics	2021
<u>Jerry Magloughlin, Chair</u>	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
<u>Jose Luis Suarez Garcia,</u> Interim 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
<b>Pinar Omur-Ozbek</b>	Committee on Non-Tenure Track Faculty	2023

***Ex Officio Non-Voting Members***

<b>Joyce McConnell</b>	President
<b>Mary Pedersen</b>	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
<b>Roe Bubar</b>	Interim Vice President for Diversity
Diana Prieto	Vice President for Equity, Equal Opportunity & Title IX
Blake Naughton	Vice President for Engagement
<b>Leslie Taylor</b>	Vice President for Enrollment and Access
<b>Susan James</b>	Vice Provost for Faculty Affairs
<b>Karen Estlund</b>	Dean, Libraries
Brandon Bernier	Vice President for Information Technology
<b>Kathleen Fairfax</b>	Vice Provost for International Affairs
Jim Cooney	Special Assistant to the Provost for International Affairs
<b>Pam Jackson</b>	Vice President for University Communications
Alan Rudolph	Vice President for Research
<b>Blanche M. Hughes</b>	Vice President for Student Affairs
<b>Kelly Long</b>	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
<b>Mary Stromberger</b>	Dean, Graduate School
Ben Withers	Dean, College of Liberal Arts
Jan Nerger	Dean, College of Natural Sciences
Mark Stetter	Dean, College of Vet. Medicine & Biomedical Sciences
John Hayes	Dean, Warner College of Natural Resources
<b>Catherine Douras</b>	Chair, Administrative Professional Council