

To Faculty Council Members: Your critical study of these minutes is requested. If you find errors, please contact Diane Maybon, at 1-5693 or dmaybon@colostate.edu.

NOTE: Final revisions are noted in the following manner: additions underlined; deletions ~~over-scored~~.

*MINUTES*  
*FACULTY COUNCIL*  
*APRIL 2, 2013*

*CALL TO ORDER*

The Faculty Council meeting was called to order at 4:00 p.m. by Timothy Gallagher, Chair.

*Announcements*

- A. Next Faculty Council Meeting - May 7, 2013 - A102 Clark Building - 4:00 p.m.
- B. Executive Committee Meeting Minutes: February 26, and March 12, 2013 (view at <http://facultycouncil.colostate.edu/index.asp?url=links>)

*Minutes to be Approved*

- A. Faculty Council Meeting Minutes - March 5, 2013

By unanimous consent, the March 5, 2013 Faculty Council meeting minutes were approved.

*Reports To Be Received*

A. *President*

*Tony Frank, President, reported on the following activities.*

*Frank highlighted key elements of the FY13-14 Budget that were presented in greater detail in an email sent out to campus today.*

*Frank reported that the Commitment to Colorado (C2C) supports affordable college for low-income students. Frank added that the Cabinet is reviewing the success of C2C in our University mission*

*Frank reported that this year will be the second record-breaking year in a row for private fund raising. Frank added that last year was the first year that philanthropic support exceeded State support. In addition, this year, individual philanthropic cash support will likely also exceed State support.*

*Frank reported that during the summer and into the fall, he will continue to work on issues related to gender equity (through the women's initiative), faculty diversity, student mental health, and strategic and financial planning around CSU 2020. Frank explained that the CSU 2020 will involve models to determine if Colorado State University has the physical capacity, and faculty resources for planned student growth in the face of complete state de-funding by the year 2020.*

*Frank reported that the biggest issue facing Colorado State University in the upcoming year is continuing to make the case for public funding for higher education. Frank thanked the faculty for their efforts and quality courses, as this is the primary responsibility of Colorado State University.*

*Suzanne Lowensohn asked for an update on INTO. Frank responded that INTO's projections see an increase in international student recruits. Frank added that the assessment of outcomes will take a few more years, but he has not heard anything to indicate problems in retention. Frank noted that INTO seems relatively on track. Rick Miranda, Provost/Executive Vice President added that there are four components of INTO:*

- 1. The pathway program for undergraduates (main component).*

2. The Academic English Program (AEP).
3. The General English program (conversational English option)
4. The Graduate Program.

Miranda added that, in general, the numbers of students INTO has attracted is on target but seem more skewed towards the AEP rather than the Pathway program, but the program is still young and growing.

Antonio Pedros-Gascon asked about Frank's specific goals and vision for diversifying faculty, and whether this would be targeted through diversity hires or change in administration culture?. Frank said that Colorado State University should strive for best practices to increase faculty diversity, which will require cultural changes, initiatives to jump-start diversification, and a commitment across the university to get this right.

Mike Lundblad asked about faculty growth in relation to enrollment growth. Lundblad asked how Frank expected the ratio of faculty to class size and ratio of tenure track to adjunct faculty to change in response to planned student growth. Frank answered that his goal is to maintain current ratios. Frank added that in order to maintain current faculty/student ratios, it would be financially challenging to do this solely with new tenure-track faculty hires. Frank noted we cannot deal with student growth simply by adding more adjunct faculty and we cannot put too much reliance on a group of employees who are in a relationship with the University that is not as strong and stable as that of tenured faculty. Frank added that faculty growth will require growth in both tenure-track and adjunct faculty.

Roger Culver asked how donations were going for the stadium initiative. Frank responded that the university is still within the "silent" phase of fundraising and, therefore, he could not provide specific comments.

Frank's report was received.

- B. Provost/Executive Vice President

*Miranda reported on the following activities:*

*Miranda reported on the model of student growth and added that administration has not made any decisions on how to respond to faculty growth needs in detail, at this time. The main goal of CSU 2020 was to extrapolate the expenditures needed to survive a loss of state funding, and student growth necessary to accomplish this.*

*Miranda reported that the new Early Childhood Center was dedicated recently by Miranda and Amy Parsons, Vice President for University Operations.*

*Miranda reported that he led the budget open forum recently.*

*Miranda reported that he attended a CSU Ventures Board meeting held last week.*

*Miranda reported that Colorado State University's self-study for the Higher Learning Commission re-accreditation is largely done and is in the final stages for assembly and review. Miranda thanked Robert Jones, Department of Microbiology, Immunology and Pathology, for leading the re-accreditation efforts.*

*Miranda reported that he has visited nine (9) departments this month, including: Music, Theatre, and Dance, Biology, Political Science, Electrical and Computer Engineering, Food Science and Human Nutrition, and Human Development and Family Studies.*

*Fabiola Ehlers-Zavala asked what resources will be needed to accommodate 8,000 additional students through planned growth? Miranda responded that the university will need to add 400-500 faculty hires to support 8,000 new students, and 2 million more square feet of facilities. Miranda explained that the increase in facilities will require bonds with long-term payments to the State. In addition, resources will come from extra tuition that will be paid by the additional 8,000 students.*

*C.W. Miller asked where are the 8,000 students (undergraduate and graduate) coming from? Miranda responded that 2,500-3,000 will likely come from Colorado, based on projections of Colorado population growth and high school graduation rates. Miranda noted that an additional 5000 students will come from out of state, of which 2,000 are expected to be international students, partially but not entirely recruited by INTO. This leaves an additional 3,000 domestic, non-resident students to be recruited.*

*A guest asked if Miranda really believed that Colorado State University could use the additional tuition to fund Colorado State University if it was de-funded by the State, and expressed concern that if tuition becomes too expensive, students will not come to Colorado State University. Miranda responded that if the State completely de-funds Colorado State University, the university will be forced to turn to alternative funding sources, mainly student tuition. Miranda added that, at the same time, Colorado State University needs to maintain its high quality academic programs so that Colorado State University remains attractive to prospective students, despite tuition costs. In doing so, Colorado State University will remain an excellent value for the quality of education received, relative to the cost.*

*Miranda's report was received.*

*C. Faculty Council Chair*

*Gallagher reported on the following activities:*

*Gallagher reported that he has invited Chancellor Mike Martin to Faculty Council and the Chancellor has accepted and will present a report at the September 3, 2013 Faculty Council meeting.*

*Gallagher reported that Chancellor Martin has put together a task force to look at branding confusion between Colorado State University and CSU-Global Campus. Gallagher noted that two (2) members on the task force are from Colorado State*

University: Lou Swanson, Vice President for Engagement and Tom Ingram,  
Department of Marketing.

Gallagher reported that he met with the Jason Johnson, General Counsel, regarding changes to Section E of the Manual, specifically changes to the policy to allow multi-year contracts with Special and Temporary Faculty.

Gallagher's report was received.

### *Consent Agenda*

- A. Changes in Curriculum to be Approved: University Curriculum Committee Minutes: February 15 and 22, March 1, 2013

Howard Ramsdell, Chair, University Curriculum Committee, moved that Faculty Council adopt the consent agenda.

Ramsdell's motion was adopted.

### *Special Actions*

- A. Standing Committee Elections - April 2, 2013 - Committee on Faculty Governance

Steve Reising, Vice Chair Committee on Faculty Governance, nominated, on behalf of the Committee on Faculty Governance, the following faculty members to serve on the Faculty Council Standing Committees:

#### *Committee on Faculty Governance*

Leo Vijayasathy	Business	2016
Kevin Crooks	Natural Resources	2016
Don Estep	Natural Sciences	2016

*Committee on Intercollegiate Athletics*

Christopher Geomans	Agricultural Sciences	2016
TBA	Health & Human Sciences	2016
Stephen Milton	Engineering	2016
Courtney Schultz	Natural Resources	2016

*Committee on Libraries*

Allan Kirkpatrick	Engineering	2016
Jerry Magloughlin	Natural Resources	2016
Nancy Hunter	University Libraries	2016

*Committee on Responsibilities and Standing of the Academic Faculty*

Jeff Casterella	Business	2016
David Thompson	Engineering	2016
Geof Givens	Natural Sciences	2016

*Committee on Scholarship, Research, and Graduate Education*

Mary Stromberger	Agricultural Sciences	2016
Sid Suryanarayanan	Engineering	2016
Ruth Alexander	Liberal Arts	2016
Allison Level	University Libraries	2016

*Committee on Scholastic Standards*

Joylon Timothy Hughes	Liberal Arts	2016
Merinda McLure	University Libraries	2016

*Committee on Special and Temporary Faculty*

Jennifer Aberle	Health & Human Sciences	2016
Joe DiVerdi	Natural Sciences	2016
Natalie Barnes	At-Large	2016

*Committee on Strategic and Financial Planning*

TBA	Health & Human Sciences	2016
John Ridley	Natural Resources	2016
Jeff Wilusz	CVMBS	2016

*Committee on Teaching and Learning*

Shawn Archibeque	Agricultural Sciences	2016
Karan Venayagamoorthy	Engineering	2016
Randy Boone	Natural Resources	2016
Anton Betten	Natural Sciences	2016

*Committee on University Programs*

Amy Hoseth	University Libraries	2016
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*University Curriculum Committee*

TBA	Natural Resources	2016
TBA	Natural Sciences	2016

Gallagher asked for nominations from the floor.

Howard Ramsdell nominated Steven Strauss as the representative from College of Natural Sciences for the University Curriculum Committee.

Gallagher asked if there were any other nominations for the Faculty Council Standing Committees. Hearing no further nominations, the nominations were closed.

All faculty members nominated were elected to a three year term beginning on July 1, 2013 through June 30, 2016.

B. Grievance Panel Elections - April 2, 2013 - Committee on Faculty Governance



Reising, Vice Chair Committee on Faculty Governance, nominated, on behalf of the Committee on Faculty Governance, the following faculty members to serve on the University Grievance Panel:

Daniel Draper                      University Libraries                      2016

Gallagher asked for nominations from the floor. Hearing no further nominations, the nominations were closed.

Daniel Draper was elected to serve a three-year term (August 2013-2016) on the University Grievance Panel.

C.     Sexual Harassment Panel Elections - April 2, 2013 - Committee on Faculty Governance

No nominations to date.

Gallagher asked if there were any nominations from the floor. There were no nominations.

D.     Discipline Panel Elections - April 2, 2013 - Committee on Faculty Governance

No nominations to date.

Gallagher asked if there were any nominations from the floor. There were no nominations.

E.     Proposed Revisions to the Manual, University Code, Sections C.2.1.9.6 - Advisory Committee: Membership and Function and C.2.1.9.2 - The Standing Committees and Advisory Committees Named - Committee on Faculty Governance

Reising, Vice Chair, COMMITTEE ON FACULTY GOVERNANCE, MOVED THAT THE FACULTY COUNCIL ADOPT THE PROPOSED REVISIONS TO THE MANUAL, UNIVERSITY CODE, SECTIONS C.2.1.9.6.a - ADVISORY COMMITTEE:

MEMBERSHIP AND FUNCTION C.2.1.9.2 – THE STANDING COMMITTEES AND ADVISORY COMMITTEES NAMED, TO BE EFFECTIVE UPON APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions - underlined Deletions - ~~strikeouts~~

**C.2.1.9.6 Advisory Committee: Membership and Function**

- a. Committee on Non-Tenure-Track ~~Special and Temporary~~ Faculty

The membership of the Committee on Non-Tenure-Track ~~Special and Temporary~~ Faculty shall be comprised as follows:

1. One (1) non-tenure-track faculty member (senior teaching, special, temporary, or multi-year research appointment) ~~special, or temporary faculty member~~ shall be selected from each unit among the colleges and the Libraries for which there exists a formal committee representing non-tenure-track ~~special/temporary/adjunct~~ faculty members. Each such committee shall provide one (1) or more nominees for this position to the Committee on Faculty Governance for possible inclusion on the ballot.
2. If fewer than six (6) units from among the colleges and the Libraries have such committees, then additional non-tenure-track ~~special, and/or temporary~~ faculty members shall be selected to provide a total of six (6) non-tenure-track ~~special, and/or temporary~~ faculty members. These nominations shall be sought from the University community by the Committee on Faculty Governance.

3. Two (2) regular full-time faculty members shall be selected from two (2) different units from among the colleges and the Libraries. The Committee on Faculty Governance shall provide nominees for these two (2) positions after calling for volunteers.

The duties of this advisory committee shall be to recommend to the Faculty Council:

1. Policies defining the general responsibilities of non-tenure-track ~~special, and temporary~~ faculty to the University, college, and department.
2. Policies related to the standing of non-tenure-track ~~special, and temporary~~ faculty.

#### **C.2.1.9.2 The Standing Committees and Advisory Committees Named**

The following shall be the standing committees of the Faculty Council: Executive Committee; Committee on Faculty Governance; Committee on Intercollegiate Athletics; Committee on Libraries; Committee on Responsibilities and Standing of the Academic Faculty; Committee on Scholarship, Research, and Graduate Education; Committee on Scholastic Standards and Awards; Committee on Strategic and Financial Planning; Committee on Teaching and Learning; Committee on University Programs; and University Curriculum Committee.

The following shall be an advisory committee of the Faculty Council: Committee on Non-Tenure-Track ~~Special and Temporary~~ Faculty.

Reising explained that the Committee on Special and Temporary Faculty have proposed these revisions because the term "non-tenure track faculty" is a better

description and a more inclusive label for the represented population than “special and temporary faculty.”

By unanimous consent, Reising’s motion was adopted.

F. Proposed Revisions to the Manual, Sections K.11 - Grievance Panel and Hearing Committees; K.12 - University Grievance Officer; K.13 - University Mediators - Committee on Responsibilities and Standing of Academic Faculty

David Greene, Chair, Committee on Responsibilities and Standing of Academic Faculty, moved that the Faculty Council adopted the proposed revisions to the Manual, Sections K.11 - Grievance Panel and Hearing Committees; K.12 - University Grievance Officer; K.13 - University Mediators to be adopted upon approval by the Board of Governors of the Colorado State University System, as follows:

additions underlined - deletions ~~overseored~~

**K.11 Grievance Panel and Hearing Committees**

**K.11.1 Grievance Panel**

The Grievance Panel shall be a pool of eligible Hearing Committee members consisting of twenty-one (21) tenured faculty members, with at least one (1) from each college and the University Libraries, and twenty-one (21) administrative professionals, representing at least four (4) administrative areas. Administrative professionals shall have had at least five (5) years employment at half-time (0.5) or greater at Colorado State University. No person having administrative duties, as described in Section K.11.2, shall be qualified to serve on the Grievance Panel. ~~The Grievance Panel shall operate under a set of bylaws that describes the operating procedures of the Grievance Panel and Hearing Committees. These bylaws shall be prepared by the Grievance Panel, or a subcommittee thereof, in consultation with the UGO, and they shall be~~

~~reviewed annually and modified \_\_\_\_\_ as appropriate. The Grievance Panel shall elect a chairperson who can call and conduct \_\_\_\_\_ meetings of the Grievance Panel. The UGO shall be an ex officio and non-voting \_\_\_\_\_ member of the Grievance Panel during its meetings.~~

#### K.11.1.1 Duties

Individual members of the Grievance Panel may be recruited to a) serve on individual \_\_\_\_\_ Hearing Committees, b) serve on search committees to select a new UGO, and c) consult \_\_\_\_\_ with the leadership of Faculty Council or the Administrative Professional Council, as \_\_\_\_\_ appropriate, on policy matters related to the procedures outlined in Section K and the \_\_\_\_\_ activities of the UGO.

#### K.11.1.2 Chair

Each year, a Grievance Panel Chair shall be appointed jointly by the chairs of the \_\_\_\_\_ Faculty Council and Administrative Professional Council from among the panel's elected \_\_\_\_\_ members. This volunteer position shall be filled by a faculty member in academic years \_\_\_\_\_ ending in an odd number and by an administrative professional in academic years ending \_\_\_\_\_ in an even number.

The Grievance Panel Chair's duties are:

- a. To meet with the UGO at least quarterly or as needed to review activities of the \_\_\_\_\_ UGO.
- b. To meet, as needed, \_\_\_\_\_
- c. To review challenges to the qualification and classification of grievances by the \_\_\_\_\_ UGO (Section K.10.1).

- d. To appoint a subcommittee to seek nominations and interview prospective UGO candidates (Section K.12.1),
- e. To confer with the Provost on the appointment of a Temporary Special University Grievance Officer, as needed (Section K.12.6),
- f. To advise the UGO on policy and procedural matters covered in this Section,
- g. To advise the Faculty Council and Administrative Professional Council on matters pertaining to rights and responsibilities described in this Section,
- h. To provide input for the UGO's annual report (Section K.12.4.h.),
- i. To assist the Faculty Council and the Administrative Professional Council in receiving and reporting on questionnaires involved in mediation or the grievance process. These questionnaires will be distributed by the UGO (Section K.12.4.i). the annual evaluation of the UGO by to parties inquiring about or These questionnaires
- j. To provide input on the UGO's annual performance review (Section K.12.1.)

K.11.2 through K.11.4 - no changes

## K.12 University Grievance Officer

K.12.1 - no changes

### K.12.2 Oversight of the University Grievance Officer

~~The UGO shall be responsible to the Grievance Panel (see Section K.11.1), which shall be authorized to adopt procedural guidelines necessary to implement provisions of Section K, as well as to assure that the UGO meets his or her responsibilities under Section K.12.~~

The UGO shall be accountable to the Faculty and Administrative Professional Councils on matters pertaining to carrying out the responsibilities of the UGO. The UGO shall seek the advice of the Chair of the Grievance Panel on procedural matters. The UGO shall report administratively to the Provost.

K.12.3 Service of the University Grievance Officer - No changes

### K.12.4 Duties of the University Grievance officer

The UGO shall be responsible for:

- a. Maintaining a record of actions taken as part of the processes in Section K and Section E.15.

- b. *Coordinating and facilitating the activities of the Grievance Panel by maintaining the records of the Panel, scheduling all meetings of the Panel for informational and organizational purposes, scheduling meetings of its Hearing Committees, calling individuals to appear before the Hearing Committees, and establishing the rotation order for service by the members of the Panel on Hearing Committees.*
- c. *Overseeing the processes of Section K and Section E.15 and preparing reports to the Grievance Panel, including recommendations for improving these processes.*
- d. *Assuring that faculty members and administrative professionals are familiar with the provisions, components, purposes, and procedures of the processes of Section K and Section E.15.*
- e. *Making recommendations to Hearing Committees regarding guidelines for the operation of these committees pursuant to Section K and Section E.15.*
- f. *Advising potential and active parties to a Grievance of their prospects for sustaining a Grievance, including their responsibilities for following the procedural rules of Section K.10.*
- g. *Facilitating the conduct of Hearings decision pursuant to Section K and Section E.15.*
- h. *Preparing an annual report, in consultation with the Chair of the Grievance Panel each June for the Faculty Council and Administrative Professional Council, which summarizes activities and recommendations during the previous year.*



- i. Maintaining and updating the list of UMs.
- j. Appointing appropriate UMs to mediate disputes involving faculty members, administrative professionals, and/or administrators.
- k. Coordinating orientation and training of University Mediators and Grievance Panel members.
- l. Assisting the Faculty Council and Administrative Professional Council in their annual evaluations of the UGO by distributing questionnaires to parties inquiring about or involved in mediation or the grievance process, and assigning numerical identifiers to each questionnaire, thus maintaining participants' anonymity.

K.12.5 through K.12.6 - no changes

### K.13 University Mediators

K.13.1 Qualifications of University Mediators - no changes

K.13.1.1 - no changes

K.13.1.2 - no changes

### K.13.2 Selection, and Terms, and Evaluation of University Mediators for Academic Faculty

The Chair of Faculty Council and the Provost shall solicit nominations for UMs from the academic faculty members prior to the end of each academic year. In consultation with the Faculty Council Executive Committee, the Council of Deans, and any other appropriate groups, the Chair of Faculty Council and the Provost shall jointly forward recommendations to the President. The President shall appoint at least two (2) academic faculty UMs for the upcoming year. The UMs

for academic faculty members shall take office on July 1 following their appointment by the President.

University Mediators may be eligible to receive supplemental pay based on hours devoted to mediation activities. Moreover, the Provost and the faculty member's immediate supervisor may choose to provide an adjustment in effort distribution and/or workload. In this case, As appropriate, individuals appointed as academic faculty UMs may have their effort distributions adjusted, as negotiated may negotiate this change in effort distribution or workload with their immediate supervisor, to reflect their involvement in the Mediation process, or they may receive release time from their academic obligations, or compensation, as determined by the Provost, if mMediation is required beyond their appointment periods or if they are retired.

The term of office for a UM shall be three (3) consecutive one (1) year appointments on an at-will basis. There is no limit to the number of terms a UM may serve. Mediators who have mediated one or more cases ~~Each UM shall be evaluated in that calendar year by the~~ annually. In February, Executive Committee of the Faculty Council, who shall send a written performance evaluation to the Provost, ~~and the~~ The Provost shall then prepare the official evaluation of the UM and submit it to the President preceding each reappointment. If the need arises to appoint an additional UM during the academic year, the Chair of Faculty Council and the Provost shall recommend jointly an interim appointment to the President to serve until a new UM is selected and takes office the next July 1.

### **K.13.3 Selection, ~~and~~ Terms, and Evaluation of University Mediators for Administrative Professionals**

The Chair of the Administrative Professional Council and the Vice President for

University Operations shall solicit nominations for UMs for administrative professionals prior to the end of each academic year. In consultation with the Administrative Professional Council and any other appropriate groups, the Chair of the Administrative Professional Council and the Vice President for University Operations shall jointly forward recommendations to the President. The President shall appoint at least two (2) administrative professional UMs for the upcoming year. The UMs for administrative professionals shall take office on July 1 following their appointment by the President.

University Mediators may be eligible to receive supplemental pay based on hours devoted to mediation activities. Moreover, the Vice President for University Operations (VPUO) and the administrative professional's immediate supervisor may choose to provide an adjustment in effort distribution and/or workload. In this case, ~~As appropriate,~~ individuals appointed as administrative professional UMs may negotiate this change in effort distribution or workload with their immediate supervisor, ~~may have their effort distributions adjusted by their immediate supervisor to reflect their involvement in the Mediation process. or, in the case of retired administrative professionals, shall receive adequate compensation, as determined by the Vice President for Administrative Services University Operations.~~

The term of office shall be three (3) consecutive one (1) year appointments on an at-will basis. There is no limit to the number of terms a UM may serve. Administrative professional University Mediators who have mediated one or more cases ~~Each UM shall be evaluated in that calendar year by annually. In February,~~ the Executive Committee of the Administrative Professional Council, who shall send a written performance evaluation to the Vice President for University Operations, ~~and the~~ The Vice President for University Operations shall then prepare the official evaluation of the UM and submit it to the President preceding each reappointment. If the need

arises to appoint an additional UM during the academic year, the Chair of the Administrative Professional Council and the Vice President for University Operations shall jointly recommend an interim appointment to the President to serve until a new UM is selected and takes office the next July 1.

#### **~~K.13.4 University Mediators' Training~~**

~~The UM's must attend periodic mediation training sessions to be eligible to participate in the University's Mediation process. Training sessions shall be arranged by the Provost and the Vice President for University Operations and be held by experienced mediation professionals, as determined by the Provost and the Vice President for University Operations.~~

#### **~~K.13.5 Risk Management and Governmental Immunity Provisions for University Mediators~~**

~~The UM's may be covered by the State's risk management and governmental immunity provisions. Such determinations are made by Risk Management and the General Counsel on a case by case basis.~~

Greene explained that the new K.11.1 describes (above), the grievance panel is essentially a pool of faculty or admin-pros from which Hearing Committees can be recruited. The group does not meet outside of an official grievance hearing and, therefore, needs no bylaws. Thus, the UGO recommends striking the remaining language in the paragraph and adding two subparagraphs that call for an appointed (versus elected) Chair to carry out a few key tasks specified for the chair in the Manual.

Greene explained that the evaluation of the UGO has historically been limited due to the need for confidentiality of participants in the grievance process. The addition of numerical identifiers allows others involved in UGO evaluation to receive input from

participants. The Grievance Panel Chair will receive the returned participant surveys and anonymity of participants will be maintained.

Greene explained that the current *Manual* language suggests that UMs are only eligible for pay if retired. Provost Rick Miranda's policy has been to pay mediators (retired mediators, as well as full-time mediators who are compensated in the form of supplemental pay.)

Greene explained that the training of UMs has been delegated by the Provost to the UGO, and this duty has been included in the UGO's. Thus, Section K.13.4 is unnecessary.

Greene explained that this section of the *Manual* provides no guarantees for liability protection for UMs and states no clear policy. The *Manual* should not deal in "what might happen". Also, the language pertaining to "case-by-case basis" is not clear, i.e. whether the case is the particular mediator or the particular grievance. A meditation cannot be held up while such a decision is being made. Similarly, neither Faculty Council nor the Administrative Professional Council can specify the terms of coverage; this is a matter for the General Counsel. As practical matter, we must be able to explain what legal protections are provided to University Mediators at the time they are recruited. From the Section deleted - liability is discussed in Section 1.20. Liability coverage for any particular event is fact specific and should be addressed accordingly.

Greene's motion was adopted.

- G. Proposed Revisions to the *Graduate and Professional Bulletin* - Section B.1 -  
Graduate Degree Programs -  
Committee on Scholarship, Research, and Graduate Education

MARK ZABEL, CHAIR, COMMITTEE ON SCHOLARSHIP, RESEARCH AND GRADUATE EDUCATION, MOVED THAT THE FACULTY COUNCIL ADOPT THE PROPOSED REVISIONS TO THE SECTION "THE GRADUATE SCHOOL" - B.1. GRADUATE DEGREE PROGRAMS - OF THE GRADUATE AND PROFESSIONAL

*BULLETIN TO BE EFFECTIVE IMMEDIATELY UPON FACULTY COUNCIL ADOPTION  
AS FOLLOWS:*

*ADDITIONS - UNDERLINED - DELETIONS ~~OVERSCORED~~*

B.1 GRADUATE DEGREE PROGRAMS <sup>1</sup>

A complete listing of graduate programs and degrees may be found at  
<http://graduateschool.colostate.edu/prospective-students/degrees.aspx>

<u>Program</u>	<u>Masters</u>	<u>Professional Degree</u>	<u>PhD</u>
Accountancy -		M.Acc.	
Agricultural and Resource Economics -	.M.S.		Ph.D.
Agricultural Extension Education -		M.A.E.E.	
Agricultural Sciences (college-wide) -		M.Agr.	
Animal Sciences -	M.S.		Ph.D.
Anthropology -	M.A.		
Applied Development Science -			Ph.D.
Applied Industrial Organizational Psychology -		M.A.I.O.P.	
Applied Statistics -		M.A.S.	
Art -		M.F.A.	
Atmospheric Science -	M.S.		Ph.D.
Bioagricultural Sciences -	M.S.		Ph.D.
Biochemistry -	M.S.		Ph.D.
Bioengineering -	M.S.		Ph.D.
Biomedical Sciences -	M.S.		Ph.D.
Botany -	M.S.		Ph.D.
Business Administration -	M.S.	M.B.A.,	
Cell and Molecular Biology -	M.S.		Ph.D.
Chemical Engineering -	M.S.		Ph.D.
Chemistry -	M.S.		Ph.D.
Civil Engineering -	M.S.		Ph.D.
Clinical Sciences -	M.S.		Ph.D.
Communication Studies -	M.A.		
Computer Science -	M.S.	M.C.S.	Ph.D.
Conservation Leadership -	M.S. <sup>7</sup>		
Construction Management -	M.S.		

Creative Writing -		M.F.A.	
Design and Merchandising -	M.S.		
Earth Sciences -			Ph.D.
Ecology -	M.S.		Ph.D.
Economics -	M.A.		Ph.D.
Education and Human Resource Studies -		M.Ed.	Ph.D.
Electrical Engineering -	M.S.		Ph.D.
Engineering (College-wide) -	M.S.	M.E.	Ph.D.
English -	M.A. <sup>2</sup>		
Environmental Health -	M.S.		Ph.D. <sup>3</sup>
Ethnic Studies -	M.A.		
Fish, Wildlife, and Conservation Biology - Ph.D.		M.S.	M.F.W.C.B.
Food Science and Nutrition -	M.S.		Ph.D.
Forest Sciences -	M.S.		Ph.D. <sup>4</sup>
Geosciences -	M.S.		
Health and Exercise Science -	M.S.		
History -	M.A.		
Horticulture -	M.S.		Ph.D.
Human Bioenergetics -			Ph.D.

<sup>1</sup>A new graduate degree program must be approved through all University channels, the Board of Governors, and the Colorado Commission on Higher Education before it can be offered, listed in University communications in any form, or listed on students' academic records (transcripts).

Zabel explained that the added language will clarify that the approvals are needed prior to advertising a new graduate degree program.

*Pedros-Gascon asked if a proposed program was advertised prior to its approval. Zabel replied yes, that there have been a few cases where websites were designed and about to launch prior to approval.*

Zabel's motion was adopted.

- H. Proposed Revisions to the *Graduate and Professional Bulletin* - Section E.5 Dissertation and Thesis - Committee on Scholarship, Research, and Graduate Education

ZABEL, CHAIR, COMMITTEE ON SCHOLARSHIP, RESEARCH AND GRADUATE EDUCATION, MOVED THAT THE

FACULTY COUNCIL ADOPT THE PROPOSED REVISIONS TO THE SECTION “GRADUATE STUDY” E.5 DISSERTATION AND THESIS – OF THE *GRADUATE AND PROFESSIONAL BULLETIN* TO BE EFFECTIVE IMMEDIATELY UPON FACULTY COUNCIL ADOPTION AS FOLLOWS:

ADDITIONS - UNDERLINED - DELETIONS ~~OVERSCORED~~

### **E.5 DISSERTATION AND THESIS**

Although a dissertation or thesis is planned and executed with the advice and supervision of the adviser and committee, the student must assume primary responsibility both in terms of the content of the document and in terms of its format and presentation.

Graduate students may be responsible for all or part of the expense of their thesis/dissertation research. This expense is highly variable depending on the discipline, the research topic, and the availability of support from funded projects, sponsored programs, or academic departments.

Theses and dissertations submitted for graduate degrees must be completed in the English Language. In circumstances in which scholarship would be enhanced if these documents are completed in a foreign language, this must be approved by the student’s committee and the Chair/Head of the program. In such cases, an English translation of the title and abstract must be included in the document.

The candidate must submit to the Graduate School the Thesis/Dissertation Submission Form and submit his/her thesis/dissertation electronically by the published deadline date listed on the Graduate School website. Students should consult these deadlines whenever they approach important steps in their careers.

Suggestions for preparation of the manuscript maybe found in the Thesis and Dissertation Formatting Guide available at

<http://graduateschool.colostate.edu/documents/eTD-Formatting-Guide.pdf>

Students have the right to disseminate the findings of their theses and dissertations more broadly than is accomplished by archiving ~~and micro-filming~~. Prompt publication of important results is clearly in the best interests of the academic community and society as a whole. Students are therefore encouraged to bring such results to the manuscript submission stage within one year of the award of the degree.

Master’s theses and doctoral dissertations are electronically archived by the Libraries and ProQuest/UMI. General information on copyrights, publication and embargos may be found in the Thesis and Dissertation Formatting Guide at

<http://graduateschool.colostate.edu/documents/eTD-Formatting-Guide.pdf>. As a public institution, the university exposes bibliographic information about theses and dissertations on the Internet for purposes of discovery and retrieval. One of the functions



of the University is the generation and dissemination of contributions of knowledge and culture. The fundamental purpose of theses and dissertations is to make such contributions openly available for public benefit.

Zabel explained that the proposed revisions to the *Graduate and Professional Bulletin* reiterate the extent of the public dissemination of theses and dissertations when electronically archived by ProQuest/UMI and the Libraries. The new language is currently used in the Thesis and Dissertation Formatting Guide and the University Libraries Deposit Agreement. The deletion of “microfilming” was necessary as this method is no longer an archival option, being replaced with electronic theses and dissertations.

Phil Chapman asked if there were implications of copyright infringement. Zabel replied that this issue was discussed with Library personnel about how to protect copyrighting. Zabel explained that students can embargo their thesis and dissertations so that it would not be disseminated publicly. Chapman asked that because the revised language includes a website, is the Faculty Council, as a body, approving the policies within that website? Zabel responded no. Nancy Hunter added that theses and dissertation copyrights are retained by the author. Embargo periods are set by the student and Library and honored by ProQuest.

Zabel's motion was adopted.

1. Proposed Revisions to the *Graduate and Professional Bulletin* - Section E.2.1 - Credit Requirements - Table 1 - Summary of Requirements for the Master Degree and E.3.1 - Credit Requirements - Graduate Student Committee on Scholarship, Research, and Graduate Education

ZABEL, CHAIR, COMMITTEE ON SCHOLARSHIP, RESEARCH AND GRADUATE EDUCATION, MOVED THAT THE FACULTY COUNCIL ADOPT THE REVISIONS TO THE SECTION “GRADUATE STUDY” - E.2.1 CREDIT REQUIREMENTS; Table 1. Summary of Requirements for the Master's Degrees; and E.3.1 CREDIT REQUIREMENTS - OF THE GRADUATE AND PROFESSIONAL BULLETIN TO BE EFFECTIVE IMMEDIATELY UPON FACULTY COUNCIL ADOPTION AS FOLLOWS:

ADDITIONS - UNDERLINED - DELETIONS ~~OVERSCORED~~

### **E.2.1 CREDIT REQUIREMENTS**

Credit requirements vary greatly; for certain terminal professional degrees, the minimum number of credits may exceed 60; other master's degrees vary from 30 to 36 (Table 1). Further, individual departments may have credit requirements in excess of these minimum university requirements. However, the number of 500 level or above credits earned for the degree must be at least 16 or 50% for a plan A or B, whichever is greater and 21 or 50% for a Plan C, whichever is greater. A minimum of 24 credits must be earned at Colorado State, 21 of which must be earned after admission to the Graduate School. A minimum number of credits earned at Colorado State must be in 500 or higher level courses (21 for Plan C master's degrees; 16 for all other master's degrees).

#### **TABLE 1. Summary of Requirements for the Master Degrees.**

- 1 Final examinations are required for all degrees except Plan C master degree.
- 2 At least 16 credits must be earned at the 500-level or above and at least 12 of these must be in regular courses, except Plan C. However, the number of 500 level or above credits earned for the degree must be at least 16 or 50% for a Plan A or B, whichever is greater and 21 or 50% for a Plan C, whichever is greater.
- 3 If a report is written, a minimum of 30 credits is required. If only course work is taken, a minimum of 32 credits is required.
- 4 Demonstrated equivalency may reduce the total required to less than 58 but not less than 40.

### **E.3.1 CREDIT REQUIREMENTS**

At least 16 of the credits earned at Colorado State University must be in 500 or higher level courses. Of the 16, 12 must be in regular courses. Other courses may be

at the 300 or 400 level or may be in courses not defined as regular. However, the number of 500 level or above credits earned for the degree must be at least 16 or 50% for a Plan A or B, whichever is greater and 21 or 50% for a Plan C, whichever is greater.

Zabel explained that the proposed wording changes are made to insure compliance with a Higher Learning Commission (HLC) policy that graduate degrees must have 50% or more of the credits taken at a 500 level or above. These Bulletin modifications will maintain Colorado State University's current credit requirements as well as comply with HLC.

Zabel's motion was adopted.

### *Discussion*

A. Stadium Initiative - Louis Scharf, Department of Mathematics

Gallagher reminded Faculty Council that the Executive Committee has charged the Committee on Strategic and Financial Planning to look at issues related to the on-campus stadium, and Gallagher announced that this Committee will present its report at the May 7, 2013 Faculty Council meeting.

Louis Scharf presented his presentation. This presentation will be posted on the Faculty Council web site.

After Scharf's presentation questions were directed to Scharf.

Stu Cottrell thanked Scharf for his presentation. Zabel stated that he was afraid Scharf "was preaching to the choir" and asked if financial estimates of long-term stadium expenses (including maintenance and staffing) were scrutinized. Scharf stated that there has been an economic evaluation of the Stadium Advisory Committee's financial plan for the stadium, but the evaluation was done by advocates of the Stadium and not by unbiased persons.

Roger Culver echoed a comment that this was the first time he has seen the

arguments against the on-campus stadium in a coherent fashion. He asked if Scharf's presentation would make an impact on Frank and the Board of Governors (Board). Scharf noted that the Board has acknowledged that Scharf's report was received and that the report would be disseminated to each Board member. Whether or not it makes an impact, Scharf believes everyone should be as informed as possible.

Pedros-Gascon asked if there were miscalculations during the financial analyses, would there be any fiduciary responsibility/accountability of the analysts for the miscalculations. Scharf responded that the Board has fiduciary responsibility. Scharf described how bonds are issued and how it relates to fiduciary responsibility. Gallagher answered that yes, the Board members are responsible for the decisions they make, but he does not know the repercussions.

Scharf added that Frank will require that:

1. Half of the money be raised before the stadium can be built, and
2. That corporate sponsorship and premium seating are enough to retire the Bond debt, for the on-campus stadium to be built.

Roger Culver asked if the approval of the Fort Collins City Counsel was also required, but Scharf answered no. He explained that the City Council approval was not required, but its opinion would weigh heavily on Frank's decision.

Gallagher thanked Scharf for his presentation.

The Faculty Council meeting adjourned at 6:15 p.m.

Timothy Gallagher, Chair

Mary Stromberger, Vice Chair

Kathy Du Quoin for Diane L. Maybon, Secretary

**ATTENDANCE**

***BOLD INDICATES PRESENT AT MEETING***

***UNDERLINE INDICATES ABSENT AT MEETING***

*Agricultural Sciences*

Stephen Koontz	<i>Agricultural and Resource Economics</i>
Denny Crews	<i>Animal Sciences</i>
Deb Young	<i>Bioagricultural Sciences &amp; Pest Management</i>
Brad Goetz for Steve Newman	<i>Horticulture &amp; Landscape Architecture</i>
<u>Francesca Cotrufo</u>	<u>Soil and Crop Sciences</u>
<u>Dana Hoag</u>	<u>College-at-Large</u>
<u>Andrew Norton</u>	<u>College-at-Large</u>
Kelly Curl	<i>College-at-Large</i>

*Health and Human Sciences*

Molly Eckman, excused	<i>Design and Merchandising</i>
Tracy Nelson-Ceschin	<i>Health and Exercise Science</i>
David Sampson	<i>Food Science and Human Nutrition</i>
Jenn Matheson	<i>Human Development and Family Studies</i>
Scott Glick	<i>Construction Management</i>
David Green	<i>Occupational Therapy</i>
<u>Sharon Anderson</u>	<u>School of Education</u>
<u>Louise Quijana</u>	<u>School of Social Work</u>
<u>(Substitute for Kim</u>	
<u>Bundy-Fazioli Spring 2013)</u>	

*Business*

Suzanne Lowensohn	<i>Accounting</i>
Stephen Hayne	<i>Computer Information Systems</i>
Patricia Ryan	<i>Finance and Real Estate</i>
<u>James McCambridge</u>	<u>Management</u>
Kelly Martin	<i>Marketing</i>

*Engineering*

J. Pierce for Russ Schumacher	<i>Atmospheric Science</i>
<u>Brad Reifeld</u>	<u>Chemical and Biological Engineering</u>

Suren Chen	Civil and Environmental Engineering
Steve Reising	Electrical and Computer Engineering
Don Radford	Mechanical Engineering
Eric Maloney	College-at-Large
Sudeep Pasricha	College-at-Large

*Liberal Arts*

Ann Magennis (Substitute for Mary Van Buren Spring '12)	Anthropology
Eleanor Moseman	Art
Elizabeth Williams	Communication Studies
<u>David Mushinski</u>	<u>Economics</u>
Michael Lundblad	English
Irene Vernon for Ernest Sagas	Ethnic Studies
Antonio Pedros-Gascon	Foreign Languages and Literatures
Robert Gudmestad	History
Cindy Christen	Journalism and Technical Communication
Gary Moody	Music, Theater, and Dance
Michael McCulloch	Philosophy
Bradley MacDonald	Political Science
Ken Berry	Sociology
Francisco Leal (Substitute for Mary Vogl Spring '13)	College-at-Large

*Liberal Arts (Continued)*

Fabiola Ehlers-Zavala (Substitute for E. Aoki Spring '13)	College-at-Large
Alex Bernasek	College-at-Large

*Natural Resources*

<u>Melinda Laituri</u>	<u>Ecosystem Science and Sustainability</u>
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Paul Doherty                      Fish, Wildlife, and Conservation Biology  
Yu Wei                                Forest, Rangeland, and Watershed Stewardship  
Sally Sutton (Substitute for  
    Sven Egenhoff - Spring 2013)    Geosciences  
Stu Cottrell                        Human Dimensions of Natural Resources

*Natural Sciences*

Eric Ross                            Biochemistry and Molecular Biology  
David Steingraeber                Biology  
John Wood                         Chemistry  
Robert France                      Computer Science  
Iuliana Oprea                        Mathematics  
Raymond Robinson, Excused    Physics  
Benjamin Clegg                    Psychology  
Philip Chapman                     Statistics  
Ed DeLosh                         College-at-Large  
Mike Steger                        College-at-Large  
Roger Culver                        College-at-Large  
Carl Patton                         College-at-Large

*Veterinary Medicine & Biomedical Sciences*

Scott Earley                        Biomedical Sciences  
Daniel Smeak                        Clinical Sciences  
John Rosecrance                    Environmental & Radiological Health Sciences  
Gary Mason                         Microbiology, Immunology and Pathology  
Terry Nett                         College-at-Large  
Jeffrey Wilusz                      College-at-Large  
C. W. Miller                        College-at-Large  
J. Inamine for Alan Schenkel      College-at-Large  
Susan Kraft, excused                College-at-Large  
William Hanneman                 College-at-Large  
Ron Tjalkens                        College-at-Large

*University Libraries*

Nancy Hunter                      *Libraries*  
Louise Feldmann                *At-Large*

*Officers*

Tim Gallagher                    *Chair, Faculty Council*  
Mary Stromberger               *Vice Chair, Faculty Council*  
Carole Makela                    *BOG Faculty Representative*  
Kathy DuQuoin for D. Maybon   *Executive Assistant/Secretary*  
Robert Jones for Lola Fehr   *Parliamentarian*

*Ex Officio Voting Members* (\*Indicates Elected Member of Faculty Council)

Steve Reising for Don Estep, *Chair Committee on Faculty Governance*  
Susan LaRue, *Chair. Excused*                *Committee on Intercollegiate Athletics*  
Jerry Magloughlin, Chair                      *Committee on Libraries*  
David Greene, *Chair\**                            *Committee on Responsibilities & Standing of Academic  
Faculty*  
Mark Zabel, *Chair*                                *Committee on Scholarship Research and Graduate  
Education*  
Melinda Frye, *Chair*                              *Committee on Scholastic Standards*  
Jeff Wilusz, Chair\*                              *Committee on Strategic and Financial Planning*  
Stephanie Clemons, Chair                      *Committee on Teaching and Learning*



Eric Prince, Chair

Committee on University Programs

Howard Ramsdell, Chair

University Curriculum Committee

*Ex Officio Non-Voting Members*

Jennifer Aberle, Chair

Committee on Special and Temporary Faculty

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

Anthony Frank

President

Rick Miranda

Provost/ Executive Vice President

Brett Anderson

Vice President for Advancement

Mary Ontiveros

Vice President for Diversity

Lou Swanson

Vice Provost for Engagement/Director of Extension

Robin Brown

Vice President for Enrollment and Access

Dan Bush

Vice Provost for Faculty Affairs

Jodie Hanzlik

Dean Graduate School

Patrick Burns

Vice President for Information Technology/Dean Libraries

Jim Cooney

Vice Provost for International Affairs

Tom Milligan

Vice President Public Affairs

Bill Farland

Vice President for Research

Blanche M. Hughes

Vice President for Student Affairs

Alan Lamborn

Vice Provost for Undergraduate Affairs

Amy Parsons

Vice President for University Operations

Craig Beyrouthy

Dean, College of Agricultural Sciences

Jeff McCubbin

Dean, College of Health and Human Sciences

Ajay Menon

Dean, College of Business

Steve Abt

Interim Dean, College of Engineering

Ann Gill

Dean, College of Liberal Arts

Janice Nerger

Dean, College of Natural Sciences

Mark Stetter

Dean, College of Veterinary Medicine and  
Biomedical Sciences

Joyce Berry

Dean, Warner College of Natural Resources

David Mornes

Chair, Administrative Professional Council

