

To Faculty Council Members: Your critical study of these minutes is requested. If you find errors, please call, send a memorandum, or E-mail immediately to Diane L. Maybon, ext 1-5693.

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

MINUTES
FACULTY COUNCIL
November 7, 2006

CALL TO ORDER

The Faculty Council meeting was called to order at 4:15 p.m. by Mr. Robert L. Jones, Chair.

ANNOUNCEMENTS

- A. Next Faculty Council Meeting - December 5, 2006 - A103 Clark Building
- 4:15 p.m.

Mr. Jones announced that the next Faculty Council meeting will be held on December 5, 2006 in Room A103 Clark Building.

- B. Administrative/Faculty Dialogue - December 5, 2006 - 3:45 to 4:15 p.m.

Mr. Jones announced that Mr. Rich Schweigert, Chief Financial Officer - Colorado State University System has agreed to present the December 5, 2006 Administration/Faculty Council Dialogue. Mr. Schweigert will discuss the 2007-08 budget process and resources for the 'stretch' goals.

- C. Faculty Council Special Report (in lieu of Current Issues Topic) - December 5, 2006:
Mr. Paul Kowalczyk, Director of Athletics

Mr. Jones announced that Mr. Paul Kowalczyk will present a special report in lieu of a Current Issues Topic at the December 5, 2006 Faculty Council meeting. In

addition to Mr. Kowalczyk, Ms. Jackie Hartman, Faculty Athletic Representative and Mr. Harvey Cutler, Chair, Committee on Intercollegiate Athletics will participate in this special report to Faculty Council.

- D. Proposed Revisions to the Manual, Code, Section C.2.1.9.5.b - Standing Committees: Membership and Function - Committee on Faculty Governance - Action Item December 5, 2006
- E. Proposed Revisions to the Manual, Code, Section C.2.3.1.f - Colleges and Academic Department - College of Natural Resources - Committee on Faculty Governance - Action Item - December 5, 2006
- F. Proposed Revisions to the Manual, Code, Section C.2.4.1.2 - College Deans - Committee on Faculty Governance - Action Item December 5, 2006
- G. Proposed Revisions to the Manual, Code, Section C.2.4.2.2.c - Operational Policies of Departments - Committee on Faculty Governance - Action Item December 5, 2006

Mr. Raymond 'Steve' Robinson, Chair, Committee on Faculty Governance, announced that items D., E., F., and G. will appear as action items at the December 5, 2006 Faculty Council meeting.

MINUTES TO BE APPROVED

- A. Faculty Council Meeting Minutes - October 3, 2006

Mr. Evan Vlachos moved to approve the October 3, 2006 Faculty Council meeting minutes.

Mr. Vlachos' motion was adopted by unanimous consent.

REPORTS TO BE RECEIVED

A. Provost/Senior Vice President - Mr. Tom Gorell, Vice Provost for Faculty Affairs

Mr. Tom Gorell, Vice Provost for Faculty Affairs reported on the following new and on-going searches.

A search is underway for a newly created position - Associate Vice Provost for Educational Outreach and Executive Director - School of Education.

A search is underway for a new Director of Cooperative Extension. Mr. Marc Johnson, Dean of Agricultural Sciences is been serving as the interim Director of Cooperative Extension.

Mr. Bill Farland, Vice President for Research, is now at Colorado State University and has started his duties.

Ms. Jodie Hanzlik will be appointed as the new Associate Vice Provost for Graduate Studies effective January 15, 2007. She is currently the Chair of Occupational Therapy.

Mr. Gorell reported that the nomination process is now open for two University Distinguished Professors and two University Distinguished Teaching Scholars.

MR. GORELL'S REPORT WAS RECEIVED.

B. Faculty Council Chair Report - Mr. Robert Jones, Faculty Council Chair

Mr. Jones reported that President Larry Penley will provide a "Special Report to Faculty" at 3 p.m. November 8 in the North Ballroom, Lory Student Center. All academic faculty are welcome and encouraged to attend. The President will discuss important issues shaping higher education and CSU's educational mission. There will

be time for open questions and discussion, and refreshments will be provided.

MR. JONES' REPORT WAS RECEIVED.

C. *Board of Governors Report - October 26, 2006 - Mr. F. C. "Ted" Weston, Faculty Representative to the Board of Governors*

Mr. Weston reported that the Board of Governors (BOG) meeting on October 26, 2006 was held in Fort Collins (Lory Student Center). This meeting was preceded by an October 25 reception with the ASCSU Cabinet and Senators followed by a Board dinner hosted by Chancellor Penley.

I. Public Comment:

No one requested to participate in the public comment session.

II. Faculty & Student Representative Reports

Student and faculty written reports, as previously submitted, are presented during this portion of the meeting. *My report was offered as previously submitted* with added comments concerning the following items:

'Cans Around the Oval' collected approximately 136,000 pounds of food items for charity and local food banks

The College of Business was named by the Princeton Review as the #1 Best Administered Business School

A DVD from the Hernando de Soto (President, Institute for Liberty and Democracy, Peru) September 26, 2006 lecture at CSU was presented to all Board members, CSU-Pueblo President and Interim Provost, plus CSU System officers and staff.

President Penley will present an address to CSU faculty concerning faculty-related issues on November 8.

III. President's Reports and Updates

President Penley's written report was divided into nine categories, with sub-points in each category, as follows:

Demonstration of Excellence
Contributions to Economic Development
International Excellence
Resource Generation to Support Key Priorities
Advances in Research and Scholarship
Top Quality Faculty and Administrative Professional Recruitment
Improvements and Advances in University Operations

Community Connections and Civic Responsibility
Elevating CSU's Profile

IV. Consent Agenda

The Consent agenda consisted of approval of Minutes from the previous August 25 regular meeting, September 19 Finance Committee meeting, September 21-22 retreat meeting, review of future meeting dates, plus items from both CSU-P and CSU. The CSU items included the following:

Emeritus rank designations and sabbatical leaves
Nondelegable personnel actions (LWOP's)
Fee changes
Update of 'Officers' of CSU for Purposes of Exemption from State Personnel System

All consent items were approved.

V. Board Chair's Agenda

Two items were included – a review of the September 21-22 Board retreat and 2) a discussion of a future (February) Board meeting to be held in Sterling Colorado.

VI. Committee Reports

A report from the Board Finance Committee with explanations from CSU System CFO Rich Schweigert was received. Included in this report was a Powerpoint handout of background materials summarizing the overall budgeting process and specific FY08 proposals for the CSU System. These FY08 proposals were broken down into two categories: externally driven and internally driven expenses. Funding options for FY08 were outlined in various scenarios that considered combinations of General Fund monies plus tuition and other internal funding source options. The CCHE is also examining a tiered tuition concept. Note: it is way too early in the budget process to get any real idea what may actually occur for FY08. A key consideration as the overall budgeting process plays out is 'revenue authority.'

VII. Chancellor's Agenda

Three items were included in this portion of the meeting:

Task force report on integration of the Financial Reporting System (*primarily a recommendation to invest in a modern unified computer system that provides a consistent financial reporting structure for the CSU System, including integration with CSU-P*)

Update on the CSU system including events in Denver to bring notice to legislators and others concerning the role of the CSU System and System facilities

Update on FY08 budget materials already submitted to the CCHE

VIII. Institutional Action Items

Two institutional action items were approved as follows:

Ph.D program in Human Bioenergetics in the Department of Health and Exercise Science, College of Applied Human Sciences.

Board Resolution to designate CSU and CSU-P as a single enterprise (under TABOR)

IX. Strategic Discussion

This portion of the meeting was a continuation of the discussion initiated at the September 21-22 Board retreat and the topic of 'stretch goals.' As stated in materials provided for the meeting *"Each goal is designed to push the outer limits of educational and administrative areas within the system ... The purpose is to systematically drive the institution to a new level of quality in the educational experience for students and rival the finest schools in the nation."*

Discussion included a review of a) strategic planning areas, b) 5-year stretch goals, c) goal responsibility, and d) 'derivative' and additional goals. Provost/SVP Tony Frank emphasized that faculty are infrastructural to reaching any of the stretch goals. *Note: This discussion was essentially an update to the Board of progress made by the Administration in flushing out goals proposed at the September 21-22 retreat meeting and next steps in the process of developing action plans to address these goals.*

Chancellor Penley discussed a draft paper previously distributed to the Board with the theme of higher education's role in transforming economic prosperity and quality of life in Colorado. Input from Board members was requested. *Note: One interpretation of this 'white paper' is to present a futuristic view of the role of higher education to the political leadership of the State, including the General Assembly where high turnover may occur as a result of the forthcoming election. An obvious question here is CSU's specific role in assisting the transformation of higher education in the State.*

Dean Sandra Woods of the College of Engineering presented to the Board a summary of that college's strategic planning process, initiatives, and agenda.

Kathleen Henry of the Colorado State University Research Foundation (CSURF) gave an update to the Board of CSURF activities emphasizing services provided to CSU including a) technology transfer, b) debt financing and leasing activities, and c) real estate.

Robin Brown, CSU Vice President for Enrollment and Access, gave a presentation to the Board with the theme of steps and activities required to reach the five year 'stretch' goal for enrollment (increase to 25,000 with approximately one-third non-residents).

X. Executive Session

This portion of the meeting is closed and where legal, real estate, personnel, and similar matters may be discussed. Relevant motions, as appropriate, are made in open session.

The next regular meeting of the Board of Governors will be on December 6 in Denver.

MR. WESTON'S REPORT WAS RECEIVED.

SPECIAL ACTIONS

- A. *Changes in Curriculum to be Approved: University Curriculum Committee Minutes: September 18, 25, 2006 and October 2, 9, 16, 23, 2006*

Ms. Carole Makela, Chair, University Curriculum Committee, MOVED THAT THE FACULTY COUNCIL ADOPTS THE ACTION ITEMS IN THE SEPTEMBER 18, 25 AND OCTOBER 2, 9, 16, 23, 2006 UNIVERSITY CURRICULUM COMMITTEE MEETING MINUTES CHANGES IN CURRICULUM.

Mr. Jones noted there were no exemptions in these University Curriculum Committee Minutes.

MS. MAKELA'S MOTION WAS ADOPTED.

- B. *Proposed Revisions to the All University Core Curriculum and General Catalog - University Curriculum Committee*

Ms. Makela, Chair, University Curriculum Committee, MOVED THAT THE FACULTY COUNCIL ADOPTS THE FOLLOWING PROPOSED REVISIONS TO THE ALL-UNIVERSITY CORE CURRICULUM AND THE GENERAL CATALOG (PREVIOUSLY ADOPTED BY FACULTY COUNCIL - FEBRUARY 2006) AS FOLLOWS:

Additions are shown as underline and deletions are shown as ~~overstrike~~.

ALL-UNIVERSITY CORE CURRICULUM (AUCC)

All Colorado State University students share a learning experience in common and faculty from across the University contribute to that experience.

Each baccalaureate Program of Study must incorporate the following elements:

	<i>Credits</i>
1. <i>Basic Competencies</i>	
A. Written Communication ¹ <u>Intermediate Writing</u> ¹	3-6
B. Mathematics ¹	3
2. <i>Core Competencies</i>	
A. <i>Additional Communication</i>	3
B. <i>Logical/Critical Thinking</i>	3
2. <i>Additional Communication</i> ² <u><i>Advanced Writing or Oral Communication</i></u>	3
A. <u><i>Oral Communication</i></u> ²	
<u>OR</u>	
B. <u><i>Advanced Writing</i></u> ³	
3. <i>Foundations and Perspectives</i>	
A. Biological/Physical Sciences	7
(At least one course will have an associated lab)	
B. Arts/Humanities ^{2,4}	6

The rest of this section remains the same.

¹The composition and mathematics requirements must be completed within the first sixty (60) credits (CSU and transfer) taken. More information on this requirement is at the end of this section of the catalog.

² This option may only be used by students who were enrolled in college and taking classes prior to July 1, 2008.

³ This option must be chosen by all students who are newly enrolled, first-time college students after July 1, 2008.

²⁴ No more than three (3) credits of intermediate foreign languages may be used toward Arts/Humanities.

The revisions to the All University Core Curriculum will be published in the *General Catalog* to be distributed on campus during Summer 2007.

Ms. Makela explained that the University has been informed that the Colorado Commission on Higher Education will not approve a core curriculum that includes speech as a way to fulfill the six (6) credit communication requirement in gtPathways. Given the decision that only writing courses can be used to meet this requirement, the University Curriculum Committee considered two (2) options for fulfilling the mandated six (6) credits in writing: requiring introductory and intermediate writing (CO130 and CO150) or requiring intermediate and advanced writing. Ms. Makela noted that it was the unanimous decision and recommendation of UCC that the six (6) credits should be intermediate and advanced writing to ensure rigor in our core. Ms. Makela noted that this requirement will be effective for new students entering college July 1, 2008 and that this will be fully implemented in 2010. It was asked if there was a definition of advanced writing. Ms. Makela replied that there is no definition to date, but courses can be submitted now if its main focus is writing.

MS. MAKELA'S MOTION WAS ADOPTED.

C. Proposed Revisions to the Manual, Section B.2.5 - Comment - Committee on Responsibilities and Standing of Academic Faculty

Mr. Richard Eykholt, Chair, Committee on Responsibilities and Standing of Academic Faculty, MOVED, THAT FACULTY COUNCIL ADOPT S THE PROPOSAL TO ELIMINATE SECTION B.2.5 - COMMENT IN THE MANUAL AND RENUMBER THE SUCCEEDING SECTIONS, TO BE EFFECTIVE UPON APPROVAL BY THE

BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS
FOLLOWS:

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

~~B.2.5 Comment (last revised February 4, 2003)~~

~~Comment is an official publication of the University. It is published by the University Relations Department for the benefit of the academic faculty members, administrative professionals, and classified personnel at Colorado State University. Comment shall have an Advisory Committee of six (6) faculty members and staff, two (2) to be appointed by the Chair of the Faculty Council, two (2) by the Chair of the Administrative Professional Council, and two (2) by the Chair of the Classified Personnel Council. The Director of the University Communications and Marketing and the Editor of Comment will serve as ex officio, non voting members. The terms of service will be two (2) years, with initial appointments arranged so that staggered terms will occur. The appointed members will elect their chair annually from among their number. The Committee will advise its ex officio non voting members on matters of editorial policy and content. The Committee will report to the Executive Committee of Faculty Council, the Administrative Professional Council and the Classified Personnel Council each March. A written copy of the report shall be maintained in the Morgan Library archives as a permanent record.~~

Remaining Sections in "B" renumbered.

Mr. Eykholt explained that the Advisory Committee for *Comment* has not been particularly active, and it has been hard to find volunteers to serve on this committee. Also, *Comment* no longer exists, and e-*Comment* has been replaced by *Today@Colorado State*, which will be getting its direction from the Office of the President.

MR. EYKHOLT'S MOTION WAS ADOPTED.

- D. Proposed Revisions to the Manual, Section D.1 - Classification of University Employees - Committee on Responsibilities and Standing of Academic Faculty

Mr. Eykholt, Chair, Committee on Responsibilities and Standing of Academic Faculty, MOVED, THAT FACULTY COUNCIL ADOPTS THE PROPOSED REVISIONS TO THE MANUAL SECTION D.1 - CLASSIFICATION OF UNIVERSITY EMPLOYEES, TO BE EFFECTIVE UPON APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

D.1.2 ~~Definition of~~ Classification as Administrative Professionals

Administrative professional positions are positions that are exempt from the State Personnel System under Colorado statutes, but are not academic faculty positions. The classification of a particular position as an administrative professional position must be coordinated with Human Resource Services.

~~Administrative professionals include those individuals appointed by the Board as Officers of the officers of the University and the professional staff of the Board, officers of administration, directors heads of administrative departments units and intercollegiate athletics, and other staff with exempt status as specified by Colorado statute, and all similar designations, and all such professional assistants to these officials whose appointments are by Board action. Also included are This includes, but is not limited to, certain professional research positions and the professional staff of the Agricultural Experiment Station, Cooperative Extension Service, and the Colorado State Forest Service, and all professional assistants thereto. Certain research positions directly related to the educational process may also be included in this category.~~

The officers of the University are defined by Board action for the purposes of exemption from the State Classified Personnel System under Colorado statute.

Mr. Eykholt explained that Section D.1.2 provides a description of the classification of administrative professionals, rather than a concrete definition. Also, this section has been clarified that the officers of the University are defined by the Board of Governors.

MR. EYKHOLT'S MOTION WAS ADOPTED.

- E. Proposed Revisions to the Manual, Sections E.10.5.1 - Origin and Processing of Tenure Recommendations and E.13.1 - Origin and Processing of Recommendations - Committee on Responsibilities and Standing of Academic Faculty

Mr. Eykholt, Chair, Committee on Responsibilities and Standing of Academic Faculty, MOVED, THAT FACULTY COUNCIL ADOPTS THE PROPOSED REVISIONS TO THE MANUAL SECTIONS E.10.5.1 - PROCEDURES FOR THE GRANTING OF TENURE, AND E.13.1 - ORIGIN AND PROCESSION OF RECOMMENDATIONS - KEEPING ALL LANGUAGE TO ANY AMENDMENTS TO THIS MOTION PARALLEL IN SECTIONS E.10.5.1 AND E.13.1 - TO BE EFFECTIVE UPON APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

E.10.5 Procedures for the Granting of Tenure (last revised June 22, 2006)

E.10.5.1 **Origin and Processing of Tenure Recommendations** (~~last revised June 22, 2006~~)

The head of the department shall initiate the process leading to a recommendation for the granting or denial of tenure not later than the beginning of the final year

of the probationary period of the faculty member. The department head should consult with the tenure committee before initiating this process. Because the recommendation for the granting or denial of tenure is primarily a faculty responsibility, the department head shall ask the members of the tenure committee, to vote by ballot for or against granting of tenure to the faculty member being considered. A tenure recommendation shall be by a majority vote of the tenure committee.¹ The recommendation shall include a vote summary and a statement of reasons representing the majority and minority points of view. The recommendation shall be forwarded successively to the department head, the dean of the college, the Provost, and the President for review and either endorsement or opposition. The Board has delegated the final decision to the President.

All reviews are to be exercised expeditiously at each level. After each review, the reviewing administrator shall make a recommendation in writing and send copies to the faculty member, the tenure committee, and all administrators who have previously reviewed the recommendation.

The tenure committee must have at least three (3) members and shall consist of all eligible department faculty members, or, if so specified in the department code, a duly elected committee thereof. The department head, college dean, Provost, and President are not

¹ The use of the term "majority" in this *Manual* shall be according to the definition provided in Robert's Rules of Order, that is, more than half of the votes cast, ignoring blanks.

eligible to serve on the tenure committee and shall not be present during the committee's deliberations, except when specifically invited by the committee. A faculty member holding an administrative appointment (as defined in Section K.12.a) of more than half time is not eligible to serve on the tenure committee, unless the department code specifies otherwise. If a faculty member holding an administrative appointment does serve on the tenure committee, it is expected that he or she will not participate in discussions of the case at higher administrative levels. A faculty member with a conflict of interest is expected to recuse himself or herself, and the University Grievance Officer must approve any recusals. The eligible department faculty are all other tenured department faculty, ~~except for those faculty members who are allowed by the University Grievance Officer to recuse themselves.~~ If a committee of at least three (3) tenured faculty within the department cannot be constituted, then additional tenured faculty members shall be selected from other departments within the college ~~University~~ so as to produce a committee of three (3) members. ~~The department head shall draw these additional members by lot from faculty on tenure committees within the college.~~ A department may specify in its code a procedure for narrowing the selection pool of eligible additional members to faculty in disciplines similar to that of the candidate, possibly including faculty from other colleges. In the absence of such a procedure, the selection pool shall ~~be from~~ consist of all tenured faculty members on the tenure committees from all departments within the college. The department head shall draw the additional members of the tenure committee by lot from the pool of eligible faculty

members. Faculty members from other departments may decline to serve on the tenure committee.

After a recommendation is received from the tenure committee, a contrary recommendation shall be issued at a higher administrative level below the President only for compelling reasons which shall be stated in writing to the faculty member, the tenure committee, and all administrators who have previously reviewed the recommendation. If such a contrary recommendation is issued, the faculty member, the tenure committee, and all administrators who have previously reviewed the recommendation shall be given seven (7) working days from the date of notification of the contrary recommendation to respond in writing to the administrator's reasons for opposition, and the contrary recommendation may be opposed at an even higher administrative level. The responses from the faculty member, the tenure committee, and the administrators shall be forwarded to each successive administrator along with the recommendation and rationale for the contrary recommendation.

In the event of a committee recommendation to deny tenure, or opposition by an administrative officer below the President to a recommendation to grant tenure, the recommendation of the committee and reasons for any contrary recommendation shall be made available promptly to the faculty member under consideration. If the faculty member believes that the committee's recommendation to deny tenure violated University policy or state or federal law, he or she shall be given seven (7) working days from the date of notification of the recommendation to submit a written statement

detailing this violation. This statement shall be forwarded to each successive administrator along with the recommendations from the tenure committee. If the faculty member believes that an administrator's opposition to a recommendation to grant tenure violated University policy or state or federal law, and the Provost has endorsed the recommendation of the administrator not to grant tenure, then the faculty member may appeal the decision through the grievance procedure. In any grievance proceeding, the department and/or the tenure committee shall be represented by a member of the tenure committee selected by the prevailing side of the committee. Although a grievance may not be filed until the Provost has made his or her recommendation to the President, the grievance shall be against the administrator whose action is being grieved. However, the effective date of notification of the grievant shall be the date of notification of the Provost's recommendation.

When a department head is under consideration for tenure, the successive forwarding of the tenure committee's recommendation shall begin with the dean of the college, rather than the department head.

The department head, the college dean, or the Provost may elect to postpone consideration of a faculty member for tenure, without prejudice, if the recommendation from the tenure committee for the granting or denial of tenure is made in a year earlier than the final year of the probationary period. The decision to postpone and the reasons for postponement shall be communicated immediately in writing to the faculty member and the tenure committee. However,

the faculty member must either be granted tenure by the beginning of the first year after the end of the probationary period or be notified by the end of the probationary period that his or her contract will be terminated at the end of one (1) additional year. Once a faculty member is on a regular tenure-track appointment, the use of special or temporary appointments to extend the probationary period for tenure is not permitted.

E.13 Advancement in Rank (Promotion) (~~last revised June 15, 2005~~)

E.13.1 Origin and Processing of Recommendations (~~last revised June 15, 2005~~)

The head of the department shall initiate the process leading to a recommendation for the granting or denial of promotion. The department head should consult with the promotion committee before initiating this process. Because this recommendation is primarily a faculty responsibility, the department head shall ask the promotion committee to vote by ballot for or against promotion of the faculty member being considered. A promotion recommendation shall be by a majority vote of the promotion committee. The recommendation shall include a vote summary and a statement of reasons representing the majority and minority points of view.

The recommendation shall be forwarded successively to the department head, the dean of the college, the Provost, and the President for review and either endorsement or opposition. The Board has delegated the final decision to the President.

The promotion committee must have at least three (3) members and shall consist of all eligible department faculty members, or, if so specified in the department code, a duly elected committee thereof. The department head, college dean, Provost, and President are not eligible to serve on the promotion committee and shall not be present during the committee's deliberations, except when specifically invited by the committee. A faculty member holding an administrative appointment (as defined in Section K.12.a) of more than half time is not eligible to serve on the promotion committee, unless the department code specifies otherwise. If a faculty member holding an administrative appointment does serve on the promotion committee, it is expected that he or she will not participate in discussions of the case at higher administrative levels. A faculty member with a conflict of interest is expected to recuse himself or herself, and the University Grievance Officer must approve any recusals. The eligible department faculty members are all other tenured department faculty members of higher rank than the faculty member under consideration, ~~excepting those who are allowed by the University Grievance Office to recuse themselves.~~ If a committee of at least three (3) tenured faculty members of higher rank within the department cannot be constituted, then additional tenured faculty members of higher rank shall be selected from other departments within the college University so as to produce a

committee of three (3) members. ~~The department head shall draw these additional members by lot from faculty members of higher rank on promotion committees within the college.~~ A department may specify in its code a procedure for narrowing the selection pool of eligible additional members to faculty in disciplines similar to that of the candidate, possibly including faculty from other colleges. In the absence of such a procedure, the selection pool shall be from consist of all tenured faculty members of higher rank on the promotion committees from all departments within the college. The department head shall draw the additional members of the promotion committee by lot from the pool of eligible faculty members. Faculty members from other departments may decline to serve on the promotion committee.

After a recommendation is received from the promotion committee, a contrary recommendation shall be issued at a higher administrative level below the President only for compelling reasons that shall be stated in writing to the faculty member, the promotion committee, and all administrators who have previously supported or reversed the recommendation. If such a contrary recommendation is issued, the faculty member, the promotion committee, and all administrators who have previously reviewed the recommendations shall be given seven (7) working days from the date of notification of the contrary recommendation to respond in writing to the administrator's reasons for opposition, and the contrary recommendation may be opposed at an even higher administrative level. The responses from the faculty member, the promotion committee, and the administrators shall be forwarded to each successive

administrator along with the recommendation and rationale for the contrary recommendation.

In the event of a committee recommendation to promotion or opposition by an administrative officer below the President of a recommendation to grant promotion, the recommendation of the committee and the reasons for any contrary recommendation shall be made available promptly to the faculty member under consideration. If the faculty member believes that the committee's recommendation to deny promotion violated University policy or state and federal law, he or she shall be given seven (7) working days from the date of notification of the recommendation to submit a written statement detailing this violation. This statement shall be forwarded to each successive administrator along with the recommendation from the promotion committee. If the faculty member believes that an administrator's opposition to a recommendation to grant promotion violated University policy or state or federal law, and the Provost has endorsed the recommendation of the administrator not to grant promotion, then the faculty member may appeal the decision through the grievance procedure. In any grievance proceeding, the department and/or the promotion committee shall be represented by a member of the promotion committee selected by the prevailing side of the committee. Although a grievance may not be filed until the Provost has made his or her recommendation to the President, the grievance shall be against the administrator whose action is being grieved. However, the effective date of notification of the grievant shall be the date of notification of the Provost's recommendation.

When the department head is under consideration for promotion, the successive forwarding of the promotion committee's recommendation shall begin with the dean of the college, rather than the department head.

Mr. Eykholt explained that when it is necessary to go outside of a small department to produce a tenure and/or promotion committee, it is desirable to include faculty members with appropriate expertise, and such faculty members might be in departments outside of the college. However, faculty members from other departments should have the right to decline service on the tenure and/or promotion committee. Also, the department head should consult with the tenure and/or promotion committee before initiating the tenure and/or promotion process.

MR. EYKHOLT'S MOTION WAS ADOPTED.

- F. Proposed Revisions to the Manual, Section F.3.1.1- Annual Leave Accrual - Committee on Responsibilities and Standing of Academic Faculty

Mr. Richard Eykholt, Chair, Committee on Responsibilities and Standing of Academic Faculty, MOVES, THAT FACULTY COUNCIL ADOPTS THE PROPOSED REVISIONS TO THE MANUAL SECTION F.3.1.1 - LEAVE ACCRUAL, TO BE EFFECTIVE UPON APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

F.3.1 Annual Leave

F.3.1.1 Leave Accrual (~~last revised May 5, 2005~~)

Full time academic faculty and administrative professionals on regular or special twelve (12) month appointments earn annual leave at the rate of two (2) days per month. Academic faculty and administrative professionals on regular or special twelve (12) month appointments of

less than full-time but at least half-time earn annual leave prorated by the part time fraction of their appointment. The accrual is rounded to the nearest 1/100 of an hour.

Employees who begin work after the first of a month or who terminate before the end of a month earn annual leave on a prorated basis as described in the *Personnel/Payroll Manual (Section 2)*.

Academic faculty and administrative professionals on nine (9) month appointments do not accrue annual leave. These individuals may, however, be granted leave on a limited basis throughout the academic year to include the interim term between semesters. Determination of this privilege shall be made by the ~~appropriate~~ department head.

No annual leave is earned by employees ~~on temporary appointment or working less than half-time~~, employed on an hourly basis, or on temporary appointments. Postdoctoral F fellows and graduate assistants are considered temporary employees.

Annual leave does not accrue during leave without pay nor during sabbatical leave. Annual leave earned during periods of paid leave (annual, sick, injury, etc.) is not credited to the employee until he/she returns to work.

If an employee with accrued annual leave changes to an employment status that is less than half-time, without a break in service, the employee shall retain his or her accrued annual leave and the ability to use this annual leave for a period of one (1) year, provided he or she remains employed by the University. If the employee changes to a status that is again eligible to earn annual leave within the one (1) year period and without having his or her employment with the University terminated, then the accrued annual leave shall continue to be available for use by the employee.

Mr. Eykholt explained that currently, if an employee with accrued annual leave changes temporarily to a status that is less than half time, but later changes to a status that is again eligible to earn annual leave, he or she loses the earlier accrued annual leave. An example is a researcher who is funded by a grant who is reduced to part-time status due to an interruption of funding and is later returned to full-time status when new funding becomes available. The new paragraph added at the end of this section remedies this problem.

MR. EYKHOLT'S MOTION WAS ADOPTED.

G. Proposed Revisions to the Manual, Section F.3.2.1- Sick Leave Accrual -
Committee on Responsibilities and Standing of Academic Faculty

Mr. Eykholt, Chair, Committee on Responsibilities and Standing of Academic Faculty, MOVED, THAT FACULTY COUNCIL ADOPTS THE PROPOSED REVISIONS TO THE MANUAL SECTION F.3.2.1 - LEAVE ACCRUAL, TO BE EFFECTIVE UPON APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

F.3.2 Sick Leave

F.3.2.1 Leave Accrual (~~last revised May 5, 2005~~)

Full-time academic faculty and administrative professionals on regular or special twelve (12) month appointments and full-time temporary academic faculty and administrative professionals on twelve (12) month appointments who have completed twelve (12) consecutive months of employment earn one and one-quarter (1.25) days of sick leave per month, cumulative with no maximum. One (1) day of sick leave is considered to be eight (8) hours of sick leave.

Full-time academic faculty and administrative professionals on regular or special nine (9) month appointments and full-time temporary academic faculty and administrative professionals on nine (9) month appointments who have completed two (2) consecutive semesters earn one and one-quarter (1.25) days of sick leave per month, cumulative with no maximum. Full-time nine (9) month academic faculty and administrative professionals who accept summer session appointments accumulate sick leave at the rate of one and one-quarter days (1.25) per month while on such appointment.

Academic faculty and administrative professionals on regular or special appointments of less than full-time, but at least half-time earn sick leave prorated by the part-time fraction of their appointment. Academic faculty and administrative professionals on temporary appointments of less than full-time, but at least half-time earn five (5) hours of sick leave per month.

No sick leave is earned by employees working less than half-time or employed on an hourly basis. Postdoctoral fellows and graduate assistants do not earn sick leave.

Employees who begin work after the first of a month or who terminate before the end of a month earn sick leave on a prorated basis as described in the *Personnel/Payroll Manual (Section 2)*.

The accrual of sick leave is rounded to the nearest 1/100 of an hour.

~~No sick leave is earned by employees working less than half time or employed on an hourly basis. Fellows and graduate assistants do not earn sick leave.~~

Sick leave does not accrue during leave without pay nor during sabbatical leave. Sick leave accrued during periods of paid leave (annual, sick, injury, etc.) is not credited to the employee until he or she returns to work.

If an employee with accrued sick leave changes to an employment status that is less than half-time, without a break in service, the employee shall retain his or her accrued sick leave and the ability to use this sick leave for a period of one (1) year, provided he or she remains employed by the University. If the employee changes to a status that is again eligible to earn sick leave within the one (1) year period and without having his or her employment with the University terminated, then the accrued sick leave shall continue to be available for use by the employee.

Mr. Eykholt explained that currently, if an employee with accrued sick leave changes temporarily to a status that is less than half-time, but later changes to a status that is again eligible to earn sick leave, he or she loses the earlier accrued sick leave. An example is a researcher who is funded by a grant who is reduced to part-time status due to an interruption of funding and is later returned to full-time status when new funding becomes available. The new paragraph added at the end of this section remedies this problem. Other changes are editorial for clarification.

MR. EYKHOLT'S MOTION WAS ADOPTED.

- H. Proposed Revisions to the Manual, Section G.1 - Study Privileges - Committee on Responsibilities and Standing of Academic Faculty

Mr. Eykholt, Chair, Committee on Responsibilities and Standing of Academic Faculty, MOVED, THAT FACULTY COUNCIL ADOPTS THE PROPOSED REVISIONS TO THE MANUAL SECTION G.1 - STUDY PRIVILEGES, TO BE EFFECTIVE UPON

APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

G.1 Study Privileges (~~last revised June 22, 2006~~)

Under the following conditions, academic faculty members and administrative professionals may register for credit courses at Colorado State University on a space-available basis without the assessment of the student portion of total tuition or general fees to the employee:

- a. According to State Fiscal Rules, courses taken by an employee under this study privilege must benefit the State and enhance the employee's performance, as determined by the head of his or her administrative unit (such as a department head).
- b. The employee must obtain the written consent from the head of his or her administrative unit to register for specific courses.
- c. Academic faculty members and administrative professionals on regular or special appointments become eligible for this study privilege as soon as their employment begins.
- d. Academic faculty members and administrative professionals on temporary appointments become eligible for this privilege after completing one (1) year of service at .50 time or greater.
- e. Academic faculty members and administrative professionals with full-time appointments are permitted to register for a maximum of six (6) credits per academic year, including the previous summer term.

- f. Academic faculty members and administrative professionals with appointments from .75 time to .99 time are permitted to register for a maximum of four (4) credits per academic year, including the previous summer term.
- g. Academic faculty members and administrative professionals with appointments from .50 time to .74 time are permitted to register for a maximum of three (3) credit per academic year, including the previous summer term.

Certain tuition and fees are not covered by the study privilege, so these must be paid by the employee at the time of registration. Fees not covered may include course fees, department fees, the University Facility Fee, University and College Technology Fees, and similar charges as may be imposed from time to time.

Only credit courses which are a part of the Colorado State University Curriculum, as defined by the Colorado State University General Catalog, are available under this benefit. These courses will be identified with a departmental course number. In particular, the study privilege does not cover the cost of continuous registration.

Division of Continuing Education offerings are included under this privilege. Academic faculty members and administrative professionals may enroll in academic-credit courses (section numbers 700 or higher) listed ~~in~~ on the Continuing Education bulletin website. However, the tuition for these courses may be higher than "Resident Instruction" tuition, in which case, the difference must be paid by the employee or by some other source.

The above credit maxima include courses which are audited. Tuition will be assessed to the employee as soon as credits are taken in excess of the statement maximum for the employee.

Mr. Eykholt explained that these changes identify certain costs that are not covered by the study privilege. In addition, the Continuing Education website is referenced, since this contains a more up-to-date listing of Continuing Education courses than the bulletin.

MR. EYKHOLT'S MOTION WAS ADOPTED.

- I. Proposed Revisions to the Manual, Section 1.16 - Policies Regarding Controlled Substances, Illicit Drugs, and Alcohol - Committee on Responsibilities and Standing of Academic Faculty

Mr. Eykholt, Chair, Committee on Responsibilities and Standing of Academic Faculty, MOVED, THAT FACULTY COUNCIL ADOPTS THE PROPOSED REVISIONS TO THE MANUAL SECTION 1.16 - POLICIES REGARDING CONTROLLED SUBSTANCES, ILLICIT DRUGS, AND ALCOHOL, TO BE EFFECTIVE UPON APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

1.16 Policies Regarding Controlled Substances, Illicit Drugs, and Alcohol
(~~last revised June 22, 2006~~)

No member of the academic community (faculty members, administrative professionals, staff, and students) may unlawfully possess, use, manufacture, dispense, or distribute controlled substances, illicit drugs, or alcohol on University property or as a part of any University activity. The University, through its established

committees and procedures, will impose sanctions on students and employees found to be in violation of this policy, possibly including, but not limited to, one (1) or more of the following: required rehabilitative treatment, reprimand, probation, expulsion, eliminating or lowering salary increases for a period of time, temporary suspension with or without pay, termination, and referral to civil authorities for prosecution consistent with local, State, and Federal law and University policy. University employees who are convicted under a criminal drug statute for an act in violation of this policy must report the conviction to their appropriate supervisor in writing within five (5) days. The University will annually inform faculty members, administrative professionals, staff, and students of applicable health risks, counseling, treatment, rehabilitation or reentry programs, and applicable local, State, and Federal law on unlawful possession or distribution of illicit drugs and alcohol.

~~Under certain conditions, alcoholic beverages may be served at campus functions. However, before alcoholic beverages may be served at a function held in a on campus building, the intent to serve alcoholic beverages must be registered with the appropriate office. Facilities Management. Facilities Management has a policy and guidelines regarding the serving of alcoholic beverages in campus buildings. The Lory Student Center also has a policy and guidelines regarding the serving of alcoholic beverages in the Lory Student Center. If alcoholic beverages are to be served at a function held in the Lory Student Center, the registration is with that office, and their policies and procedures must be followed. If alcoholic beverages are to be served at a function held elsewhere on campus, the registration is with Facilities Management, and their policies and procedures must be followed. Policies related to alcohol at athletic events held at Hughes Stadium are available from the Department of Athletics. University employees and students intending to serve alcoholic beverages as part of a campus function need to be aware of and follow the appropriate policies and guidelines procedures.~~

Mr. Eykholt explained that the intent to serve alcoholic beverages must be registered whether it will occur indoors or outdoors. Also, if alcoholic beverages are to be served in the Lory Student Center, then the registration is with that office, rather than Facilities Management. Finally, it is mentioned that the Department of Athletics oversees the alcohol policy at athletic events held at Hughes Stadium.

MR. EYKHOLT'S MOTION WAS ADOPTED.

- J. Proposed Revisions to the Manual, Section K.6 - Documentation - Committee on Responsibilities and Standing of Academic Faculty

Mr. Eykholt, Chair, Committee on Responsibilities and Standing of Academic Faculty, MOVED, THAT FACULTY COUNCIL ADOPTS THE PROPOSED REVISIONS TO THE MANUAL SECTION K.6 - DOCUMENTATION, TO BE EFFECTIVE UPON APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

K.6 Documentation

- a. The UGO and/or the UM assigned to the case may request, and is ~~are~~ entitled to ~~promptly~~ receive promptly, any and all materials ~~the UM~~ that either one may deem relevant to the grievable conflict.
- b. Any resolution reached during mediation by participants must be in writing and is subject to approval of legal sufficiency by the General Counsel's office and by any other necessary individuals.

Mr. Eykholt explained that these revisions clarify that the University Grievance Officer has the right to receive all relevant materials, not just the University Mediators.

MR. EYKHOLT'S MOTION WAS ADOPTED.

CURRENT ISSUES TOPIC

- A. "STUDENT ISSUES AT COLORADO STATE UNIVERSITY" - MR. JASON GREEN, ASCSU PRESIDENT AND MS. KATIE GLEESON, ASCSU DIRECTOR OF ACADEMICS

Mr. Jason Green, President of Associated Students of Colorado State University and Ms. Katie Gleeson, Director of Academics for the Associated Students of Colorado State University (ASCSU) reported on the following topics of discussion.

Book Orders
Collegiate Readership Program
Honor Statement
Diversity in the Curriculum

Ms. Gleeson reported on Book Orders. She noted that the official deadline to turn in book orders for Spring semester was October 15, 2006. As of October 27, 2006 3,324 orders were placed. She noted that there are 610 books listed on the 'buyback' list. She urged faculty members who have not turned their book orders in to do so as soon as possible.

Mr. Green reported on the Collegiate Readership Program. He noted that this program is a collaboration between USA Today and ASCSU. The program began as a one month trial with the Denver Post, New York Times, and USA Today being distributed in newspaper racks in building on campus. The program, in general, was very successful and students surveyed agreed that this was a valuable service. He noted that ASCSU has not made a final decision to continue this service. It was suggested that ASCUS explore the distribution of these papers electronically. It was

noted that students read papers in the classroom and papers litter classrooms so that is a negative regarding this program. Mr. Green agreed to explore this idea. Ms. Gleeson reported on the Honor Statement. The following is a draft Honor Statement endorsed by ASCSU but not implemented.

“At Colorado State University we value the integrity of our education and the prestige of our University. Therefore, I affirm:

I complete my own, original work;

I do not give nor receive unauthorized assistance on academic work;

I act with personal and academic integrity.”

Ms. Gleeson asked for input on this Honor Statement. Mr. David Greene suggested that the Honor Statement be placed on syllabi. Mr. Raymond ‘Steve’ Robinson asked that this be presented to the students. He noted that in his smaller classes he has his own Honor Statement and students do not have a problem regarding this. Mr. Weston noted that he has a link to the Student Conduct Code that was passed as policy last June on his syllabus. He added that stressing academic integrity is great and the ASCSU students should pursue this issue.

Mr. Green reported on Diversity in the Curriculum. He noted that it is important for a well rounded student to be aware of diversity. He asked that the curriculum investigate options in the Global and Cultural Awareness category of the All University Core Curriculum to increase diversity awareness. He added that maybe more courses could be added to the Freshmen Seminars. He also asked faculty members to explore different ways to establish greater cultural awareness on campus.

Other issues discussed were:

Three-unrelated City ordinance and occupancy limits

Mr. Green noted that he and Ms. Gleeson will be attending the City Council meeting tonight to discuss this issue which will become

effective on January 1, 2007. They want to make sure that this will not impact too many students who have leases that run August 2006 to August 2007.

Student representatives on student success subcommittees

Ms. Gleeson noted that ASCSU officers are on subcommittees studying retention and student success at CSU.

Student Governance conference in Washington, D.C.

Mr. Green reported that the ASCSU officers were privileged to attend a Student Governance conference in Washington, D.C. The conference used ASCSU as an example for student leadership.

Ram Ride

Ms. Gleeson reported that Ram Ride continues to be a valuable program for CSU students. Ram Ride provides safe, nonjudgmental rides for CSU students improving the safety of the Fort Collins community.

Student Voter Registration

Mr. Green reported that over 100 students registered to vote through the Student Voter Registration program.

Ram Leadership Team (freshmen mentoring program)

Ms. Gleeson reported that the Ram Leadership Team continues to be a great program for first year college students. The program is geared toward motivated freshmen who are committed to involvement and leadership.

Chief's Choice

Mr. Green explained that a new position - ASCSU Chief of Staff was created this year. The Chief's Choice is a bi-monthly publication produced by the ASCSU Chief of Staff which highlights the happenings of ASCSU. Mr. Green noted that many students are not aware of ASCSU and what it does. This publication is circulated among the students to give more awareness and understanding of ASCSU.

Positive Impact Student Coalition (peer alcohol education)

Mr. Gleeson noted that the Positive Impact Student Coalition resulted from the Alcohol Task Force. She explained that volunteers in yellow jackets attend football games to ensure safe tail gate parties, etc. This continues to be a great program.

Mr. Green and Ms. Gleeson asked that if faculty members have any further comments to please contact them in the ASCSU office or email at the following:

President@ascsu.colostate.edu

Academics@ascu.colostate.edu

Mr. Jones thanked Mr. Green and Ms. Gleeson for a very informative discussion.

The Faculty Council meeting adjourned at 5:30 p.m.

Robert L. Jones, Chair
Kirk Hallahan, Vice Chair
Diane L. Maybon, Recording Secretary

ATTENDANCE

BOLD INDICATES PRESENT AT MEETING

UNDERLINE INDICATES ABSENT AT MEETING

Agricultural Sciences

Steve Davies

John Scanga

William Jacobi

Harrison Hughes

Greg Butters

Dana Hoag

Steve Newman

Agricultural and Resource Economics

Animal Sciences

Bioagricultural Sciences & Pest Management

Horticulture & Landscape Architecture

Soil and Crop Sciences

College-at-Large

College-at-Large

Applied Human Sciences

Molly Eckman

Gay Israel for Robert W. Gotshall

David A. Sampson

Thao Le

Michael Nobe

David Greene

Cliff Harbour

Maria Puig

Design and Merchandising

Health and Exercise Science

Food Science and Human Nutrition

Human Development and Family Studies

Construction Management

Occupational Therapy

School of Education

School of Social Work

Business

William Mister

Robert Rademacher for Dan Turk

Timothy Gallagher

Jackie Hartman

Joe Cannon

Accounting

Computer Information Systems

Finance and Real Estate

Management

Marketing

Engineering

Chris Kummerow

Larry Belfiore

Tom Sanders

H. J. Siegel

Azer Yalin

Atmospheric Science

Chemical Engineering

Civil and Environmental Engineering

Electrical and Computer Engineering

Mechanical Engineering

Paul Heyliger

College-at-Large

Liberal Arts

Lynn Kwiatkowski

Anthropology

Patricia Coronel

Art

Steven J. Shulman

Economics

Carol Cantrell

English

Frederique Marie Andree Grim

Foreign Languages and Literatures

Kelly Long (Fall 2006)

History

Jamie Switzer

Journalism and Technical Communication

C. Lawson for William Davis

Music, Theater, and Dance

Michael McCulloch

Philosophy

Bradley MacDonald

Political Science

Evan Vlachos

Sociology

Kari Anderson

Speech Communication

Elissa Braunstein

College-at-Large

Kyle Saunders

College-at-Large

Cindy Christen (Fall 2006)

College-at-Large

Natural Resources

Gary White

Fish, Wildlife and Conservation Biology

Mark Paschke

Forest, Rangeland, and Watershed Stewardship

John Ridley

Geosciences

Maureen Donnelly

Natural Resource Recreation and Tourism

Natural Sciences

Jennifer Nyborg

Biochemistry and Molecular Biology

David Steingraeber

Biology

George Barisas

Chemistry

Dale H. Grit

Computer Science

Kenneth Klopfenstein

Mathematics

Raymond 'Steve' Robinson

Physics

Peter Chen

Psychology

Phillip Lee Chapman

Statistics

Stephen Stack

College-at-Large

TBD

Richard Eykholt

Zinta Byrne

College-at-Large

College-at-Large

College-at-Large

Veterinary Medicine and Biomedical Sciences

George Seidel

Chris Orton

John Reif

Ramesh Akkina

Tony Knight

A. Fuciarelli for John Zimbrick

Sue Vandewoude

Joel Bedford

C. W. Miller

Biomedical Sciences

Clinical Sciences

Environmental and Radiological Health Sciences

Microbiology, Immunology and Pathology

College-at-Large

College-at-Large

College-at-Large

College-at-Large

College-at-Large

University Libraries

Michelle Wilde

L. Feldmann for Lou E. Anderson

Libraries

At-Large

Ex Officio Voting Members

Raymond 'Steve' Robinson*

Harvey Cutler

Katherine Leigh

Richard Eykholt*

Kathy Partin

Patrick McCarthy

F. C. 'Ted' Weston*

Bolivar Senior

Catherine Cranston

Carole Makela

Chair - Committee on Faculty Governance

Chair - Committee on Intercollegiate Athletics

Chair - Committee on Libraries

Chair-Committee on Responsibilities and Standing of
Academic Faculty

Chair - Committee on Scholarship Research and Graduate
Education

Chair - Committee on Scholastic Standards

Chair - Committee on Strategic and Financial Planning

Chair - Committee on Teaching and Learning

Chair - Committee on University Programs

Chair - University Curriculum Committee

*Indicates Elected Member of Faculty Council

Officers of Faculty Council

<i>Robert L. Jones</i>	<i>Chair, Faculty Council</i>
<i>Kirk Hallahan</i>	<i>Vice Chair, Faculty Council</i>
<i>F. C. 'Ted' Weston</i>	<i>Board of Governors Faculty Representative</i>
<i>Paul Kugrens</i>	<i>Parliamentarian</i>
<i>Diane Maybon</i>	<i>Executive Assistant</i>

Ex-Officio Non-Elected Non-Voting Members

<i>Larry Edward Penley, Excused</i>	<i>President</i>
<i>Anthony Frank, Excused</i>	<i>Provost/Senior Vice President</i>
<i><u>Robin Brown</u></i>	<i><u>Vice President for Admissions and Access</u></i>
<i>Bill Farland</i>	<i>Vice President for Research</i>
<i>Blanche M. Hughes</i>	<i>Interim Vice President for Student Affairs</i>
<i>Tom Gorell</i>	<i>Vice Provost for Faculty Affairs</i>
<i>Peter Dorhout</i>	<i>Vice Provost for Graduate Affairs/Assistant Vice President for Research</i>
<i>Louis 'Lou' Swanson</i>	<i>Vice Provost for Outreach and Strategic Partnerships</i>
<i>Alan Lamborn, Excused</i>	<i>Vice Provost for Undergraduate Affairs</i>
<i><u>Marc Johnson</u></i>	<i><u>Dean, College of Agricultural Sciences</u></i>
<i><u>April Mason</u></i>	<i><u>Dean, College of Applied Human Sciences</u></i>
<i>Ann Gill</i>	<i>Dean, College of Liberal Arts</i>
<i>Ajay Menon, Excused</i>	<i>Dean, College of Business</i>
<i>Sandra Woods, Excused</i>	<i>Dean, College of Engineering</i>
<i>J. Sites for Rick Miranda</i>	<i>Dean, College of Natural Sciences</i>
<i><u>Lance Perryman</u></i>	<i><u>Dean, College of Veterinary Medicine and Biomedical Sciences</u></i>
<i><u>Ed Redente</u></i>	<i><u>Interim Dean, Warner College of Natural Resources</u></i>
<i><u>Catherine Murray-Rust</u></i>	<i><u>Dean, University Libraries</u></i>