

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 Rita Knoll, ext 1-5693.

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

MINUTES
Faculty Council Meeting
October 1, 2019 – 4:00 p.m. – Clark Building – Room A201

CALL TO ORDER

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

ANNOUNCEMENTS

1. Next Faculty Council Meeting – November 5, 2019 - Clark Building – Room A201 – 4:00 p.m.

Gallagher announced that the next Faculty Council meeting of the semester would be held on November 5, 2019 at 4:00 p.m. – Clark Building, Room A201.

2. Executive Committee Meeting Minutes located on the FC website – August 20 and 27, 2019; September 10, 2019
(<http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/>)

Gallagher announced that the August 20 and 27, 2019 and September 10, 2019 Executive Committee meeting minutes are posted on the Faculty Council website.

MINUTES TO BE APPROVED

1. None.

Gallagher announced that the Faculty Council meeting minutes from the September meeting will be presented to Faculty Council next month, along with the October Faculty Council meeting minutes.

UNFINISHED BUSINESS

1. New CIOSU: Institute for Research in the Social Sciences (IRISS) – CUP

Mo Salman, Chair, CUP, made the motion on behalf of CUP to approve the IRISS Center. At all of the meetings, the CUP members were in favor of moving this new CIOSU forward. The motion was made to approve this Center. Gallagher clarifies that a second is not necessary since the motion came from a committee.

Gallagher: Last month, you may recall that several faculty wanted additional information. Ellen Fisher is here to elaborate on the Center.

Ellen Fisher spoke for the VPR's office. As part of her job duties she oversees the core facilities. Jeni Cross is the Director of IRISS. Fisher speaks to the process of the IRISS formation, which included a needs assessment in CLA. Over 200 responses and interviews with various stakeholders and other centers at other institutions were obtained. IRISS put together a report that is available on their website. The desire to become competitive for external funding and identified the need for additional social science research support. Research design, facilities, data analysis, etc., were all needs that were identified across the campus. That data helped to make a compelling case to OVPR to offer support, along with knowledge that there are similar centers in institutions like CSU.

Karen Barrett (HDFS; Chair, CoSS): Appreciated that Jeni Cross and the Dean of CLA were able to meet with her and Brad Conner, and answered questions. I asked her why it is in CLA? Why not under you? Jeni said it was required process to start in a college, but they wouldn't be the final leaders of the whole thing. There would be an advisory board across the campus? Your thoughts on this?

Fisher: OVPR oversees core facilities and each core is encouraged to have its own advisory board but is being helped by OVPR. Most of these core centers are located in colleges but invite participation to all core facilities, and do not show preferential treatment to any members of particular colleges, regardless of where located and how associated.

Brad Conner (CNS At-Large): As we talk to people, one thing that came to light is the core is severely under-resourced. It's not only my concern, but others as well, and can't provide what it promises to provide.

Ali Pezeski (CoE): Concerned about the explanation on page 6—about overlap between statistical laboratory and IRISS. Does this explanation ease their concern?

Fisher: No. They have laid out plans and need Greybill and vice versa.

Mo Salman (Chair, CUP): What is the meaning of you saying "the core is limited"? I am on the other side of the discipline and not a social scientist, but when said it is interdisciplinary, there is a gap. I don't understand what you mean.

Karen Barrett (HDFS and Chair, CoSS): They need more money and expertise.

Mo Salman (Chair, CUP): Money is different from expertise.

Antonio Pedros-Gascon (CLA At-Large): I understand the concern of the financial situation but this is getting the cart before the horse. We don't know what is going to happen in the future but it is up to the committee for this. I don't see this as a concern.

Brad Conner (CNS At-Large): It's not that they're just starting. The Center has been in existence for two years.

Karen Barrett (HDFS and Chair, CoSS): Like Brad said, both of us talked to our faculty and got some feedback from a number of people. It is not so much that it isn't a good mission, the issue is whether they can do the wide range of activities promised given the staffing and fee for service model. One of the issues is what this would look like rolling out. My concern is regarding the presence of sufficient expertise to conduct their mission.

Fisher: They already have had many conversations with people from outside CLA, and that's not a concern. It's the only core facility that had conversations with all 8 colleges.

Gallagher: More questions? Hearing none—it's time to vote. All in favor?

The motion to approve the new CIOSU was passed by Faculty Council.

CONSENT AGENDA

1. UCC meeting minutes – August 23 and August 30, 2019; September 6 and September 13, 2019
2. Approval of Degree Candidates – Fall Semester 2019

Gallagher: Are there any items to be pulled for separate consideration? There were none.

Faculty Council unanimously approved the Consent Agenda.

ACTION ITEMS

1. Elections – Student Representatives (Graduate and Undergraduate) – Faculty Council Standing Committees – Committee on Faculty Governance

***Graduate and Undergraduate Student Positions on Faculty Council Standing Committees
(One-Year Term)***

Nominations from the Committee on Faculty Governance

Committee on Intercollegiate Athletics

Gaby Brown	Undergraduate Student Representative	2020
TBD	Graduate Student Representative	2020

Committee on Libraries

Ashlyn Foster	Undergraduate Student Representative	2020
TBD	Graduate Student Representative	2020

Committee on Scholarship, Research, and Graduate Education

Matt Saxton	Graduate Student Representative	2020
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Committee on Strategic and Financial Planning

Melissa Quesada	Undergraduate Student Representative	2020
Arnold Paeckler	Graduate Student Representative	2020

Committee on Teaching and Learning

Mitch Ballew Ryan Ashburn	Undergraduate Student Representative	2020
Brian Mitchell	Graduate Student Representative	2020

Committee on University Programs

Ashlyn Foster	Undergraduate Student Representative	2020
Ryan Czarny	Graduate Student Representative	2020

University Curriculum Committee

Ryan Ashburn Mitch Ballew	Undergraduate Student Representative	2020
Chris Whitehead	Graduate Student Representative	2020

Gallagher put the ballot on the overhead and noted a couple minor changes to the Undergraduate and Graduate ballot.

Gallagher: All in favor?

Faculty Council unanimously approved.

2. Elections – Faculty Council Standing Committees – Committee on Faculty Governance

Gallagher: Any nominations from the floor? Hearing none. All in favor of approving?

Faculty Council unanimously approved.

**Academic Faculty Nominations to Faculty Council Standing Committees
October 1, 2019**

COMMITTEE ON TEACHING AND LEARNING

	College	Term
<u>Shawn Archibeque</u> (Nominated by Committee on Faculty Governance)	Agricultural Sciences	2022
<u>Matt Hickey</u> (Nominated by Committee on Faculty Governance)	CHHS	2022
<u>Karan Venayagamoorthy</u> (Nominated by Committee on Faculty Governance)	CoE	2022

COMMITTEE ON RESPONSIBILITIES AND STANDING OF ACADEMIC FACULTY

<u>Stephen Mumme</u> (Nominated by Committee on Faculty Governance)	CLA	2022
<u>Chris Weinberger</u> (Nominated by Committee on Faculty Governance)	CoE	2022

COMMITTEE ON NON-TENURE TRACK FACULTY

<u>Ashley Harvey</u> (Nominated by Committee on Faculty Governance)	CHHS	2022
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Jamie Neilson _____ CNS 2022
(Nominated by Committee on Faculty Governance)

COMMITTEE ON INTERCOLLEGIATE ATHLETICS

Michael Wilkins _____ Agricultural Sciences 2022
(Nominated by Committee on Faculty Governance)

Karen Hyllegard _____ CHHS 2022
(Nominated by Committee on Faculty Governance)

COMMITTEE ON FACULTY GOVERNANCE

Steven Reising _____ CoE 2022
(Nominated by Committee on Faculty Governance)

Troy Ocheltree _____ WCNR 2022
(Nominated by Committee on Faculty Governance)

COMMITTEE ON SCHOLARSHIP, RESEARCH, AND GRADUATE EDUCATION

Matt Kipper _____ CoE 2022
(Nominated by Committee on Faculty Governance)

Chris Harper _____ CHHS 2022
(Nominated by Committee on Faculty Governance)

COMMITTEE ON LIBRARIES

Jianguo Zhao _____ CoE 2022
(Nominated by Committee on Faculty Governance)

COMMITTEE ON STRATEGIC AND FINANCIAL PLANNING

Matthew Johnston _____ CVMBS 2022
(Nominated by Committee on Faculty Governance)

James E. Graham _____ CHHS 2022
(Nominated by Committee on Faculty Governance)

COMMITTEE ON SCHOLASTIC STANDARDS

Zachary Johnson _____ Agricultural Sciences 2022
(Nominated by Committee on Faculty Governance)

Karen Barrett _____ CHHS 2022
(Nominated by Committee on Faculty Governance)

Michael Gross
(Nominated by Committee on Faculty Governance)

CoB

2022

3. Proposed revisions to the *Graduate and Professional Bulletin* – Admissions Requirements and Procedures – Readmission – CoSRGE

Gallagher: Bill Sanford is here to represent CoSRGE.

Mary Meyer (CNS): It used to cost \$150 to do continuous registrations. Is it the same amount of money, or is it more?

Bill Sanford (WCNR): I don't know.

Mary Stromberger (Dean of Graduate School): It is the same amount. It is just a different form. We are updating the language and instructing the students to go the administration portal to reapply.

Gallagher: All in favor of the proposed revisions?

Faculty Council unanimously approved.

RE: Revisions to the *Graduate and Professional Bulletin* – ADMISSIONS REQUIREMENTS AND PROCEDURES

THE COMMITTEE ON SCHOLARSHIP, RESEARCH AND GRADUATE EDUCATION MOVE THAT FACULTY COUNCIL ADOPT THE REVISIONS TO SECTION: "ADMISSIONS REQUIREMENT AND PROCEDURES" OF THE *GRADUATE AND PROFESSIONAL BULLETIN*, TO BE EFFECTIVE UPON FACULTY COUNCIL ADOPTION, AS FOLLOWS:

ADDITIONS - UNDERLINED - DELETIONS ~~OVERSCORE~~

Readmission

Graduate students enrolled in a degree or certificate program are required to be continuously enrolled. If there is an interruption in successive semester-to-semester ~~on-campus resident instruction~~ registration in a degree program, enrollment will lapse and ~~you~~ graduate students will need to reapply for admission. ~~File GS Form 1B to apply for readmission at least two months prior to the term that you plan to return. A check or money order for \$150.00 must accompany the GS Form 1B.~~ This applies to all graduate students, on-campus resident instruction or on-line. There is a non-refundable readmission fee.

Readmission is not required for Guest registration or courses taken outside of a degree program.

For a certificate-seeking post-baccalaureate student not enrolled in a degree-program, or, if there is a lapse in continuous enrollment in a certificate program, students will be required to complete a new application. There is a non-refundable application fee.

~~Please note that registration through Continuing Education (CSU Online), Guest Registration, Alternate Site, or an off-campus instruction mode (including Distance Degree) does not constitute readmission.~~

~~The **GS Form 1B** is available online.~~

Rationale

1. The GS Form 1B no longer exists, and graduate students are now able to re-apply through the SLATE application system.
2. Additional language is added to clarify that re-applications for admission is required for all degree-seeking graduate students, including CSU Online students.
3. Additional language clarifies the process for certificate-only seeking graduate students, who must complete a new application when there are lapses in continuous enrollment.
4. Proposed revisions to Section D.5.3.1 Types of Appointments of the *Academic Faculty and Administrative Professional Manual - CoRSAF*

Hong Miao (Chair, CoRSAF) made the motion to approve the revisions to Section D.5.3.1.

Gallagher: All in favor.

Faculty Council unanimously approved.

Subject: Faculty Manual Section D.5.3.1 **Types of Appointments**

The Committee on Responsibilities and Standing of Academic Faculty submits the following:

MOVED, THAT SECTION D.5.3.1 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL, BE AMENDED AS FOLLOWS:

Deletions ~~Overseored~~ Additions Underlined

D.5.3.1 Types of Appointments (*last revised August 8, 2014*)

Administrative professional appointments are at-will, regardless of whether an end date is indicated on an appointment form, and may be made as follows:

- a. Regular: 9-month or 12-month appointments may be either full-time or part-time of at least half-time or greater without a fixed termination date. Part time appointments of half-time or greater earn benefits equal to those of full-time appointees of the same type.
- b. Special: Appointments with a specified end date, for positions supported by sponsored programs or when funds are available only for a specified duration. A special appointment may be either full-time or part-time of at least one half-time or greater and the same benefits accrue as for regular appointments of the same type.
- c. Temporary: Full-time and part-time appointments of less than 9 or 12 months and all ~~part~~part-time appointments of less than half time

For benefits information for all appointment types, see the Human Resources Manual, section 2 and the ~~Administrative Professional Benefits and Privileges Handbook~~ Faculty and Administrative Professional Privileges and Benefits Summary Plan (SPD).

Rationale: The *Faculty and Administrative Professional Benefits and Privileges Handbook* no longer exists (note that this name was typed wrong in the original Manual language). It has been replaced by the *Faculty and Administrative Professional Privileges and Benefits and Summary Plan (SPD)*.

- 5. Proposed revisions to Section D.7.18 Retirement of the *Academic Faculty and Administrative Professional Manual* – CoRSAF

Hong Miao (Chair, CoRSAF) made the motion to approve the proposed revisions.

Gallagher: The floor is open for discussion. No discussion.

Gallagher: All in favor?

Faculty Council unanimously approved.

Subject: Faculty Manual Section D.7.18 **Retirement**

The Committee on Responsibilities and Standing of Academic Faculty submits the following:

MOVED, THAT SECTION D.7.18 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL, BE AMENDED AS FOLLOWS:

Deletions ~~Overseored~~ Additions Underlined

D.7.18 Retirement

Faculty members with tenured academic appointments are entitled to employment unless terminated for cause under Section E.15 or retired. See ~~*Academic Faculty and Administrative Professional Benefits and Privileges Handbook*~~ the *Faculty and*

Administrative Professional Privileges and Benefits Summary Plan (SPD) for retirement eligibility.⁴

Rationale: The *Faculty and Administrative Professional Benefits and Privileges Handbook* no longer exists. It has been replaced by the *Faculty and Administrative Professional Privileges and Benefits and Summary Plan (SPD)*.

6. Proposed revisions to Section E.2.1 Basic Types of Faculty Appointments of the *Academic Faculty and Administrative Professional Manual – CoRSAF*

Hong Miao (Chair, CoRSAF) moved to approve the proposed changes to amend Section E.2.1.

Gallagher: This motion is on the floor for your consideration. All in favor?

Faculty Council unanimously approved.

Subject: Faculty Manual Section E.2.1 **Basic Types of Faculty Appointments**

The Committee on Responsibilities and Standing of Academic Faculty submits the following:

MOVED, THAT SECTION E.2.1 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL, BE AMENDED AS FOLLOWS:

Deletions ~~Overseored~~ Additions Underlined

E.2.1 Basic Types of Faculty Appointments *(last revised May 3, 2018)*

Six (6) basic types of appointments exist for members of the faculty. They are tenured faculty, tenure-track faculty, contract faculty, continuing faculty, adjunct faculty, and faculty on transitional appointments. Only faculty members holding tenure-track appointments at the time of consideration are eligible to acquire tenure. See Section E.3 for details of other types of faculty appointments.

Full-time is defined as the academic year or a minimum of nine (9) months. Part-time is defined as any fraction of time less than one hundred (100) percent, but not less than fifty (50) percent of full-time.

The major characteristics of the various types of appointments are as follows.

E.2.1.1 Tenured Appointments *(last revised May 3, 2018)*

A tenured faculty appointment may be either full-time or part-time. If a tenured faculty member is tenured only for part-time service, additional employment may be arranged

each year between the faculty member and the department. Responsibilities and salaries are scaled appropriately to the portion of time worked.

If a tenured faculty member changes to a contract, continuing, or adjunct appointment, he or she must relinquish tenure and retire from the University. A tenured faculty member who wishes to gain emeritus/emerita status must apply prior to the time he or she relinquishes tenure and retires.

The following conditions apply to a tenured faculty appointment:

- a. It is limited to the ranks of assistant professor, associate professor, and professor.
- b. There is no specified ending date.
- c. The faculty member shall have full voting rights at departmental and college faculty meetings and is eligible to serve on departmental and college committees.
- d. Enrollment in a retirement program is mandatory. The faculty member is eligible for other fringe benefits and privileges (see Sections F and G and the ~~*Academic Faculty and Administrative Professional Benefits and Privileges Handbook*~~ *Faculty and Administrative Professional Privileges and Benefits Summary Plan (SPD)*), and for sabbatical leave (see Section F.3.4).

E.2.1.2 Tenure-Track Appointments *(last revised May 3, 2018)*

A tenure-track faculty member may be either full-time or part-time. The six (6) year time limit for acquisition of tenure applies for both full-time and part-time appointments (see Section E.10.4.c). Criteria, procedures, and regulations for promotion, tenure, and salary for part-time appointments are subject to the rules governing full-time appointments. If a contract, continuous or adjunct faculty member is given a tenure-track faculty appointment, an appropriate amount of credit may be given for this prior service.

The following conditions apply to a tenure-track faculty appointment:

- a. It is limited to the ranks of assistant professor, associate professor, and professor.
- b. The faculty member shall have full voting rights at departmental and college faculty meetings and is eligible to serve on departmental and college committees.
- c. Enrollment in a retirement program is mandatory. The faculty member is eligible for other fringe benefits and privileges (see Sections F and G and the ~~*Academic Faculty and Administrative Professional Benefits and Privileges Handbook*~~ *Faculty and Administrative Professional Privileges and Benefits Summary Plan (SPD)*), but not for sabbatical leave (see Section F.3.4). However, time spent on a tenure-track appointment does count towards the accumulation of service for sabbatical leave.

E.2.1.3 Contract Faculty Appointments *(last revised May 3, 2018)*

Contract faculty appointments may be either full-time or part-time.

Contract faculty appointments for research may be offered only for research performed for the University. In this case, the unit or department must document that the multi-year contract or extension is necessary for the hiring or retaining of the faculty member.

The following conditions apply to a contract faculty appointment:

- a. All contracts shall have a specified ending date and a term of at least two (2) years. At least one (1) year prior to the expiration of the contract, the faculty member shall either be given a new contract or informed that the contract may be allowed to expire. If the contract is allowed to expire, the employment as a contract faculty appointment shall be converted to employment as a continuing faculty appointment, without loss of rank, unless a new contract is agreed to in writing by both parties.
- b. The faculty member shall participate in annual reviews and the annual salary exercise in the same manner as tenured faculty.
- c. Department and college codes shall specify the voting rights of contract faculty and their eligibility to participate on departmental and college committees. The standard expectation is that contract faculty have voting rights in the governance of their department and college with the exception of decisions relating to tenure and will be eligible to serve on departmental and college committees.
- d. Enrollment in a retirement program is mandatory. The faculty member is eligible for other fringe benefits and privileges (see Sections F and G ~~in~~ and the *Academic Faculty and Administrative Professional Benefits and Privileges Handbook* Faculty and Administrative Professional Privileges and Benefits Summary Plan (SPD)), but not for sabbatical leave (see Section F.3.4).
- e. A contract faculty member who has at least twelve (12) semesters of employment, or a combined twelve (12) semesters between contract or continuing appointments (or sooner at the discretion of the department) becomes eligible for funding for release time in order to pursue scholarly development. Once such funding has been granted, the faculty member becomes eligible for such funding again after another twelve (12) semesters of such employment. A request for such funding shall be submitted in writing by the faculty member to the department head. This request shall include details regarding the type of scholarly development and the amount of funding requested. The department head shall respond in writing with an approval or denial of the request. In the case of a denial of the request, the reasons for the denial shall be stated in writing in the response.

E.2.1.4 Continuing Faculty Appointments *(last revised May 3, 2018)*

Continuing faculty appointments may be either full-time or part-time. The following conditions apply to a continuing faculty appointment:

- a. There is no specified ending date.
- b. The appointment is “at will” and is subject to termination by either party at any time. Section D.5.6 regarding the termination of “at will” appointments shall apply to “at will” faculty appointments.
- c. The faculty member shall participate in annual reviews and the annual salary exercise in the same manner as tenured faculty.
- d. Department and college codes shall specify the voting rights of continuing faculty and their eligibility to participate on departmental and college committees. The standard expectation is that continuing faculty have voting rights in the governance of their department and college with the exception of decisions relating to tenure, and will be eligible to serve on departmental and college committees.
- e. Enrollment in a retirement program is mandatory. The faculty member is eligible for other fringe benefits and privileges (see Sections F and G and the ~~*Academic Faculty and Administrative Professional Benefits and Privileges Handbook*~~ *Faculty and Administrative Professional Privileges and Benefits Summary Plan (SPD)*), but not for sabbatical leave (see Section F.3.4).
- f. A continuing faculty member who has at least twelve (12) semesters of employment, or a combined twelve (12) semesters between contract or continuing appointments (or sooner at the discretion of the department) becomes eligible for funding for release time in order to pursue scholarly development. Once such funding has been granted, the faculty member becomes eligible for such funding again after another twelve (12) semesters of such employment. A request for such funding shall be submitted in writing by the faculty member to the department head. This request shall include details regarding the type of scholarly development and the amount of funding requested. The department head shall respond in writing with an approval or denial of the request. In the case of a denial of the request, the reasons for the denial shall be stated in writing in the response.
- g. A continuing faculty member who has been employed with this appointment type for at least ten (10) semesters shall be given serious consideration for conversion to a contract faculty appointment. In this circumstance, the faculty member may submit a formal request in writing to the department head for such a conversion. Such a formal request shall be responded to in writing by the department head with an approval or denial of the request. In the case of a denial of the request, the reasons for the denial shall be stated in writing in the response.

E.2.1.5 Adjunct Faculty Appointments *(last revised May 3, 2018)*

Adjunct faculty appointments may be full-time, part-time, or less than half-time

Adjunct faculty appointments are intended for situations where the previous types of appointment are not appropriate. These include the following situations:

i. Employment at less than half-time

ii. Employment on an occasional basis, rather than being for every (Fall and Spring) semester. An approved leave without full-time or part-time service (such as Family Medical Leave) shall not constitute employment on an occasional basis.

iii. Employment for only one (1) or two (2) semesters (Fall and Spring).

This appointment type may not be used for a faculty member employed full-time or part-time every semester (Fall and Spring) for more than two (2) semesters.

a. There may or may not be a specified ending date.

b. The appointment is “at will” and is subject to termination by either party at any time. Section D.5.6 regarding the termination of “at will” appointments shall apply to “at will” faculty appointments.

c. The faculty member shall participate in annual reviews and the annual salary exercise in the same manner as tenured faculty.

d. Department and college codes shall specify the voting rights of adjunct faculty and their eligibility to participate on departmental and college committees.

e. Enrollment in a retirement program is mandatory. If the faculty member is full-time or part-time, then he or she is eligible for other fringe benefits and privileges (see Sections F and G and the *Academic Faculty and Administrative Professional Benefits and Privileges Handbook* ~~*Faculty and Administrative Professional Privileges and Benefits Summary Plan (SPD)*~~ but not for sabbatical leave (see Section F.3).

Rationale: The *Faculty and Administrative Professional Benefits and Privileges Handbook* no longer exists. It has been replaced by the *Faculty and Administrative Professional Privileges and Benefits and Summary Plan (SPD)*.

7. Proposed revisions to Section F.3.13 Leave Without Pay of the *Academic Faculty and Administrative Professional Manual* – CoRSAF

Hong Miao (Chair, CoRSAF) moved to approve the proposed revisions to Section F.3.13.

Gallagher: All in favor.

Faculty Council unanimously approved.

Subject: Faculty Manual Section F.3.13 **Leave Without Pay**

The Committee on Responsibilities and Standing of Academic Faculty submits the following:

MOVED, THAT SECTION F.3.13 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL, BE AMENDED AS FOLLOWS:

Deletions ~~Overseered~~ Additions Underlined

F.3.13 Leave Without Pay (*last revised August 8, 2014*)

A faculty member on a regular, special appointment or senior teaching appointment or administrative professional on a regular or special appointment may be granted leave without pay with approval by the Board. A request for such leave must be sent through channels to the President. See the ~~*Academic Faculty and Administrative Professional Benefits and Privileges Handbook*~~ *Faculty and Administrative Professional Privileges and Benefits Summary Plan (SPD)* regarding continuation of benefit coverage while on leave without pay.

An administrative professional on a temporary appointment may be granted leave without pay only as required under the Family Medical Leave Policy.

Rationale: The *Faculty and Administrative Professional Benefits and Privileges Handbook* no longer exists. It has been replaced by the *Faculty and Administrative Professional Privileges and Benefits and Summary Plan (SPD)*.

8. Proposed revisions to Section K Resolution of Disputes of the *Academic Faculty and Administrative Professional Manual* – CoRSAF

Hong Miao (Chair, CoRSAF) moved to amend second K.

Gallagher: Section K has to do with the grievance process and Richard Eykholt, our Grievance Officer, can answer any questions.

Cini Brown (Ag Sciences): Why is this necessary?

Richard Eykholt (UGO): Explains that this is fixing something where the *Manual* is out of date. Section K cannot rule on matters of discrimination. OEO has to rule on discrimination, which has been going on for the last 3 or 4 grievance officers.

Gallagher: All in favor?

Faculty Council unanimously approved.

Subject: Faculty Manual Section K **Resolution of Disputes**

The Committee on Responsibilities and Standing of Academic Faculty submits the following:

MOVED, THAT SECTION K OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL, BE AMENDED AS FOLLOWS:

Deletions ~~Overseered~~ Additions Underlined

SECTION K. RESOLUTION OF DISPUTES (*Last revised August 10, 2018*)

K.1 General Information

Colorado State University is committed to the timely and fair resolution of disputes. Section K describes procedures for a CSU employee who is a faculty member or administrative professional to challenge a decision, recommendation or action by a supervisor that has or will have an adverse academic and/or professional impact on the faculty member or administrative professional and that is unfair, unreasonable, arbitrary, and/or capricious, or discriminatory. If a decision, recommendation or action by a supervisor is retaliatory, it may serve as the basis for a grievance if it has or will have an adverse academic and/or professional impact on the faculty member or administrative professional and is unfair, unreasonable, arbitrary, and/or capricious, or discriminatory. Section K provides three avenues for resolution of such claims: a) informal conciliation, b) mediation, and c) a formal grievance hearing process.

Several offices on campus are available to assist with the resolution of other disputes. See the website for the Office of the Ombuds and Employee Assistance Program for details and contact information. An overview of the procedures described in Section K can be found on the website of the University Grievance Officer.

K.1.1 Participants in the Section K Process and Definition of Terms

Employee Classification – The type of position, either faculty member or administrative professional, held by the employee.

Grievance Panel – A pool of faculty members or administrative professionals who are elected by their peers and who are eligible to serve on Hearing Committees.

Grievant – A CSU employee who is a faculty member or administrative professional and who asserts that one or more decisions, recommendations or actions by a supervisor (1)

has an adverse academic and/or professional effect on the faculty member or administrative professional, and (2) is unfair, unreasonable, arbitrary, and/or capricious, ~~or~~ ~~discriminatory~~.

[material with no changes has been omitted]

K.3 Definition of an Action, Grievable Action, and Grievance

An Action is a decision, recommendation or other act by a Supervisor.

A Grievable Action is an Action by a Supervisor that has or will have an adverse academic and/or professional effect on the Grievant and is unfair, unreasonable, arbitrary, and/or capricious, ~~or~~ ~~discriminatory~~. If an Action by a Supervisor is retaliatory, it may serve as the basis for a Grievance if it has or will have an adverse academic and/or professional impact on the Grievant and is unfair, unreasonable, arbitrary, and/or capricious, ~~or~~ ~~discriminatory~~.

A Grievance is a written complaint by a Grievant asserting that a Grievable Action has occurred.

[material with no changes has been omitted]

K.6 Mediation

K.6.1 Initiation of the Mediation Process

If the Grievant is notified by the UGO that informal conciliation was not successful in resolving the dispute, then the Grievant may choose to initiate the mediation process. This must be done within five (5) working days of receiving such notification, and this is done by submitting to the UGO a formal written Complaint. This Complaint must specify the Supervisor and the Grievable Action(s); how this Action has or will have an adverse academic and/or professional impact on the Grievant; and how the Supervisor was unfair, unreasonable, arbitrary, and/or capricious, ~~and/or~~ ~~discriminatory~~. In some cases, it may be necessary for the UGO to return the Complaint to the Grievant for editing before it has an acceptable format.

[material with no changes has been omitted]

K.10.5 Recommendation of the Hearing Committee

a. Following the completion of the Hearing, the Hearing Committee shall retire for the purpose of discussion, conference, and decision. These deliberations shall remain confidential to the full extent permitted by law. The Hearing Committee shall review the pertinent information and the Grievable Action solely to determine whether this Action is

unfair, unreasonable, arbitrary, and/or capricious, ~~or discriminatory~~, but not to substitute its judgment regarding the substantive merits of the Grievable Action.

[material with no changes has been omitted]

K.10.6.2 Review by the Provost

If the Hearing Record is sent to the Provost, he or she shall review the Hearing Record, together with any appeal from the Grievant (hereinafter referred to collectively as the “Appeal Record”), unless the Recommendation from the Hearing Committee is that no action be taken as a result of the Grievance and no appeal was submitted by the Grievant within the five (5) working day limit. This review shall be based only on the Appeal Record. No new substantive issues may be introduced.

Upon completion of this review, the Provost shall submit a written recommendation to the President, along with a copy of any appeal from the Grievant. The recommendation from the Provost shall include a summary of the relevant information and the reasoning that supports the recommendation. The recommendation from the Provost may differ from the Recommendation from the Hearing Committee only if the Provost finds that the Recommendation from the Hearing Committee is unfair, unreasonable, arbitrary, and/or capricious, ~~or discriminatory~~.

The Provost shall also send a copy of his or her recommendation to the UGO, and the UGO shall send copies of this recommendation to the Grievant and the Supervisor. The Provost shall send his or her recommendation to the President and the UGO within ten (10) working days of receiving an appeal from the Grievant or the expiration of the five (5) working day limit for submitting an appeal.

K.10.6.3 Appeal of the Recommendation From the Provost

The Grievant has the right to appeal the new recommendation from the Provost. This appeal must be made within five (5) working days of receipt of the written recommendation from the Provost, it must provide reasons for the appeal, and it must not exceed five (5) pages with normal font size.

If the Grievant submits an appeal to the President, he or she shall send a copy of this appeal to the UGO at the same time. The UGO shall then send a copy of this appeal to the Supervisor and the Provost.

K.10.6.4 Review by the President

If the Hearing Record is sent to the President, he or she shall review the Hearing Record, together with any recommendation from the Provost, and any appeals from the Grievant (hereinafter referred to collectively as the “Final Appeal Record”), unless the Recommendation from the Hearing Committee is that no action be taken as a result of the

Grievance and no appeal was submitted by the Grievant within the five (5) working day limit. This review shall be based only on the Final Appeal Record. No new substantive issues may be introduced.

Upon completion of this review, the President shall make a final decision regarding the Grievance. This decision shall be in writing, and it shall include a summary of the relevant information and the reasoning that supports the decision. Regardless of the recommendation from the Provost, the decision of the President may differ from the Recommendation from the Hearing Committee only if the President finds that the Recommendation from the Hearing Committee is unfair, unreasonable, arbitrary, and/or capricious, or discriminatory. The President shall send his or her written decision to the UGO within twenty (20) working days of receiving an appeal from the Grievant or the expiration of the five (5) working day limit for submitting an appeal. The UGO shall send copies of this decision to the Grievant, the Supervisor, and the Provost. The decision of the President is final.

If the decision of the President includes taking action as a result of the Grievance, the President shall notify the appropriate individuals of the action to be taken.

[material with no changes has been omitted]

Rationale: Discrimination is dealt with by the Office of Equal Opportunity, not Section K.

9. Proposed revisions to Section K.3.1 A Grievable Action does not include: of the *Academic Faculty and Administrative Professional Manual* – CoRSAF

Hong Miao (Chair, CoRSAF) moved to approve the proposed revisions to Section K.3.1.

Gallagher: Any discussion? All in favor of approving Section K.3.1 of the agenda packet?

FC unanimously approved.

Subject: Faculty Manual Section K.3.1 **A Grievable Action does not include:**

The Committee on Responsibilities and Standing of Academic Faculty submits the following:

MOVED, THAT SECTION K.3.1 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL, BE AMENDED AS FOLLOWS:

Deletions ~~Overseered~~ Additions Underlined

K.3.1 A Grievable Action does not include:

- a. An issue that does not individually affect a faculty member or administrative professional, such as dissatisfaction with a university policy of general application.
 - b. Actions specified in the *Academic Faculty and Administrative Professional Manual* as “final” and thus not subject to redress through the grievance process. Any action deemed “final” constitutes exhaustion of internal grievance procedures.
 - c. An act by any person who is not the Grievant’s Supervisor.
 - d. Terms agreed to by the Grievant under a Section K mediation agreement.
 - e. Acts in response to violations of law or endangerment of public safety.
 - f. Placement on paid administrative leave.
- fg. A subsequent complaint for the same action by the same supervisor once a Grievance regarding the original complaint has concluded.
- gh. Termination of “at-will” employees. For information about the university’s policy regarding at-will employees and the recommended steps and considerations for termination of at-will employees, employees should refer to the university policy for Administrative Professionals and Non-Tenured Academic Faculty (“At Will” Employment) found in the CSU Policy Library (see also Section D.5.6 and E.2.1 of the *Academic Faculty and Administrative Professional Manual*). Employees may contact the University Grievance Officer with questions about disciplinary action or termination of at-will employees.

Rationale: It is sometimes necessary to place an employee on paid administrative leave while an investigation is conducted. During this time, the employee receives full pay and benefits, so this action is not grievable. This addition makes this clear.

10. Proposed revisions to Section K.3.2 Types of Grievable Actions and Burden of Proof of the *Academic Faculty and Administrative Professional Manual* – CoRSAF

Hong Miao (Chair, CoRSAF) moved to approve the revisions to Section K.3.2.

Gallagher: Any discussion?

Leslie Stone Roy (CoNTTF): I am confused about the termination for contractual rights. Is that the whole contract or different parts of the contract?

Richard Eykholt (UGO): The first thing to understand is that this does not apply to the Non-Tenure Track faculty at all. There is a section of the *Manual* that applies to NTTF.

Those decisions are final, not grievable. This section was in place prior to the creation of contracts for non-faculty.

Dan Baker (CoNTTF): Is that E.11? Where exactly is the language on NTTF referred to?

Richard Eykholt (UGO): I am trying to remember. E.11, E.16, or E.17. One of those deals with the NTTF. I cannot remember and don't have the *Manual* with me.

Antonio Pedros-Gascon (CLA At-Large): Are we effectively reducing the rights of NTTF?

Richard Eykholt (UGO): It's actually just the opposite. The section in the *Manual* for NTTF to challenge termination actually gives opportunity for more representation rather than less.

Gallagher: All in favor of approving?

Faculty Council unanimously approved.

Subject: Faculty Manual Section K.3.2 **Types of Grievable Actions and Burden of Proof**

The Committee on Responsibilities and Standing of Academic Faculty submits the following:

MOVED, THAT SECTION K.3.2 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL, BE AMENDED AS FOLLOWS:

Deletions ~~Overscored~~ Additions Underlined

K.3.2 Types of Grievable Actions and Burden of Proof

K.3.2.1 ("Class A")

In a Grievance that involves a complaint about the following specific actions, the burden of proof falls upon the Supervisor:

- ~~a. termination of contractual rights;~~
- ba. reduction of salary and/or demotion;
- eb. violation of academic and/or intellectual freedom; or
- dc. assignment of unreasonable workload.

K.3.2.2 (“Class B”)

In a Grievance that involves complaints about a term or condition of employment other than those specific cases that are identified above in Section K.3.2.1, the burden of proof falls upon the Grievant. Examples of such Grievances include:

- a. decision on the amount of salary;
- ~~b. denial of reappointment;~~
- ~~eb.~~ denial of tenure and/or promotion;
- ~~dc.~~ receipt of a lower evaluation than deserved on a performance review; ~~ef~~
- ~~ed.~~ denial of sabbatical leave.

Rationale:

- 1) Item K.3.2.1.a predates NTTF contracts, and was never intended to apply to them. Instead, there is an appeals process for termination of NTTF contracts. This appeals process is designated as “final,” which means that the matter is not grievable. The only other contracts are for things people such as the football coach. The grievance process should not deal with the termination of such persons.
- 2) For at-will appointments, neither termination nor denial of reappointment is grievable. This leaves only denial of reappointment for tenure-track faculty during their probationary period. However, this is handled by an appeals process that is designated as “final,” which means that it is not grievable either. When NTTF contracts are not renewed, the faculty member is reappointed as a continuing faculty member.

11. Proposed revisions to Section K.12.4 Duties of the University Grievance Officer of the *Academic Faculty and Administrative Professional Manual* – CoRSAF

Hong Miao (Chair, CoRSAF) made the motion to approve the proposed changes to Section K.12.4.

Gallagher: This is on the floor for your consideration. Any discussion? Hearing none. All in favor?

Faculty Council unanimously approved.

Subject: Faculty Manual Section K.12.4 **Duties of the University Grievance Officer**

The Committee on Responsibilities and Standing of Academic Faculty submits the following:

MOVED, THAT SECTION K.12.4 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL, BE AMENDED AS FOLLOWS:

Deletions ~~Overseered~~ Additions Underlined

K.12.4 Duties of the University Grievance Officer (*last revised August 10, 2018*)

The UGO shall be responsible for:

- a. Maintaining a record of actions taken as part of the processes in Section K and Sections E.11, E.15, E.16, and E.17.
- b. Coordinating and facilitating the activities of the Grievance Panel by maintaining the records of the Panels, scheduling all meetings of the Panels for informational and organizational purposes, scheduling meetings of its Hearing Committees, calling individuals to appear before Hearing Committees, and establishing the rotation order for service by the members of the Panels on Hearing Committees.
- c. Overseeing the processes of Section K and Sections E.11, E.15, E.16, and E.17 and preparing reports to the Grievance Panels, 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 Sections E.11, E.15, E.16, and E.17.
- e. Consulting with at-will employees and the Office of General Counsel about disciplinary action or termination of at-will employees, as discussed in Section K.3.1.g.
- f. Making recommendations to Hearing Committees and Appeal Committees regarding guidelines for the operation of these committees pursuant to Section K and Sections E.11, E.15, E.16, and E.17.
- g. 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.
- h. Facilitating the conduct of Hearings and Appeals pursuant to Section K and Sections E.11, E.15, E.16, and E.17.

i. Preparing an annual report each December for the Faculty Council and Administrative Professional Council, which summarizes activities and recommendations during the previous year.

j. Maintaining and updating the list of University Mediators (UMs).

k. Appointing appropriate UMs to mediate disputes involving faculty members, administrative professionals, and/or administrators.

l. Coordinating orientation and training of University Mediators and Grievance Panel members.

m. Assisting the Faculty Council and the Administrative Professional Council in their annual evaluations of the UGO ~~by notifying all participants in the Section K process of the opportunity to participate in anonymous surveys regarding the performance of the UGO.~~

Rationale:

- 1) The UGO manages and oversees the new appeals processes created in Sections E.11, E.16, and E.17.
- 2) The evaluation process for the UGO has been changed, and it no longer involves the UGO contacting participants in the Section K process.

F. REPORTS TO BE RECEIVED

1. Provost/Executive Vice President – Rick Miranda

Miranda reported on the following:

Provost Miranda: A couple of updates. Two cabinet level searches, one to replace Pat Burns as Dean of the Library and Director of IT. The Provost and President decided to split the position. Karen Estlund, from Penn State, was hired and we have asked Dawn Paschal to serve as interim. Josh Clark was named the Director of Information Systems. Brandon Bernier will serve as interim and report to the Provost. The President is making some investments in the IT Systems Office. The landscape is a little volatile right now and we will see about the budget.

The VP for Engagement search will be concluding soon; however, the President has not announced anything yet. Reagan Waskom from the Water Center will serve as the interim director.

Gallagher: Any questions for the Provost?

Mary Meyer (CNS): A question from my department. Is there a new document for P&T? Has this been created only within the Provost's office?

Provost Miranda: Some language was suggested by the Provost's Council for Engagement. The template document was created in the Provost's office in coordination with the Deans and utilizing ideas from the VP of Engagement. Asks Dan Bush about it.

Mary Meyer (CNS): No faculty input?

Provost Miranda: Nothing was deleted. More opportunities for what can be presented for Tenure and Promotion.

Miranda's report was received.

2. Faculty Council Chair – Tim Gallagher

Gallagher reported on the following:

There are some items that we have been discussing in Executive Committee that will come to the floor of Faculty Council. Matt Hickey, Chair of CoTL, will be presenting a report on the Task Force of Institutional Learning Objectives at the November 5 Faculty Council meeting. Already filled in for the December 3 Faculty Council meeting is the 2018 Campus Climate Survey. This will focus on the areas related to faculty; however, it was sent out to all employees. Gallagher has been very impressed by the presentation. Rachel Kinney will be presenting the survey.

Executive Committee is also in discussions with Steve Shulman regarding athletic funding.

Executive Committee is also discussing possible faculty initiatives to combat racism on the campus. Gallagher encourages Faculty Council members seek input from their constituencies. Let that person know your own ideas. We need something more concrete. The Executive Leadership Team had some excellent conversations at this morning's meeting. Faculty want to be a part of this conversation, as well as APs, State Classified personnel, and Administration.

Gallagher's report was received.

3. Board of Governors Faculty Representative – Stephanie Clemons

Clemons reported on the following:

Clemons states that there has not been another Board meeting since August; however, there will be a Board meeting this Thursday and Friday (October 3-4, 2019) in the Lory Student Center. Clemons will also be inviting Board members to attend Faculty Council meetings.

Provost Miranda added that there was a meeting by the Board to address support for Proposition CC, which was mentioned in the distributed email from Chancellor Frank.

Clemons: Thank you for that correction.

Matt Malcolm (HHS): Could you clarify the email from Chancellor Frank and the recommendation of the Board?

Clemons: Yes. Clemons explained what Proposition CC means and also stated that the Board is unanimously supportive of this Proposition.

Clemons' report was received.

Silvia Canetto (CNS): Inquired about the November and December Faculty Council meeting agendas and wonders if the FC could have the information regarding the reports that are planned. Could the information be disseminated a bit earlier since the reports are often a lot of information to digest inside of a week?

Gallagher: The Campus Climate Survey has been on the Faculty Council website for quite some time.

Matt Hickey speaks to the Task Force for Institutional Learning Objectives, which requires nothing but puts the idea out there. Started about two years ago by CoTL. The genesis came from CCHE.

Antonio Pedros-Gascon (CLA At-Large): Is this the moment when we can request changes to the *Manual*?

Gallagher: No. You would have to make a motion to suspend the rules to add something to the Faculty Council agenda not placed there by Executive Committee.

Antonio Pedros-Gascon (CLA At-Large): I am asking what would be the process?

Gallagher recommends that requested *Manual* changes be made to appropriate Standing Committees.

4. CSU Mental Health Initiatives – Blanche Hughes and Lori Lynn

Blanche Hughes: We understand that the issue of mental health on college campuses is very important everywhere. Hughes introduces Lori Lynn. If faculty have any questions, please contact Lori as well.

Lynn: Thank you Faculty Council for inviting me last year as well. I appreciate you championing these trainings. Explains the current situation and how many schools are struggling with how to respond to the need. Impacts many student support services.

What drives the demand? No simple answers. Why are students seeking more support today than in previous years? Social media, financial difficulties, social-political climate, trauma. Generation Z is more open to the counseling and have a greater mental health literacy and seek help more and sooner, but we can't handle "how can you fix me?" There is an increase of stress, depression, and anxiety. They use the freshmen survey, which shows that FY students are coming in with the lowest coping skills of any generation in history.

Gives a snapshot of data. Everything is increasing—depression, stress, etc., and all across the country. NCHA (National College Health Assessment). Has been used since 2011 and thus can see trends locally and across country.

Lynn's key data point: top health related problems affecting performance in the classroom and progress toward degree completion are nearly all mental health issues.

Relating to overwhelming anxiety. LGBTQ students are showing a lot of vulnerability and so they are targeted for intervention. What we want to see is equity in these metrics and we have a way to go.

Debilitating anxiety/depression: more than 50% increase in depression since 2011.

We are seeing increasing rates of suicide and suicidal ideation. Second leading cause of death among college students. Many students are considering suicide. 24% of LGBTQ students indicate consideration. This information is being tracked carefully.

This is not something affecting just CSU Health Network. The demand for student support is up. Tell Someone numbers are up. This can be seen as a positive since the system exists to report concern, but this is a first indicator of groups who need to be addressed.

Student case management has seen a 60% increase. They work with students on absences, accommodations.

Mental health hospitalizations have increased considerably as well and the bar is high for hospitalization.

Victim Assistance Team has also seen increases.

Title IX reports of sexual assaults have also increased.

Increasing demand overall is pretty profound. They are working to maximize services.

Between 2015 and 2019, 6% increase in students and 34% increase in students using counseling services.

They are working to convey information about the range of services available and the infrastructure available for providing support. We are lucky to have had these resources in place so that access was available but now they want to change some of the explanation, working WITH students rather than responding to student requests to be "fixed." Central message is that there are locations where students can do the work they need to do to have improved mental health and are aware of the variety of tools.

When a student comes to counseling, if a student comes in crisis, they will address their immediate needs to get through the immediate crisis. Work with a specific person to develop goals and action plan. The responsibility is on the student and development of concrete goals that puts the student in the driver's seat. Moving away from the 5 free visit narrative and instead focusing on the idea that we have a wide range of services and want each student who requests help to get it at the level needed.

We need to know and have confidence around students in crisis. Stress and coping discussions in classrooms are OK and students are listening. Model this for them. Take the moment if a student chooses to disclose to you. You can really help steer students in the right direction.

We talked about the changing landscape, all the things that the mental health groups are trying to do, and the range of services that are available. Interested in how to scale up ideas such as concrete information for faculty. What is the link between retention and mental health--is one question that we may want to get involved in answering. They will come back to us later.

Karen Barrett (HDFS; Chair, CoSS): Can we get the PowerPoint slides? One question about the data, who is included in students of color, for instance. How do socio-cultural factors play into who seeks counseling services?

Lynn: We try to be responsive to the needs of different groups. Our students of color are showing a lot of resiliency.

Moti Gorin (CLA): Is violence on the rise? Sexual assault? Or are people reporting more?

Lynn: On the increase as is trauma.

Kathleen Kelly (CoB): The slide of phone numbers. Tell Someone is very well know across campus but how would someone know which number to call. Also, I would love to have you come to our office. Tell Someone is very well advertised. How do you Tell Someone?

Lynn has the information on the website but will also provide this information to specific faculty and staff groups. I can walk your staff through on how to make certain determinations.

Kathleen Kelly (CoB): Have you considered a one-touch single entry approach where faculty would just have one number to call?

Lynn: Most people use Tell Someone but it's not a 24/7 hotline. They should direct you to another number though.

Sue James (CoE): I think I may have gotten the wrong impression that we have a higher suicide rate at CSU.

Ramaa Vasudevan (CLA): Since black face, students seem more on edge. Are you seeing this?

Lynn: Students are feeling a sense of heaviness and are not sure what to do with it.

Matt Malcolm (HHS): Thank you for the work you're doing. Are you considering taking a closer look at students with disabilities?

Lynn: We are oversampling students with disabilities.

Silvia Canetto (CNS): Patterns vary greatly by sex. Women have higher rates of suicide at a young age. Differences carry over in the student population and we can miss things.

Lynn: We will work on this.

Margarita Lenk (CoB): I am not a medical doctor, but I am a caring professor. I'm noticing a loss of emotional resilience among students who are smoking THC regularly.

Lynn: We are definitely aware of this and thinking about the relationship of drugs and alcohol to these issues. We need those students to see how much this is affecting them.

Margarita Lenk: Before my class starts, I have the CSU Principles of Community showing first.

Christianne Magee (CVMBS At-Large) Thank you for supporting our faculty and helping our students.

G. DISCUSSION

1. None.

Gallagher adjourned the meeting at 5:29 p.m.

Tim Gallagher, Chair
Sue Doe, Vice Chair
Rita Knoll, Executive Assistant to Faculty Council

ATTENDANCE
BOLD INDICATES PRESENT AT MEETING
UNDERLINE INDICATES ABSENT AT MEETING

ELECTED MEMBERS	REPRESENTING	TERM
Agricultural Sciences		
Stephan Kroll	Agricultural and Resource Economics	2022
Jason Bruemmer	Animal Sciences	2021
Cynthia (Cini) Brown	Bioagricultural Sciences & Pest Management	2021
<u>Kelly Curl</u>	Horticulture & Landscape Architecture	2022
<u>Thomas Borch</u>	Soil and Crop Sciences	2020
Bradley Goetz	College-at-Large	2022
Ruth Hufbauer	College-at-Large	2020
TBD	College-at-Large	2022
Health and Human Sciences		
Vivian Li (Yan Li) FA19; Nancy Miller SP20	Design and Merchandising	2021
Raoul Reiser	Health and Exercise Science	2022
David Sampson	Food Science and Human Nutrition	2022
Karen Barrett	Human Development and Family Studies	2020
Bolivar Senior	Construction Management	2020
Matt Malcolm	Occupational Therapy	2020
Thomas Chermack	School of Education	2021
Jamie Yoder (Substituting for Shannon Hughes)	School of Social Work	2022
Business		
<u>Larry Johnson</u>	Accounting	2022
Stephen Hayne	Computer Information Systems	2021
John Elder	Finance and Real Estate	2022
Dawn DeTienne	Management	2021
Kathleen Kelly	Marketing	2021
Engineering		
Kristen Rasmussen	Atmospheric Science	2021
<u>Margarita Herrera-Alonso</u>	Chemical and Biological Engineering	2022
Peter Nelson	Civil and Environmental Engineering	2021
Ali Pezeshki (Substituting for Siddharth Suryanarayanan)	Electrical and Computer Engineering	2022
Kirk McGilvray (Substituting for Shantanu Jathar)	Mechanical Engineering	2020
<u>Susan James</u>	College-at-Large	2022
Steven Reising	College-at-Large	2022
Jason Quinn	College-at-Large	2021
J. Rocky Luo	College-at-Large	2022

Liberal Arts

Michael Pante	Anthropology	2020
Jason Bernagozzi	Art	2022
Ziyu Long	Communication Studies	2022
Ramaa Vasudevan	Economics	2020
Doug Cloud	English	2020
Albert Bimper	Ethnic Studies	2022
Maria Del Mar Lopez-Cabrales	Languages, Literatures and Cultures	2022
Thaddeus Sunseri	History	2020
Jangyul Kim	Journalism and Technical Communication	2020
(Substituting for Michael Humphrey)		
Wes Kenney	Music, Theater, and Dance	2022
Moti Gorin	Philosophy	2022
Peter Harris	Political Science	2021
Tara Opsal	Sociology	2022
Steve Shulman	College-at-Large	2020
Antonio Pedros-Gascon	College-at-Large	2020
<u>Lisa Langstraat</u>	College-at-Large	2020
Marcela Velasco	College-at-Large	2021
<u>Del Harrow</u>	College-at-Large	2021
Maura Velazquez-Castillo	College-at-Large	2021

Natural Resources

Monique Rocca	Ecosystem Science and Sustainability	2020
David Koons	Fish, Wildlife, & Conservation Biology	2021
Seth Davis	Forest and Rangeland Stewardship	2020
Bill Sanford	Geosciences	2020
Tara Teel	HDNR in Warner College	2020

Natural Sciences

Jennifer Nyborg	Biochemistry and Molecular Biology	2022
<u>Melinda Smith</u>	Biology	2021
<u>George Barisas</u>	Chemistry	2020
Ross McConnell	Computer Science	2022
<u>Yongcheng Zhou</u>	Mathematics	2020
Dylan Yost	Physics	2021
Silvia Canetto	Psychology	2022
Mary Meyer	Statistics	2022
<u>Chuck Anderson</u>	College-at-Large	2020
Anton Betten	College-at-Large	2022
TBD	College-at-Large	2022
Brad Conner	College-at-Large	2021
Alan Van Orden	College-at-Large	2020

Veterinary Medicine & Biomedical Sciences

DN Rao Veeramachaneni	Biomedical Sciences	2022
<u>Kevin Haussler</u>	Clinical Sciences	2022
<u>Elizabeth Ryan</u> (on sabbatical through Spring 2020)	Environmental & Radiological Health Sciences	2020
Traci Kinkel (Substituting for Tony Schountz)	Microbiology, Immunology and Pathology	2021
Noreen Reist	College-at-Large	2020
Jennifer Peel	College-at-Large	2020
<u>William Black</u>	College-at-Large	2020
<u>Marie Legare</u> (excused)	College-at-Large	2022
Adam Chicco	College-at-Large	2022
Christianne Magee	College-at-Large	2022
<u>Candace Mathiason</u>	College-at-Large	2022
<u>Gerrit (Jerry) Bouma</u>	College-at-Large	2021

University Libraries

Linda Meyer	Libraries	2022
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***Ex Officio* Voting Members**

Timothy Gallagher	Chair, Faculty Council/Executive Committee	2020
Sue Doe	Vice Chair, Faculty Council	2020
Stephanie Clemons	BOG Faculty Representative	2020
Steve Reising, Chair	Committee on Faculty Governance	2020
Todd Donovan, Chair	Committee on Intercollegiate Athletics	2020
Jerry Magloughlin	Committee on Libraries	2020
Jenny Morse, Chair	Committee on Non-Tenure Track Faculty	2020
Hong Miao, Chair	Committee on Responsibilities & Standing of Academic Faculty	2020
Melinda Smith, Chair	Committee on Scholarship Research and Graduate Education	2020
Karen Barrett, Chair	Committee on Scholastic Standards	2020
Joseph DiVerdi, Chair	Committee on Strategic and Financial Planning	2020
Matt Hickey, Chair	Committee on Teaching and Learning	2020
Mo Salman, Chair	Committee on University Programs	2020
Bradley Goetz, Chair	University Curriculum Committee	2020
<u>Susan (Suellen) Melzer</u>	Committee on Non-Tenure Track Faculty	2021
<u>Denise Apodaca</u>	Committee on Non-Tenure Track Faculty	2021
Christine Pawliuk	Committee on Non-Tenure Track Faculty	2022
Ashley Harvey	Committee on Non-Tenure Track Faculty	2022
Daniel Baker	Committee on Non-Tenure Track Faculty	2020
Leslie Stone-Roy	Committee on Non-Tenure Track Faculty	2022
<u>Mary Van Buren</u>	Committee on Non-Tenure Track Faculty	2020
Steve Benoit	Committee on Non-Tenure Track Faculty	2022
<u>Natalie Ooi</u>	Committee on Non-Tenure Track Faculty	2022

Ex-Officio Non-Voting Members

Joyce McConnell	President
Rick Miranda	Provost/Executive Vice President
Brett Anderson	Special Advisor to the President
Kim Tobin	Vice President for Advancement
Mary Ontiveros	Vice President for Diversity
Reagan Waskom	Interim Vice Provost for Engagement/Director of Extension
Leslie Taylor	Vice President for Enrollment and Access
Dan Bush	Vice Provost for Faculty Affairs
Brandon Bernier/Dawn Paschal	Interim Vice President for Information Technology/Dean Libraries
Kathleen Fairfax	Vice Provost for International Affairs
Pam Jackson	Interim Vice President for External Relations
Alan Rudolph	Vice President for Research
Blanche M. Hughes	Vice President for Student Affairs
Kelly Long	Vice Provost for Undergraduate Affairs
Lynn Johnson	Vice President for University Operations
James Pritchett	Interim Dean, College of Agricultural Sciences
Lise Youngblade	Dean, College of Health and Human Sciences
Beth Walker	Dean, College of Business
David McLean	Dean, College of Engineering
Mary Stromberger	Dean, Graduate School
Ben Withers	Dean, College of Liberal Arts
Jan Nerger	Dean, College of Natural Sciences
Mark Stetter	Dean, College of Vet. Medicine & Biomedical Sciences
John Hayes	Dean, Warner College of Natural Resources
Catherine Douras	Chair, Administrative Professional Council