

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**  
**Tuesday, May 3, 2016 – 4:00 p.m. – A202 Clark Building**

**CALL TO ORDER**

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

**ANNOUNCEMENTS**

1. Next Faculty Council Meeting – September 6, 2016 – A201 Clark Building – 4 p.m.

Stromberger announced that the next Faculty Council meeting would be held on September 6, 2016 at 4:00 p.m. in Room A201 Clark Building.

2. Executive Committee Meeting Minutes located on FC website –  
March 22, 2016 (amended); March 29, 2016 (amended)

(<http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-minutes/>)

Stromberger announced that the Executive Committee Meeting Minutes are posted on the FC website.

3. Graduate Student Council Advising Award – Anne Byrne and Nabila H.  
140 nominations this year.

Honorable Mentions

Courtney Jahn, BSPM  
Patricia Davies, Occupational Therapy  
Richard Finke, Chemistry  
Rosa Martey, Journalism & Media Comm.  
Chuck Henry, Chemistry

Award Winners

Asa Ben-Hur, Computer Sciences  
Jason LaBelle, Anthropology  
Courtney Schultz, FRS

4. Harry Rosenberg Service Award – Announcement of Winner : Carole Makela, School of  
Education

In 1988, Harry Rosenberg was the first faculty who served as Faculty Council Chair; before this time, the Provost served as Chair. This is a \$25,000 endowment. Due to the good graces of Executive Committee members, we were able to raise money for this award. To be qualified, the nominee needs to be a voting member for 3 years, demonstrate outstanding service to Faculty Council, and have least two letters of recommendation.

### **MINUTES TO BE APPROVED**

1. Faculty Council Meeting Minutes – April 5, 2016

By unanimous consent, the minutes of the April 5, 2016 Faculty Council meeting were approved. The minutes will be placed on the FC website.

### **UNFINISHED BUSINESS**

1. Election – Faculty Council Standing Committee representatives – CoFG

Don Estep, Committee on Faculty Governance, moved that Faculty Council elect the following faculty to Faculty Council Standing Committees:

#### **BALLOT**

#### **Academic Faculty Nominations to Faculty Council Standing Committees May 3, 2016**

##### **COMMITTEE ON INTERCOLLEGIATE ATHLETICS**

		<b>Term Expires</b>
<b>STEPHEN MILTON</b> _____	Engineering	2019
(Nominated by Committee on Faculty Governance)		

##### **COMMITTEE ON SCHOLARSHIP, RESEARCH AND GRADUATE EDUCATION**

<b>SID SURYANARAYANAN</b> _____	Engineering	2019
(Nominated by Committee on Faculty Governance)		

##### **COMMITTEE ON TEACHING AND LEARNING**

<b>KARAN VENAYAGMOORTHY</b> _____	Engineering	2019
(Nominated by Committee on Faculty Governance)		

##### **COMMITTEE ON LIBRARIES**

<b>MAZDAK ARABI</b> _____	Engineering	2019
(Nominated by Committee on Faculty Governance)		

**COMMITTEE ON STRATEGIC AND FINANCIAL PLANNING**

**JEFF WILUSZ**  
(Nominated by Committee on Faculty Governance)

CVMBS

2019

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

Estep's motion was adopted and the nominees were elected to three-year terms on their respective committees, starting July 1, 2016 through June 30, 2019.

**REPORTS TO BE RECEIVED**

1. Provost/Executive Vice President – Rick Miranda

Miranda reported on the following:

Council of Deans heard presentations by leadership on teaching effectiveness (same report as given to FC), and course evaluations. Two Phase II program proposals were heard and FC approved last month: Approval was given for electrical engineering to proceed with 3 graduate programs (computer engineering degrees (two masters; 1 Ph.D. program). They have been offering concentrations in electrical and computer engineering and wanted to highlight each separately.

Vice President for Research had a presentation on research enterprise--certain investments on campus. Miranda suggested a presentation from VPR should be heard next year.

Budgets were finalized over last 2 to 3 weeks. BOG will take them up at meeting this Thursday and Friday. Not much has changed from what FC heard last month. Reduced reallocations to almost 1%; salary increases to 1.8%.

The 2-3-6 enrollment funding: took the amount of extra dollars from tuition due to enrollment growth (not tuition rate increase), and the budget office can figure out how we split to colleges. This year, looked at the increase in credit hours and increase in majors; 80 percent based on credit hours and 20 percent based on stable majors.

The campus is involved in NASH, who helps taking student success to scale. Three practices: 1) reform of mathematic pathways; 2) learning analytics, and; 3) high impact practices. CSU is heavily invested in all three initiatives. Some fantastic things are going on at other institutions as well.

Miranda's report was received.

2. Faculty Council Chair – Mary Stromberger

Stromberger reported on the following:

### **Charge to CoTL**

There is a need to shift the culture at CSU in regards to how faculty are evaluated for teaching effectiveness, including the use, or not, of course surveys. Therefore, Executive Committee charges Committee on Teaching and Learning with the following:

1. Review the recommendations within the Evaluating Teaching Effectiveness report, and consider codifying these recommendations through policies and revisions to the *Academic Faculty and Administrative Professional Manual*.
2. Proceed with the redesign of the course survey, beginning with a brief proposal (< 5 pages) to Executive Committee that includes the following components:
  - COTL-approved recommendations for the course survey
  - A description of the course survey's purpose and how results are to be used
  - The process to develop the course survey
  - A timeline, with an expected completion date of Fall 2016, and
  - Budget request, with narrative, to develop the course survey. Executive Committee requests that the budget reflect the final survey as the outcome. No additional funds are to be included in the proposal for revising draft surveys.

### **Reflections on shared governance and status of FC agenda items/initiatives**

In my September report, I discussed 4 major initiatives I wanted to engage FC in:

1. Strengthening shared governance in strategic and financial planning
  - a. BARC process – engaged faculty, AP, and classified personnel in budget review and recommendations
  - b. Refine this process next year.
  - c. Other considerations – greater shared governance in decisions regarding reallocation of base budget items
  - d. Need discussions on strategic planning in regards to new programs. Need a different method so that program proposals can be comparatively evaluated, not on a rolling basis.
2. Discuss participation of non-tenure track faculty in shared governance
  - a. In December, FC approved the revisions to the Manual that allows non-tenure track faculty to vote for their department rep on FC.
  - b. Still a long ways to go, in terms of NTTF having a voice on FC.
  - c. Continue to work on this next year, as well as other issues such as appointment titles and career pathways for NTTF.
3. Elevate Faculty Council service as a valued university service
  - a. On-going. Discussions shifted towards teaching, and course surveys.
  - b. Will be a priority initiative next year.
4. Improve communication within the Council and to all faculty. Include department chairs in communications.
  - a. New website
  - b. Monthly highlights
  - c. Visits to college faculty reps. Would like to do this earlier in the year.

- d. Working on publishing annual reports to share with department heads and deans. These reports can be uploaded onto Digital Measures to report faculty activities on FC and standing committees
- e. Still needs more work
  - Meet more frequently with standing committee chairs. Develop agenda items for next year. Have regular reports on progress on these agenda items/initiatives

### **Ongoing summer work**

1. Discussions on the Parking Plan for FY18, with Parking Services, leadership of APC and CPC, and Center for Public Deliberation
2. Recruitment and Retention of Diverse Faculty
  - a. Council on Strategic Diversity Initiatives
  - b. Considering a Standing Committee for Faculty Diversity to empower faculty to develop and lead initiatives
3. Developing “Actions” to promote cultural change on Recognition and Evaluation of Teaching and Service
  - a. Session at the Fall Forum, where department chairs will be present
  - b.
4. Re-Envision CSU

Stromberger’s report was received.

3. Board of Governors Faculty Representative – Paul Doherty, Jr.

Doherty reported the following:

BOG meets this Thursday-Friday at CSU campus. Open session to public for comments, starting at 9:00 a.m. this Thursday. Doherty will also meet with BOG in June and August.

Antonio Pedros-Gascon (Languages, Literatures and Cultures): Could we invite BOG members to a FC meeting?.

Doherty: I can extend the invitation.

Doherty’s report was received.

### **CONSENT AGENDA**

1. UCC Minutes – March 25, 2016; April 1, April 8 and April 15, 2016

Carole Makela, Chair of University Curriculum Committee, moved that Faculty Council approve the consent agenda.

Makela’s motion was unanimously approved.

## ACTION ITEMS

1. New Degree: PhD in Communication (*effective Fall 2017*) – UCC

Makela made the motion for FC to accept this new degree. This is a continuous move to add new Ph.D.'s in departments who have not previously had one.

The University Curriculum Committee moves Faculty Council adopt the following:

**A new PhD in Communication be established effective Fall 2017** in the Department of Communication Studies, College of Liberal Arts.

According to the request submitted:

Description:

The PhD in Communication trains scholars, teachers, and professionals to engage social, political, and professional challenges using advanced expertise in the field of Communication.

The program is shaped by the three areas of expertise present in our department. These three areas examine communication and engagement from three perspectives: 1) interpersonal, intercultural, and organizational communication; 2) media and visual culture, 3) rhetoric and civic engagement.

Rationale:

Departments of Communication Studies throughout the U.S. continue to grow in enrollment and faculty. Part of this growth can be attributed to the ways in which the discipline responds to the challenges of the 21st century. The last decade has seen the Department of Communication Studies at Colorado State University grow into a community of scholars dedicated to the development of individuals and citizens who are professionally, culturally, and critically engaged. Our 16 active scholars and teachers working in diverse areas within the discipline of Communication focus on the ways in which relational, organizational, mediated, and rhetorical communicative practices create and sustain interpersonal, professional, and civic cultures. The PhD builds on the nationally recognized MA program and will provide innovative PhD training for students desiring careers both within and outside of academia.

The request was reviewed and approved by the Committee on Scholarship, Research and Graduate Education on 3/3/16 and by the University Curriculum Committee on 3/25/16.

Makela's motion was unanimously approved by Faculty Council.

2. New CIOSU: Center for Meaning and Purpose – CUP

Eric Prince, Chair, University Programs moved that Faculty Council approve the new CIOSU: Center for Meaning and Purpose.

Prince's motion was unanimously approved.

3. Revisions to the *Graduate and Professional Bulletin* – Application:  
U.S. Citizens or Permanent Residents – CoSRGE

William Sanford, Chair of CoSRGE, moved that Faculty Council approve the following revisions:

RE: Revisions to the *Graduate and Professional Bulletin* –Application: U.S. Citizens or Permanent Residents

THE COMMITTEE ON SCHOLARSHIP, RESEARCH AND GRADUATE EDUCATION MOVE THAT FACULTY COUNCIL ADOPT THE REVISIONS TO SECTION: "APPLICATION: U. S. CITIZENS OR PERMANENT RESIDENTS OF THE *GRADUATE AND PROFESSIONAL BULLETIN* TO BE EFFECTIVE UPON FACULTY COUNCIL ADOPTION EFFECTIVE IMMEDIATELY AS FOLLOWS:

ADDITIONS - UNDERLINED - DELETIONS ~~OVERSCORED~~

**APPLICATION: U.S CITIZENS OR PERMANENT RESIDENTS**

Students apply [online](#) with the Admissions graduate application.

The on-line application will be electronically submitted to the Office of Admissions and then forwarded to the appropriate academic departments. In addition to the on-line application, a (1) ~~\$60~~ non-refundable application fee must be electronically submitted.

The following must be sent directly to the department in which the applicant plans to study (see [Directory of Departmental and Program Contact Persons](#) for proper address).

1. One official transcript of all collegiate work completed (2) post-high school. Additionally separate transcripts are not required for study abroad credits if the GPA and credits are recorded on the transcript of the university that sponsored the study abroad experience. CSU transcripts are not required. Training course transcripts from branches of the U.S. military that show credit received with neither grades nor degrees awarded are exempt from the transcript requirement.
2. Three letters of recommendation must be sent to the academic department to which you are applying. There is no standardized format unless specified by your department.
3. Any other information that individual departments may require of applicants to particular programs. Applicants are advised to contact the departments regarding additional application materials such as the GRE or GMAT.
4. Regardless of citizenship, applicants may be required to demonstrate proof of English language proficiency, if they do not have a degree from an institution where the primary language of instruction is English.

General deadlines for the receipt of complete applications are as follows: Fall Semester, April 1; Spring Semester, September 1; Summer Term, January 1. Please submit the on-line application and all supporting documents by the appropriate date. Note that individual departments may have earlier deadlines for certain programs. Please consult appropriate sections of this Bulletin or a department contact person. Applications completed later than these published deadlines may be considered depending on space and resources available. Late applications that cannot be considered will be updated by the Office of Admissions to a later semester or term. Except for Integrated Degree Program (IDP) Admissions, applications cannot be accepted more than fifteen months in advance of the term in which study is to begin.

Students who wish to be considered for fellowships, assistantships, or other forms of merit- or competency-based financial support may be subject to earlier deadlines. See [Application for Financial Support](#).

The application fee is not refundable even if the application is withdrawn or admission denied, nor is it applied to tuition and fees if the applicant subsequently enrolls. The non-refundable application fee (1) is ~~\$50~~ and must be received by the Office of Admissions. Your application cannot be submitted until the fee is received.

**Rationale:**

- (1) Removing the application dollar amount simplifies having to update in multiple places any time the fee changes (this change was submitted and approved by CoSRGE on Feb. 2016 and is currently pending FC approval).
- (2) Item number 1:
  - a. Collegiate work completed prior to high school is superfluous to the admission process at the graduate level. Admission committees do not review this information per data gathered from representation from all colleges via the Slate Steering Committee and the Slate Working Group. Additionally, it is time consuming for the student to gather these transcripts and delays the review of the application. We are trying to expedite the review process for admission since less time for review frequently increases the acceptance rate.
  - b. It is time consuming and often impossible for students to access official transcripts from a study abroad experience. When the information is included on the “home university” transcript, it is redundant to require the official transcripts. Again, we are trying to expedite the review process for admission since less time for review frequently increases the acceptance rate.

Sanford’s motion was unanimously approved by Faculty Council.



4. Proposed revisions to the *Graduate and Professional Bulletin – Evaluation of Graduate Students and Graduate School Appeals Procedure – CoSRGE*

William Sanford, Chair of CoSRGE, moved that Faculty Council approve the following revisions:

RE: Revisions to the *Graduate and Professional Bulletin –*

*EVALUATION OF GRADUATE STUDENTS AND GRADUATE SCHOOL APPEALS PROCEDURE*

THE COMMITTEE ON SCHOLARSHIP, RESEARCH AND GRADUATE EDUCATION MOVE THAT FACULTY COUNCIL ADOPT THE REVISIONS TO SECTION: “*EVALUATION OF GRADUATE STUDENTS AND GRADUATE SCHOOL APPEALS PROCEDURE*” – OF THE *GRADUATE AND PROFESSIONAL BULLETIN* TO BE EFFECTIVE UPON FACULTY COUNCIL ADOPTION EFFECTIVE IMMEDIATELY AS FOLLOWS:

ADDITIONS - UNDERLINED - DELETIONS ~~OVERSCORED~~

**EVALUATION OF GRADUATE STUDENTS**

Graduate students are students, apprentices to the professions, and, when they hold an assistantship or other paid position, employees. Each of these roles has its own rights and responsibilities. Graduate students are responsible for knowing any special expectations and requirements of their department and program. They are expected to remain in good academic standing by making satisfactory progress toward the degree (see [Scholastic Standards](#)) and must at all times have an advisor. In the event that an advisor resigns ~~that responsibility, the department head will appoint a new advisor from that position, it is the student's responsibility to obtain a replacement.~~ Department codes shall specify how advisors are appointed.

**Rationale:** This content was not updated according to policy in “The Advisory System”. This language makes the content consistent with departmental practices and language in “The Advisory System”.

Sanford’s motion was unanimously approved by Faculty Council.

5. Proposed revisions to Sections C2.8 and E4.2 of the *Academic Faculty and Administrative Professional Manual – CoFG*

Don Estep, Chair – CoFG, moved that Faculty Council approve the following:

SUBJECT: Proposed revision to Sections C2.8 and E4.2 of the *ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL*

The Committee on Faculty Governance submits the following amendment:

MOVED, THAT SECTIONS C2.8 AND E4.2 OF THE MANUAL BE AMENDED AS FOLLOWS:

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

## **C.2.8 Creation and Organization of Special Academic Units (updated February 28, 2016)**

### **C.2.8.1 Creation of a Special Academic Unit**

Initial approval for the creation of a Special Academic Unit shall follow the procedures in Section C.2.2. The proposal for the creation of a Special Academic Unit shall include all of the following:

- a. It shall specify the name and the mission. The name shall not include the terms “department” or “college,” but, in some cases, it may be appropriate for the name to include the term “school.”
- b. It shall specify the proposed Director(s).
- c. It shall include a proposed code, as described in Section C.2.8.3.
- d. It shall specify a group of participating faculty members from more than one (1) department (see Section C.2.3.3).
- e. For each department participating in the Special Academic Unit, there shall be a written document signed by the proposed Director(s) of the Special Academic Unit, the department head, and the college dean detailing the expected commitments of the department to the Special Academic Unit.
- f. For each college participating in the Special Academic Unit, there shall be a written document signed by the proposed Director(s) of the Special Academic Unit and the college dean detailing the expected commitments of the college to the Special Academic Unit.
- g. For each participating faculty member who is listed as helping to deliver the courses and/or programs of the Special Academic Unit, there shall be a written document signed by the proposed Director(s) of the Special Academic Unit, the faculty member, the head of the faculty member’s home department, and the dean of faculty member’s college detailing the expected commitments to the Special Academic Unit, the duration of these commitments, and how these expectations shall be factored into performance evaluations within the home department.
- h. It shall identify the organizational units and faculty expertise which are critical to the success of the Special Academic Unit and identify their critical roles.
- i. It shall present a budget for the Special Academic Unit that details sources and financial commitments and it shall demonstrate the existence of sufficient financial and other resources to carry out all activities associated with the Special Academic Unit operations and programs ~~housing and offering the courses and/or programs of study.~~
- j. It shall present a plan for required Library resources.

### **C.2.8.2 Housing of Courses and Programs of Study**

Proposals by Special Academic Units to house courses and/or programs of study shall follow the same curriculum procedures as for departments (as closely as possible), including approval by Faculty Council. Any deviations from these procedures to fit the distinctive characteristics of a Special Academic Unit must be approved by the University Curriculum Committee and Faculty Council. New degrees and majors require the approval of the Board and the Colorado Commission on Higher Education.

### **C.2.8.3 Code of a Special Academic Unit**

A Special Academic Unit shall operate under a code that includes all of the following:

- a. The code shall specify the departments and other organizational units that will participate in the operation of the Special Academic Unit.
- b. The code shall specify the next higher level of administrative oversight.
  1. If all of the participating faculty members are from the same college, then the dean of that college shall provide the administrative oversight, and the Director(s) shall report to this dean.
  2. If the participating faculty members are from more than one (1) college, then the administrative oversight may consist of a single dean or an Administrative Oversight Committee that includes multiple deans (or their designees). Typically, the number of deans should be large enough that at least eighty (80) percent of the participating faculty members are in the colleges of these deans. The choice of which deans are included should be re-evaluated as the distribution of the participating faculty members among the colleges changes with time.
  3. An Administrative Oversight Committee containing two (2) or more deans (or their designees) shall also include the Vice Provost for Undergraduate Affairs, if the Special Academic Unit houses undergraduate courses and/or programs of study, and the Dean of the Graduate School, if the Special Academic Unit houses graduate courses and/or programs of study.
  4. The code shall specify whether the members of the Administrative Oversight Committee have equal or unequal voting rights (and the basis for the determination of voting rights).
  5. If the Administrative Oversight Committee includes only the Vice Provost for Undergraduate Affairs, then the Director(s) shall report to that vice provost. If the Administrative Oversight Committee contains both the Vice Provost for Undergraduate Affairs and the Dean of the Graduate School, then the code shall specify to which the Director(s) reports.
  6. The code shall specify the duties and responsibilities of the Director of the Special Academic Unit. The dean or vice provost to whom the Director(s) reports shall choose future Director(s). The code shall specify the process for the selection of future a Directors. The code shall specify the process for initiating a change of Director.

7. The dean or vice provost to whom the Director(s) reports shall have oversight of the budget account(s) for the Special Academic Unit.

c. The code shall specify the role of the participating departments and other organizational units in the selection of the Director(s).

d. The code shall specify how departments and other organizational units are added to and removed from the list of participants.

e. The code shall specify how faculty members are added to and removed from the list of participating faculty members.

f. The code shall specify that a minimum of one (1) faculty meeting shall be held each semester of the academic year, as well as how additional faculty meetings may be called and how far in advance written notice must be given by the Director(s) for faculty meetings.

g. The code shall specify the voting rights of the participating faculty members with respect to decisions regarding the governance of the Special Academic Unit.

h. The code shall specify the timeline for conducting self-evaluations and accompanying reviews of the code at least one each five (5) years.

i. The code shall specify the procedures and responsibilities concerning non-tenure track faculty appointed to the Special Academic Unit including, but not limited to, performance evaluations, reappointment procedures, salary exercises, and the administrative line of responsibility for non-tenure track faculty appointments.

i-j. The code shall specify the procedures for amending the code. These procedures shall require approval by a two-thirds (2/3) majority of the faculty members eligible to vote for changes to the code.

j-k. The Special Academic Unit shall have a procedures manual, and the code shall specify the process for amending this procedures manual.

~~k.~~ l. The code shall specify the process for the formation of an Academic Committee(s) to oversee curricular matters, including the process for the selection of the members of ~~this the~~ the committee(s). The membership of ~~this the~~ the committee(s) shall provide appropriate representation of the departments and other organizational units participating in the Special Academic Unit.

~~l.~~ m. The code shall specify the procedures and processes by which curricular proposals from the Academic Committee reach the University Curriculum Committee.

1. If the administrative oversight is provided by only one (1) dean, then curricular proposals from the Academic Committee shall be sent for review to that college's curriculum committee and then to the University Curriculum Committee.

2. If the administrative oversight is provided by an Administrative Oversight Committee, then curricular proposals from the Academic Committee shall be sent for review to each of the college curriculum committees for the colleges having deans (or their designees) on the Administrative Oversight Committee. Any one of these college curriculum committees may forward the proposal, together with the results of the reviews from all participating college curriculum committees, to the University Curriculum Committee.

3. If the number of college curriculum committees involved makes it advisable, the code may include the formation of a Liaison Committee whose members serve as liaisons to their respective college curriculum committees with regard to curricular proposals coming from the Academic Committee.

~~m.n.~~ If the Special Academic Unit houses undergraduate programs of study, the code shall include a description of the appointment of academic advisors.

~~n.o.~~ If the Special Academic Unit houses graduate programs of study, the code shall include a description of the appointment of graduate advisory committees for graduate students.

~~o.p.~~ If the Special Academic Unit houses courses, the code shall specify the procedures by which students may appeal academic decisions of their instructors. These procedures shall comply with guidelines approved by Faculty Council (see Section I.7).

#### **E.4.2 Selection of Faculty (updated November 23, 2015)**

a. Selection of tenure track and tenured faculty members is a responsibility of individual departments, but must be made within the spirit and intent of University policy. Specific hiring procedures employed within the department shall be included in the departmental code. Confidentiality during the hiring process must be maintained to the extent required by law. However, all members of the search committee, as well as other personnel involved in employment recommendations, shall have access to the complete information contained in all applicants' files. Recommendations at each level (department, department head, and dean) shall be reversed at higher levels only for compelling reasons that shall be stated in writing to each of the recommending bodies.

b. Selection of non-tenure track faculty members is a responsibility of individual departments or Special Academic Units, but must be made within the spirit and intent of University policy. Specific hiring procedures employed within the department/Special Academic Unit shall be included in the departmental/Special Academic Unit code. Confidentiality during the hiring process must be maintained to the extent required by law. However, all members of the search committee, as well as other personnel involved in employment recommendations, shall have access to the complete information contained in all applicants' files. Recommendations at each level (department/Special Academic Unit, department head/Special Academic Unit director, and dean(s)) shall be reversed at higher levels only for compelling reasons that shall be stated in writing to each of the recommending bodies.

**Rationale:**

During 2015, the Committee on Faculty Governance conducted a survey on Manual language related to Special Academic Units (SAUs) as requested by the Chair of Faculty Council. The results of the Survey have been widely distributed to all stakeholders. The survey revealed a number of issues with current practices regarding the establishment and operation of SAUs. Some of these issues are related to language about SAUs in the Manual. The suggested changes address these issues

**Discussion:**

Tim Gallagher (Department of Finance and Real Estate): Don't we require a 2/3 vote for Section C changes?

Stromberger: Yes. Stromberger asked if there were any objections to split the proposal into two separate motions. No objections were heard.

Concern: Without limitations re: how many faculty they can hire, there isn't control that regular tenure-track faculty have to adhere to\

Stromberger: We have to stick to the discussion before us.

J. Rockey Luo (CoE): Suggestion that we should include or discuss code items to limit size of academic unit. Can the SAU be developed to offer alternative CSU degrees that may not...?

Stromberger: Are you suggesting that we make changes to the revisions, or discuss separately? Do we have any discussion related to Section C.2.8?

CW Miller (CVMBS): Department heads told Miller to bring forward the NTTF in SAU's would not have mentoring and be put in jeopardy.

Estep: Worried about NTTF being vulnerable in the SAU; second concern related to issue of whether there are limits to NTTF being hired on SAUs, or the workload. NTTF are often viewed as being more cost efficient but his is somewhat misleading because there are many dimensions. NTTF has very specific assignments but usually don't work outside of some dimensions. Faculty has to do more things...if your department has more NTTF, there is more service aspects that get dumped onto faculty. The intent of the language of the motion is related to NTTF is WITHIN an SAU. Should we have SAUs?

Ray Hogler (Management): Can you clarify reappointment procedures for NTTF?

Estep: I believe I cut and pasted the *Manual* and used what the departments have now. There was no intent to change from what already exists.

Stromberger: Anyone wish to speak in support of the motion?

Provost Miranda: I would like to echo what Don was saying in that this language is to protect NTTF more. If a NTTF is hired into an SAU, their supervisor may still be in a different department. The language is to be the director of the SAU rather than the department. As to question re: reappointment procedures: 1) NTTF hired for short-term assignments; 2) Open-ended offer/appointment letters; 3) Multi-year contract. There is an end date and the contract would need to be executed/renewed again.

Sue Doe (English) First part, temporary contract. It's not a contract. There are many people that should be on the multi-year contract.

Miranda: Whether short-term or long-term, it is a legal contract.

Stromberger: Let's return to the current motion. Any further discussion?

Estep: The director will have to do the annual evaluation, not the department head.

Jen Aberle (NTTF): There is, in fact, no infrastructure, except around senior appointments. The broader issue is that we are talking about using the word "protection" when discussing "at will people who have no grievance process. There should be oversight by the person who is supervising the NTTF.

Stromberger asked for a vote on Section C. It passed with 2/3 required vote.

Stromberger: We have not had a discussion on Section E.4.2 yet. Section E.4.2 relates to selection to faculty. Parallel to oversight above. This is language regarding how to hire NTTF into SAU's. Any discussion?

No discussion.

Faculty Council unanimously approved the proposed revisions.

6. Proposed revisions to the Preface of the *Academic Faculty and Administrative Professional Manual* –APC

Katie Brayden, acting Chair for APC, moved that Faculty Council approve the following preface amendments:

The Administrative Professional Council MOVES THAT THE PREFACE TO THE *ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL*, FIFTH PARAGRAPH, BE AMENDED AS FOLLOWS:

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

Unless a proposed change or addition to this Manual is necessitated by action of the Board or the Colorado General Assembly, it must be approved by the Faculty Council prior to submission to the Board in accordance with the procedure in Section C.2.2.e of this Manual. Proposed changes or additions to Manual sections that apply to administrative professionals ~~shall be submitted to the Chair of the Administrative Professional Council for the purpose of giving the Administrative Professional Council a~~

~~change for review and feedback~~ are subject to the approval of the Administrative Professional Council prior to action by Faculty Council.

**Rationale:**

The Manual is a codification of important policies, privileges and benefits, and helpful information that governs and serves the interests of both faculty and administrative professionals at CSU. As a shared resource, the Manual should fully reflect and further the principle of shared governance between these two groups. Sections of the Manual that affect the rights, privileges, and interests of administrative professionals should have the full support and approval of the representative body for these members. The Administrative Professional Council should be afforded the role and responsibility of approving new provisions and changes to those sections that impact Aps

Faculty Council unanimously approved the revisions to the preface.

7. Proposed revision to Section F.3.16 Parental Leave and Catastrophic Circumstances Leave of the *Academic Faculty and Administrative Professional Manual* – CoRSAF

William Hanneman, Chair-CoRSAF, moved that FC approve the following changes to F.3.17. :

SUBJECT: Proposed revision to Section F.3.16 Parental Leave and Catastrophic Circumstances Leave of the *ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL*

The Committee on Responsibilities and Standing of Academic Faculty MOVES THAT SECTION F.3.16 OF THE *ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL* BE AMENDED AS FOLLOWS:

Additions are underlined, and deletions are indicated by strikeouts.

F.3.16 Parental Leave and Catastrophic Circumstances Leave (~~This leave effective May 23, 2013~~) (last revised August 7, 2015)

Academic Faculty, Administrative Professionals, Post-Doctoral Fellows, Veterinary Interns and Clinical Psychology Interns with an appointment of at least half-time (50%) or greater ~~who satisfy the eligibility requirements for Short Term Disability (STD)~~ are eligible for Parental Leave (see the ~~Academic Faculty and Administrative Professional Benefits and Privileges Handbook~~). An employee who is not in a regular, paid employment status (~~for example, during a sabbatical or other such absence~~) or ~~9-month employees during summer session appointments~~ are ~~is~~ not eligible for this leave.

An employee becomes eligible for Parental Leave upon becoming a parent or legal guardian of a child. Parental Leave is not available during the period preceding the birth or placement for



adoption, even if absences are due to the expected arrival. Foster care placement is not included; however, foster care as part of adoption is included. Employees may use other types of accrued leave (such as Sick Leave or Annual Leave), as applicable, for absences during such periods. Only one Parental Leave benefit per employee is available per birth or adoption. The number of children born or adopted (e.g., twins) does not increase the amount of the Parental Leave benefit. (If both Parents are employees, each is entitled to use his or her Parental Leave benefit for the same event).

Parental Leave consists of 3 work weeks of paid time off, in addition to the employee's accrued Sick Leave and Annual Leave (and any Short Term Disability (STD) benefits to which the birth mother is entitled), to be used for the purpose of a new parent to caring care for and bonding bond with the child. Parental Leave may be taken anytime within the first year after delivery/placement or adoption, and it runs concurrently with (is considered part of) Family Medical Leave (FML) if the employee has remaining FML entitlement available for the birth or placement for adoption event. Once commenced, Parental Leave must be used in a continuous block (not split into intermittent days off).

Family Medical Leave (FML) provides job protection for an employee for up to 12 weeks of leave for qualifying events (see Faculty and Administrative Professional Manual Appendix 3 for details on FML). ~~It can be combined with use of Sick and/or Annual leave, as appropriate, to provide income replacement for the FML leave period (up to 12 weeks).~~ A combination of Sick Leave, Annual Leave, STD, and 3 weeks of Parental Leave may provide income replacement during FML. If a birth mother does not have sufficient accrued Sick Leave and Annual Leave to cover the STD elimination (waiting) period, Special Leave will be granted with pay. For a non-birth parent, STD does not apply.

This policy is intended to ensure adequate time off for employees who become new parents, and to provide, with a newborn or newly adopted child, in most circumstances, ~~while providing~~ compensation for at least 9 weeks of the birth mother's 12-week FML period (typically ~~6 weeks of STD eligibility plus~~ a combination of Sick Leave, Annual Leave, STD, and 3 weeks of Parental Leave), ~~or 3 weeks for the non-birth parent~~. For adoptive parents, an employee who is the primary caregiver is also eligible for 12 weeks of FML and a minimum of 9 weeks of paid leave, typically a combination of Parental Leave, Sick Leave, and Annual Leave. If Sick Leave and Annual Leave are not sufficient to cover 6 weeks of leave, Special Leave will be granted with pay. As used herein, "primary caregiver" means the one parent who has primary responsibility for the care of a child immediately following the coming of the child into the custody, care and control of the parent for the first time. If the employee is eligible for STD, Parental Leave shall not commence until after STD benefits are exhausted. A non-birth parent or

an adoptive parent who is not the primary caregiver is eligible for 3 weeks of Parental Leave and any accrued Sick Leave and Annual Leave.

~~Parental Leave is not intended to be used to fulfill the STD elimination period of 10 continuous working days of absence. Once taken, Parental Leave must be used in a contiguous block (not split into intermittent days off).~~

Prior notice of the intent to take Parental Leave is required at least 30 days in advance (unless such notice is ~~impossible~~ impractical, in which case, as ~~soon far in advance~~ as possible). ~~Your~~ The employee's supervisor is responsible for timely reporting of Parental Leave, within one month following the return to work date, in accordance with the Leave Reporting Policy in the Human Resources Manual, in order to receive funding from the fringe pool. Illustrative examples of Parental Leave are located in Section 2 of the Human Resources Manual at <http://www.hrs.colostate.edu>.

~~Note: The Parental Leave Policy may be reviewed at [policies.colostate.edu](http://policies.colostate.edu).~~

Rationale: These changes expand the current Parental Leave benefit and incorporate changes in policy negotiated with the federal government. None of the current Parental Leave benefits have been eliminated. The reference to Catastrophic Leave in the title is removed, since this is now Section F.3.17.

Questions:

Antonio Pedros-Gascon (Languages, Literatures and Cultures): Can you explain the situation at the end of the first paragraph?

Hanneman: Worked on by a task force with Richard Eykholt, so I will have Richard answer your question.

Eykholt: The idea of leave is when you are paid and employed, you aren't employed, you aren't paid, so don't need receive leave.

Hanneman's motion was unanimously approved by Faculty Council.

8. Proposed revision to Section F.3.17 Catastrophic Circumstances Leave of the *Academic Faculty and Administrative Professional Manual* – CoRSAF

William Hanneman, Chair-CoRSAF, moved that Faculty Council approve the following proposal:

SUBJECT: Proposed revision to Section F.3.17 Catastrophic Circumstances Leave of the  
*ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL*

The Committee on Responsibilities and Standing of Academic Faculty MOVES THAT SECTION  
F.3.17 OF THE *ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL* BE  
AMENDED AS FOLLOWS:

Additions are underlined, and deletions are indicated by strikeouts.

F.3.17 Catastrophic Circumstances Leave (last revised ~~August 7, 2015~~)

Eligible Employee: Academic Faculty, Administrative Professionals, Post-Doctoral Fellows, Veterinary Interns and Clinical Psychology Interns with an appointment of at least half-time (50%) or greater who are benefits eligible. An employee is not an Eligible Employee during any period in which the employee is not in paid employment status.

Catastrophic Circumstances: An extraordinary, disastrous event or situation that was not reasonably foreseeable, or that resulted from serious illness, and that caused the employee to be unable to work for a period of at least 2 weeks.

Unit Head: The Department Head, Dean, Director, Vice President, or other administrator responsible for making determinations concerning an employee's leave.

~~The Catastrophic Circumstances Leave may be applicable in extraordinary circumstances where an employee has exhausted all available sick and annual leave and suffers an unforeseen event, such as a catastrophic natural disaster or casualty that displaces the employee from his or her home. As well, the Catastrophic Circumstances Leave may be applicable in the case of a serious illness of the employee or employee's immediate family member for which no other accrued leave is available, or similar event. When Catastrophic Circumstances are found to exist, and an Eligible Employee has exhausted all available paid leave, A department or unit head a Unit Head may authorize up to two work weeks of paid or unpaid time off, in the Unit Head's discretion. In the rare case that an employee who is eligible for short term disability (STD) benefits ~~STD~~ does not have enough paid leave to cover the 10-day STD ~~waiting~~ elimination (waiting) period, such paid leave must be granted for the unpaid portion; all other cases are within the discretion of the ~~department head~~ Unit Head. See the Academic Faculty and Administrative Professional Privileges and Benefits Summary for details on short term disability coverage.~~

~~Any leave granted under this policy must be designated as FML Family Medical Leave (FML), as applicable in accordance with federal regulations. This policy is not intended to change or conflict with section F.3.14, Special Leave.~~

1. Determination of Catastrophic Circumstances

The Catastrophic Circumstances in which leave may be granted under this policy are limited to those in which the Eligible Employee, or the employee’s immediate family member (as defined in the Family Medical Leave (FML) policy, Academic Faculty and Administrative Professional Manual, Appendix 3) who lives with the employee or for whom the employee is responsible to provide care, is so severely affected by the catastrophe that the employee cannot reasonably return to work for at least two 2 weeks. Examples of eligible scenarios include but are not limited to:

- a. A natural disaster that substantially damages or destroys the employee’s primary residence or displaces him or her from the home;
- b. A severe injury or illness, as certified by a healthcare provider, that results in the inability of the employee to work.

2. Exhaustion of Other Leave

Before a request for Catastrophic Circumstances Leave may be granted, the Eligible Employee’s Unit Head must determine that the employee has exhausted or is ineligible for all other paid leave benefits, including, but not limited to, sick leave, annual leave, and short- and long-term disability.

3. Maximum Period of Leave

Leave granted under this policy cannot exceed two work weeks and must be taken contiguously, and runs concurrently with FML if applicable. Leave is not prorated beyond the two weeks for employees who are half-time, but not full-time. Leave may be granted only for so long as the Catastrophic Circumstances continue to exist.

4. Effect on Other Leave

a. Leave without Pay (LWOP): An employee who is granted Catastrophic Circumstances Leave and remains unable to return to work after such leave is exhausted may be eligible for Leave without Pay, as provided in the Human Resources Manual, Section 2 and the Academic Faculty and Administrative Professional Manual, Section F.3.13.

b. Family Medical Leave (FML): Leave granted under this policy must be designated as FML if the reason for the leave qualifies as FML and the employee is eligible under the FML policy. Catastrophic Circumstances Leave must run contiguously with FML, when applicable. Departments are responsible for reporting FML when it applies.

c. Human Resources can assist unit administrators with Catastrophic Circumstances Leave due to an illness or injury that qualifies for the use of FML, and short or long-term disability.

Rationale: These changes expand the current Catastrophic Leave benefit. None of the current benefits have been eliminated. Clear definitions of terms have also been added, as well as some clarification of the policy.

Hanneman's motion was unanimously approved by Faculty Council.

9. Proposed revision to Section E.9 of the *Manual* – CoRSAF

The Committee on Responsibilities and Standing of Academic Faculty

MOVES, THAT Section E.9 OF THE *ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL* BE REVISED AS FOLLOWS:

Please note the language: additions underlined, deletions ~~overseored~~.

**E. 9 Faculty Productivity** (*last revised February 14, 2014*)

Decisions concerning tenure, promotion, and merit salary increases are linked to the faculty member's productivity in teaching and advising, research and other creative activity, and University and professional service. Merit salary increases may also take into consideration positive behaviors that benefit the academic unit, as well as negative behaviors that resulted in disciplinary action, through the E.15 process, including a letter of reprimand. Each academic unit must establish expected levels of productivity for the unit in each of these areas. Productivity is assessed by relating the effort expended to the outcome, in terms of effectiveness, impact, and documentation of the activity. Effort distribution is the allocation of effort into particular areas of responsibilities. Workload describes the professional responsibilities of the faculty. The responsibilities of faculty members for each of these activities will vary, depending upon the mission and needs of the academic unit and the expertise and interests of the faculty. The University recognizes that a faculty member's activities may change over a career and is committed to the use of differentiated responsibilities for individual faculty. Hence, in the evaluation process, reasonable flexibility should be exercised, balancing, as the case requires, heavier responsibilities in one (1) area against lighter responsibilities in another.

Decisions regarding tenure, promotion, and merit salary increases based on productivity must be consistent with, and based upon, the effort distribution established for each faculty member. The department code shall define the general expectations of effort distribution regarding teaching and advising, research and other creative activity, and service responsibilities in terms of the academic mission of the department. Where appropriate and consistent with the academic mission of the department, the department code should define outreach/engagement expectations and how those expectations are addressed in the faculty member's teaching, research, and/or

service effort distribution. During the probationary period and following tenure in the years leading to full professor, there may be a need for changes in the workload and effort distribution originally established at the time of hiring or at the time of tenure and promotion to associate professor. These changes shall be negotiated between the faculty member and the department head (E.9.1, E.9.2). In this event, since promotion and tenure decisions are linked to the faculty member's productivity in line with effort distribution and workload, the promotion and tenure committee or a subcommittee thereof shall provide input in writing to the department head regarding the extent to which these changes may affect progress toward tenure. Following any negotiated changes, these changes and the committee's response, shall be clearly articulated in writing by the department head to the faculty member.

### Rationale

The Manual clearly delineates separate processes for evaluating faculty performance and for addressing negative behaviors. This protects individual faculty from having their performance evaluation affected by non-performance factors (such as behavior). Instead, serious behavioral issues<sup>1</sup> are address separately, through the Disciplinary Action/E.15 process. Disciplinary actions include one action that does not require a Hearing (letter of reprimand), but all other disciplinary actions require a Hearing and are viewed as “nuclear” actions – reassignment of duties, suspension without pay, reduction in pay, loss of tenure, or termination – and therefore are rarely pursued.

While faculty should be protected from having serious behavioral issues affect their performance evaluation, a balance is needed to include additional, non-nuclear options for addressing behavior. Section E.9 currently states that merit salary increases are “linked” to faculty productivity, but is vague on other factors that can be considered.

The proposed revision makes it clear that decisions regarding merit salary increases can take into consideration both productivity **and** behavior (both positive and negative). For negative behavior to impact merit salary increases, the behavior must be serious enough to trigger Disciplinary Action through the E.15 process, including a letter of reprimand. This revision will provide a new option to manage serious, negative behaviors without necessarily resorting to the formal Hearing process in E.15.

---

<sup>1</sup>Defined in E.15 as “b. Behavior of the Tenured Faculty Member that (1) presents significant risk to the safety or security of members of the University community (e.g., violence) and/or (2) represents a serious violation of ethics (see Section D.9) and/or University policy (including, but not limited to, unlawful discrimination, research misconduct, harassment, retaliation, or misappropriation of funds)”.

Makela (School of Education): Concerned if action is against the department head and the department head is making decisions on salary for faculty.

Eykholt: You're talking about a retaliation scenario. A letter of reprimand is grievable. If there has been a letter of reprimand, it can go to a hearing. This increases the protection because now department chairs can shoehorn instead of separating out the process. This says, if you are going to dock someone's pay, you have to go through F.15 first.

Robert Keller (Economics): There are no examples.

Mary Meyer (Statistics): If someone in the department wants something different, and criticizes the chair, or associate chair, that could be interpreted as negative behavior, but you were really just expressing your opinion. My sense is that if somebody says I should have gotten a bigger raise and you possibly didn't because you didn't have positive behavior.

Eykholt: What you're describing happens now. Right now department chairs are limited on negative behavior. Trying to limit negative behavior without going through a formal process.

Ross McConnell (Computer Science): I don't recall about faculty being evaluated on behavior.

Eykholt: Under annual evaluations, that is based on teaching, research and service. This document is about merit salary increases and limiting the ability to punish people on a salary increase. Annual evaluations and merit salary increases are not exactly the same thing.

Pedros-Gascon: Rewarding people on good behavior, but minimizing the order.

Stromberger: We could move ahead with a vote and motion to table this proposal and refer it back to the committee.

McConnell: What I don't understand is why weren't the issues to protect people--why wasn't this separated with rewarding people.

Eykholt: The actual intention of this was to limit the disciplinary behavior. Positive behavior was put in to be positive. If you don't like the positive behavior remarks, we can take it out.

Stromberger: What would the body like to do? Vote, or motion to amend?

Keller moved to table and go back to committee.

Hogler seconded Keller's motion.

Makela: Sort out and make it clearer.

Meyer: Revise to state that if you are discriminated, you need to go through F.15 process.

Page 24 – Faculty Council Meeting Minutes  
May 3, 2016

Stromberger: All those in favor of referring the proposal back to CoRSAF?

Proposal referred back to committee.

Stromberger adjourned the meeting 5:38 p.m.

Mary Stromberger, Chair  
Stephanie Clemons, Vice Chair  
Rita Knoll, Executive Assistant



ATTENDANCE  
**BOLD INDICATES PRESENT AT MEETING**  
UNDERLINE INDICATES ABSENT AT MEETING

**Agricultural Sciences**

<u>Gregory Perry</u>	Agricultural and Resource Economics	2016
<u>Stephen Coleman</u>	Animal Sciences	2018
<u>Scott Nissen</u>	Bioagricultural Sciences & Pest Management	2018
<b>Bradley Goetz</b>	Horticulture & Landscape Architecture	2016
<b>Francesca Cotrufo</b>	Soil and Crop Sciences	2017
<u>Milt Thomas</u>	College-at-Large	2016
<b>Jason Ahola</b>	College-at-Large	2017

**Health and Human Sciences**

<b>Stephanie Clemons</b>	Design and Merchandising	2016
<b>Brian Tracy</b>	Health and Exercise Science	2018
<b>David Sampson</b>	Food Science and Human Nutrition	2016
<b>Allison Bielak</b>	Human Development and Family Studies	2018
(Substituting for Lisa Daunhauer – Sabbatical)		
<b>Scott Glick (excused)</b>	Construction Management	2017
<b>Barb Hooper</b>	Occupational Therapy	2017
<b>Tom Chermak</b>	School of Education	2018
<b>Jennifer Portz</b>	School of Social Work	2016

**Business**

<b>Margarita Lenk</b>	Accounting	2016
<b>Stephen Hayne</b>	Computer Information Systems	2018
<b>Timothy Gallagher</b>	Finance and Real Estate	2016
(Substituting for Patricia Ryan-Spring 2016-Sabbatical)		
<b>Ray Hogler</b>	Management	2018
(Substituting for Troy Mumford Fall 2015)		
<b>Tuba Ustuner</b>	Marketing	2018

**Engineering**

<b>Russ Schumacher</b>	Atmospheric Science	2018
<b>Qiang (David) Wang</b>	Chemical and Biological Engineering	2016
(Substituting for Travis Bailey – sabbatical)		
<b>Rebecca Atadero</b>	Civil and Environmental Engineering	2018
<b>Steve Reising</b>	Electrical and Computer Engineering	2016
<u>Azer Yalin</u>	Mechanical Engineering	2017
<b>J. Rockey Luo</b>	College-at-Large	2016
<u>Jose Chavez</u>	College-at-Large	2016
<u>Ted Watson</u>	College-at-Large	2018

**Liberal Arts**

<b>Michael Pante</b>	Anthropology	2017
<b>Marius Lehene</b>	Art	2017

Page 26 – Faculty Council Meeting Minutes

May 3, 2016

<b>Elizabeth Williams</b>	Communication Studies	2016
<b>Robert Keller</b>	Economics	2016
<b>Sue Doe</b>	English	2018
<u>Ernesto Sagas</u>	Ethnic Studies	2017
<b>Antonio Pedros-Gascon</b>	Languages, Literatures and Cultures	2018
<b>Adrian Howkins (excused)</b>	History	2017
<b>Jangyul Kim</b>	Journalism and Technical Communication	2017
<b>Gary Moody</b>	Music, Theater, and Dance	2016
TBD	Philosophy	2018
<b>Kyle Saunders</b>	Political Science	2018
<b>Ken Berry</b>	Sociology	2016
<b>Eric Aoki</b>	College-at-Large	2016
<u>Mohammed Hirchi</u>	College-at-Large	2017
<b>Jared Orsi</b>	College-at-Large	2018
<b>Angela Christian</b>	College-at-Large	2018
<b>Lori Peek</b>	College-at-Large	2018
<b>Natural Resources</b>		
<b>Monique Rocca</b>	Ecosystem Science and Sustainability	2017
<b>Julie Savidge</b> (thru Spring 2016)	Fish, Wildlife, & Conservation Biology	2016
<b>Maria Fernandez-Gimenez</b>	Forest and Rangeland Stewardship	2017
<b>William Sanford</b>	Geosciences	2017
<u>Stuart Cottrell</u>	HDNR in Warner College	2017
<b>Natural Sciences</b>		
<u>Tom Santangelo</u>	Biochemistry and Molecular Biology	2016
<u>Melinda Smith</u>	Biology	2018
<b>George Barisas</b>	Chemistry	2017
<b>Ross McConnell</b>	Computer Science	2016
<u>Iuliana Oprea</u>	Mathematics	2017
<u>Mingzhong Wu</u>	Physics	2017
<b>Zinta Byrne</b>	Psychology	2016
<b>Mary Meyer</b>	Statistics	2016
<u>Ed DeLosh</u>	College-at-Large	2017
<u>Christos Papadopoulos</u>	College-at-Large	2016
<u>Janice Moore</u>	College-at-Large	2018
<b>Brad Conner</b>	College-at-Large	2018
<b>Alan Van Orden</b>	College-at-Large	2018

**Veterinary Medicine & Biomedical Sciences**

<b>Elaine Carnevale</b>	Biomedical Sciences	2016
<u>Howard Seim</u>	Clinical Sciences	2016
<b>Lucas Argueso</b>	Environmental & Radiological Health Sciences	2017
<b>Alan Schenkel</b>	Microbiology, Immunology and Pathology	2018
<b>Ryan Ferris</b>	College-at-Large	2017
<u>Gerald Callahan</u>	College-at-Large	2017
<u>Pete Hellyer</u>	College-at-Large	2016
<u>David Gilkey</u>	College-at-Large	2016
<u>E.J. Ehrhart</u>	College-at-Large	2016
<u>DN Rao Veeramachaneni</u>	College-at-Large	2016
<b>C.W. Miller</b>	College-at-Large	2018
<u>Stuart Tobet</u>	College-at-Large	2018

**University Libraries**

<b>Nancy Hunter</b>	Libraries	2017
<b>Rachel Erb</b>	At-Large	2016

***Ex Officio* Voting Members**

<b>Mary Stromberger</b>	Chair, Faculty Council/Executive Committee	2016
<b>Stephanie Clemons</b>	Vice Chair, Faculty Council	2016
<b>Paul Doherty, Jr.</b>	BOG Faculty Representative	2016
<b>Don Estep, Chair</b>	Committee on Faculty Governance	2016
Todd Donavan, Chair	Committee on Intercollegiate Athletics	2016
Jerry Magloughlin, Chair	Committee on Libraries	2016
<b>Jennifer Aberle</b>	Committee on Non-Tenure Track Faculty	2016
<b>Bill Hanneman, Chair</b>	Committee on Responsibilities & Standing of Academic Faculty	2016
Donald Samelson, Chair	Committee on Scholarship Research and Graduate Education	2016
Liba Pejchar, Chair	Committee on Scholastic Standards	2016
Katharine Leigh, Chair	Committee on Strategic and Financial Planning	2016
<b>Anton Betten, Chair</b>	Committee on Teaching and Learning	2016
<b>Eric Prince, Chair</b>	Committee on University Programs	2016
<b>Carole Makela, Chair</b>	University Curriculum Committee	2016

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

Anthony Frank	President
<b>Rick Miranda</b>	Provost/Executive Vice President
Brett Anderson	Vice President for Advancement
Mary Ontiveros	Vice President for Diversity
Louis Swanson	Vice Provost for Engagement/Director of Extension
Robin Brown	Vice President for Enrollment and Access
<b>Dan Bush</b>	Vice Provost for Faculty Affairs
Patrick Burns	Vice President for Information Technology/Dean Libraries
Jim Cooney	Vice Provost for International Affairs
Tom Milligan	Vice President for Public Affairs
Alan Rudolph	Vice President for Research
Blanche M. Hughes	Vice President for Student Affairs
<b>David Gilkey</b> (Interim) (excused)	Vice Provost for Undergraduate Affairs
Amy Parsons	Vice President for University Operations
Ajay Menon	Dean, College of Agricultural Sciences
Jeff McCubbin	Dean, College of Health and Human Sciences
Beth Walker	Dean, College of Business
David McLean	Dean, College of Engineering
Jodie Hanzlik	Dean, Graduate School
Ann Gill	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
Toni-Lee Viney	Chair, Administrative Professional Council