

To Faculty Council Members: Your critical study of these minutes is requested. If you find errors, e-mail immediately to Amy Barkley.

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

MINUTES
Faculty Council Meeting
May 4, 2021 – 4:00pm – Microsoft Teams

CALL TO ORDER

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

Chair Doe: Welcomed members to the last Faculty Council meeting of the semester. We have a full agenda, with three discussion items at the end of our meeting. We may go over our time.

FACULTY COUNCIL AGENDA ITEMS:

I. FACULTY COUNCIL AGENDA – May 4, 2021

A. ANNOUNCEMENTS

Chair Doe: In months past we have had a faculty presenter, typically at the end of our meetings. Had decided not to do this the past few meetings due to how full our meetings were. We have a faculty presenter today and will start with her.

Chair Doe: Introduced Erika Osborne. Osborne is an associate professor of art. Received BFA from University of Utah and MFA from University of New Mexico. Osborne’s artwork deals with cultural connections to place and environment. She has exhibited nationally and internationally with over 10 solo exhibitions and over 70 group exhibitions in recent years, including shows at Carnegie Museum of Art, Nevada Museum of Art and Taqwa Institute. Osborne is currently represented by Bershawn Gallery in Denver and has been a recipient of numerous grants and awards, including a Fulbright to Mexico. Work has been highlighted in three books surveying the evolution of land and environmental art in the West. Has also been featured in regional and international publications. Osborne is dedicated to University-level art education as an associate professor in the Department of Art and Art History. Osborne teaches all levels of painting along with an interdisciplinary field course for artists called Art and Environment.

Erika Osborne: Thanked Chair Doe and Faculty Council. Have done artistic investigations for nearly two decades that have been centered on forests and deserts of the western United States.

Osborne: When we reflect on forests in the contemporary West, we confront reality of wildfires. The large-scale fires we see are largely a product of our own making, stemming from fire suppression policy, timber in the early 20th century, human-induced climate change and our desire to live in these beautiful places that are fire-prone. Have spent quite a bit of time looking at fire and forest ecology and forest management policy and culture. We are at a critical moment where

we need to look at alternatives to the way that we have engaged fire for the last century. Feels that art can play a role in changing what is largely a cultural and political sentiment.

Osborne: Discussed art that was done while in Sierra de la Laguna in Baja California Sur. Had received a Fulbright U.S. Scholar Fellowship to spend nine months there. Was interested in looking at how different political systems, different cultural interests, population densities and a relatively new management strategy might affect this particular forest and its relationship with fire. The CSU Todos Santos Center coordinated an introduction to the director of the Biosphere Reserve, was able to work in their office and with ranchers in the area. Noted that ranchers in this area used fire daily and that they were interested in a prescribed burn plan.

Osborne: Posed questions about how we can cultivate a healthy relationship with wildfire on a macro scale and what that would look like. Encouraged members to reach out if they have questions and directed people to her website: www.erikaosborne.com.

Chair Doe: Thanked Osborne for the presentation. Beautiful work. Important to be reminded as we go into fire season of its destructive power and of its restorative powers and how important the entire ecosystem is and that artists are involved in the conversation.

1. Next Faculty Council Meeting – September 7, 2021 – Location TBD – 4:00pm

Chair Doe: Our next Faculty Council meeting is scheduled for September 7, 2021. We are still working out whether we will be face-to-face or virtual. Believe there is a good chance we may still be meeting virtually but will discuss this as things clarify more.

Chair Doe: Wanted to mention the Employee Appreciation Week. There is a [coupon](#) being provided by the employee councils and the President’s Office. Gesture of appreciation for all the hard work this year, it is deeply appreciated.

Chair Doe: May have seen the [SOURCE article](#) about the Vision Zero initiative. People involved with the Transportation Committee and Facilities Management have indicated that it would be helpful for everyone to understand this initiative. Vision Zero is intending to address transportation and safety on campus.

Chair Doe: Wanted to give congratulate the Libraries in their success in renegotiating the contract Elsevier. The Colorado Association of Research Libraries was able to negotiate a competitive contract. CSU Libraries, along with other libraries in the Colorado Association of Research Libraries system, successfully negotiated a 15% discount from the previous contract.

2. Duo Authentication Update – Vice President Brandon Bernier

Vice President Brandon Bernier: Thanked Chair Doe and Faculty Council for giving them time to discuss this today. The reason we use Duo is to protect us from cyber security events on campus. Have been seeing a rise in “bad actors” across higher education. In these cases, people are trying

to use your username and password to get access to campus resources. The best way to get around this is to expand the use of Duo. Wanted to talk a little bit about that expansion.

Steve Lovaas: Two-factor authentication asks for additional information when you log in, but it will not be every time. We are putting Duo in front of Microsoft 365 services, which includes email and the online applications and storage. It will be a flurry of requests the first time you log into each of these applications from a device, but you will not have to do it again unless you change something like browsers, device, or passwords. Central IT has been using Duo for Office 365 access for a year to make sure we understand the impacts. Most faculty and administrative professionals already have a device registered and we will help others implement.

Dave Hoffman: On June 1st, all people who have a registered second-factor device will need to re-log in. Encouraged those that do not have a registered device to get one. Stated that if you don't have a registered device, you will not be locked out and they will still be able to access all those services. We are looking to make this mandatory for everyone in the fall, likely around October. Encouraged members to get a second device besides a phone in case. Suggested a token from RamTech that generates a six-digit code.

Hoffman: There was an article in SOURCE about this. We have been working with campus communications and many others to get the word out. Will start seeing requests to re-authenticate on June 1st if you have a registered device and will need a second-factor device to get into email and Teams in the Microsoft environments.

Chair Doe: Thanked Lovaas, Hoffman, and Vice President Bernier. Asked: Are there any questions from the floor?

William Sanford: Asked in the chat how this will affect teaching.

Hoffman: For teaching, this is not in front of Canvas, so it will not affect people getting into Canvas. It will affect students accessing Microsoft Stream, so the first time they access that application they will need to use their two-factor authentication.

Jason Bernagozzi: Asked in the chat: How can we make this cost-efficient for students with little means?

Hoffman: Have reached out to Joe Donnelly in the Office of Financial Aid. They are set to work with students that need a little financial help and will help them get a token or some other device.

Seonil Kim: Asked in the chat how this will work in and out of the country.

Lovaas: Given the variety of forms you can use to deliver the prompt for second-factor authentication, such as a phone call or with internet connection on your mobile device, the application will still be able to work. For stability and predictability, if going out of the country a lot, suggested visiting RamTech to get a device that will provide a code no matter where you are.

Hoffman: Recommended that members visit the website www.duo.colostate.edu. There are a lot of FAQ instructions.

B. MINUTES TO BE APPROVED

1. Faculty Council Meeting – April 6, 2021

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

Jennifer Peel: Sent some corrections by email.

Chair Doe: Hearing no further corrections, requested a motion.

Wes Kenney: Moved.

Faculty Council minutes from April 6, 2021 approved with minor corrections from Peel.

Additional minor corrections were sent by email following the meeting by Silvia Canetto and Linda Meyer. Corrections were noted and made.

C. PRESIDENT’S REPORT – President Joyce McConnell

Chair Doe: Welcomed President Joyce McConnell. Thanked her for being present at nearly all our Faculty Council meetings this year. Have gained a lot from regular updates.

President Joyce McConnell: Thanked Chair Doe. Knows that the coffee rewards are not enough to tell everyone what an amazing job you have done this year and how much we appreciate everything you have done. Thanked members for having her at the Faculty Council and Executive Committee meetings. Expressed appreciation for being able to participate.

President McConnell: The Chancellor consulted with all of the CSU Presidents last week and the Board made the decision to require COVID vaccinations for all students, faculty, and staff for Fall 2021. Policy is dependent on FDA approval of vaccines and our adherence to exemptions, which are medical, religious, and personal. A link to the [announcement](#) was posted in the chat.

President McConnell: The Pandemic Preparedness Team has since announced [broad guidance](#) for summer and fall activities, including lifting of employee travel restrictions. Human Resources, the Office of Equal Opportunity and the Pandemic Preparedness Team met with the leadership team regarding the lifting of these restrictions. There will be a [Town Hall](#) Friday, May 7th for students and parents, and another on May 13th for employees.

President McConnell: Among the information shared this morning was a [public health information guide](#). This has been shared with the entire community by email. This is also available on the COVID website.

President McConnell: Many have seen the strong work of the University Communications team on public health messaging and the social norming campaign featuring Cam the Ram. Vice President Yolanda Bevill is engaging a marketing firm to assist in developing CSU messaging that highlights our uniqueness. Vice President Bevill is working closely with Vice President Leslie Taylor's team on enrollment materials.

President McConnell: Happy to announce that Sam Halabi is joining the Office of the Vice President for Research leadership team. Halabi is coming as the Senior Associate Vice President for Health Policy and Ethics. He is a distinguished scholar in health law and policy and international relations. Also holds a faculty position at the Colorado School of Health. A link to the [SOURCE story](#) was posted in the chat.

President McConnell: The Office of the Vice President for Research has also named Kimberly Cox-York as the Research Integrity Officer. Will continue Ellen Fisher's work on integrity, misconduct, and conflict management. A link to the [SOURCE story](#) was posted in the chat.

President McConnell: Thanked everyone for their participation in the diversity, equity and inclusion inventory. Reported that that form is now closed. Encouraged members to reach out to Ria Vigil if their department missed the deadline. Will work to ensure that information is included. Reminded members that the DEI inventory was our first step in strategic transformation in terms of our training around DEI.

President McConnell: [Proposals](#) are now being accepted for the 2021 Diversity Symposium. More information can be found on Vice President for Diversity website under symposium tab.

President McConnell: The robust leadership search that is happening right now is for the [Vice President for Diversity and Inclusion](#). Dean of Libraries Karen Estlund is chairing the search committee. The committee is interviewing candidates. We hope to have two to four finalists interview the week of May 24th. More information will be coming soon to hold times for open forums and meetings with those candidates. Hope people will have opportunity to participate. This is a key position for the University, and we want your feedback.

President McConnell: Dean of the College of Health and Human Sciences, Lise Youngblade, reports that we are conducting phone interviews with six semi-finalists for the position of Associate Vice President for Engagement and Extension. We anticipate final interviews in mid-May and will advertise those open forums. Encouraged members to participate if able.

President McConnell: For Rams Read, we are doing the book ["The Color of Food: Stories of Race, Resilience and Farming"](#). Reported that it is available for electronic check-out from the CSU Libraries. Encouraged members to look at the book and see if they can include it in syllabus in some way in the fall or the spring. The book is accessible for us and our students. The book raises significant issues around agriculture and resilience. The author, Natasha Bowens, will be coming to campus in the fall.

President McConnell: Will be providing a high-level preview of Courageous Strategic Transformation to the Board of Governors this week. The Board has requested a high-level view

of the framework. More details will be presented at the June Board meeting. Vice President Jenelle Beavers is continuing to meet with groups to receive feedback, including the University Distinguished Teaching Scholars. Will be happy to report back to Faculty Council in September on how far we have come. Will get information to Chair Doe following the May Board meeting.

Chair Doe: Directed members' attention to the various links and items posted in the chat. Encouraged them to take a look. Asked if there were any questions for President McConnell.

Antonio Pedros-Gascon: Believe that today the reporting portal for athletics and student athletes came into action. Congratulated President McConnell for this. Would like to know if there are any victims advocates on the President's Commission for Climate in Athletics.

President McConnell: We do not have any advocates on the committee itself right now. Vice President Diana Prieto is on committee, many people on committee have experience. Point of committee is not to provide advocacy but to make sure that students get to the right resources and can do the administrative pieces to get there. Reporting portal is now live. It was announced to athletes and staff and will be re-announced in August when everyone is back on campus.

Moti Gorin: Thanked President McConnell, has been helpful to have the President with us. Had a question related to budget. We were given a survey about certain tradeoffs. Asked if the President could continue to keep faculty involved, but especially involved earlier so that we can have a say in designing those tradeoffs. Can help put recommendations forward.

President McConnell: Thanked Gorin for the feedback. Have heard this from other people as well, good to think about in terms of anything we do going forward. Stated that Vice Provost James and Chair Doe participated in the Executive Leadership Team meetings and a way to proceed may be to have meetings and strategize with Chair Doe and Vice Provost James about what we can do to engage faculty more and earlier in those conversations.

Chair Doe: Stated that she would be happy to participate in such a discussion. Hearing no further questions, thanked President McConnell.

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

Provost Mary Pedersen: Fall enrollment is looking good. Believe the messaging that went out at the end of last week made a significant difference. Applications are up by an 8% increase compared to last year, we have an increase of 15% in admitted students compared to last year. Exciting thing is that our deposits are up. We are also seeing an increase in transfer student applications and those deposits are on track. Deposits to date have not exceeded 14% compared to last year in 2020. We have 5,755 students confirmed with intent to enroll for fall and summer. We have about 59% that have signed up for orientation and housing.

Provost Pedersen: Update on fall academic planning. We received the announcement of vaccine mandates last week that will be reviewed at the Board of Governors this week. We are still waiting for final FDA approval. We have been meeting with the Provost's Office, Teaching Continuity

Team, registrars and college offices and departments over the last week planning how to shift the vast majority of the online and hybrid classes to an in-person. We have not changed the schedule, stated that the schedule will stay the same. We are adding capacity, so reducing physical distancing. Will be identifying students that need online courses so we can meet those needs. D. Tobiassen Baitinger and Julia Murphy have been working around the clock with their team to shift a tremendous number of classes. Asynchronous classes will remain online. Department heads and chairs will work with individual faculty on this planning.

Provost Pedersen: Brief update on the Continuing, Contract and Adjunct Faculty Task Force. We will be having a forum on May 5th from 3:00pm to 4:30pm to provide an update on the work being done by this task force. Thanked the task force for their continued work to provide progressive improvements for all faculty. The panelists tomorrow will include President McConnell and co-chairs Vice Provost Susan James and Alex Bernasek, professor of economics.

Chair Doe: Commented in the chat that she would also like to thank the Faculty Council Committee on Non-Tenure Track Faculty for their continued work. These two groups, the Task Force and the Committee on Non-Tenure Track Faculty are both working hard to address the needs and interests of continuing, contract and adjunct faculty and non-tenure track faculty.

Vice Provost Susan James: Stated in the chat that the Committee on Non-Tenure Track Faculty and the Task Force collaborate and have overlap in membership.

Provost Pedersen: Wanted to provide a few accolades:

- University Distinguished Professor Camille Dungy had a poem published in the New Yorker Magazine. “Let Me” is the title of the poem.
- Recognition for retiring University Distinguished Professors:
 - Kate Browne, Anthropology and Geology
 - Don Estep, Statistics
 - Bernie Rollins, Philosophy, Biomedical Sciences, Animal Sciences
 - Wayne McIlwraith, Clinical Sciences
- Two new National Academy of Science members:
 - Jan Leach, Agricultural Biology
 - Robin Reid, Ecosystem Science and Sustainability

Provost Pedersen: Wanted to thank everyone for their incredible work this year. Hoping this is a once in a lifetime event in terms of handling the pandemic. Thanked everyone for the opportunity to join and learn this year. Excited to continue to learn and be a part of the amazing leadership team led by President McConnell in serving all of you. Really admire the shared governance model and look forward to engaging more with it and all of you.

Chair Doe: Thanked Provost Pedersen and for her presence at every meeting. Expressed appreciation for all she has done this year. Asked if there were any questions.

Gorin: Had been hearing earlier that deposits were looking poor in terms of enrollment. Asked: Now that the deposits are up, what role is this playing in our thinking about the budget? Asked: Maybe the cuts will not need to be so severe?

Provost Pedersen: We are very much encouraged by enrollment numbers. We hope it will signal a positive impact on the budget. We will have more clear direction once we present to the Board and have their input.

Gorin: Asked if the Provost's slides could be shared.

Provost Pedersen: Would be happy to share the slides. A link to the slides was shared in the chat.

Chair Doe: Asked if there were any additional questions. Hearing none, thanked Provost Pedersen.

E. UNFINISHED BUSINESS

F. CONSENT AGENDA

1. UCC Minutes – March 26, 2021

Chair Doe: Asked if there were any questions or items to be pulled for consideration.

Hearing none, University Curriculum Committee minutes are approved by unanimous consent.

2. Intellectual Property Task Force Spring 2021 Final Report – Paul Doherty

Chair Doe: We are pulling this item and moving it to the "Reports" section of agenda.

G. ACTION ITEMS

1. Proposed Revisions to Preface and Sections C.2.1.2, C.2.6 and C.2.7 – Committee on Faculty Governance – Steve Reising, Chair

Steve Reising: On behalf of the Committee on Faculty Governance, move to pass these proposed revisions to the Preface and Sections C.2.1.2, C.2.6 and C.2.7 as seen in the agenda packet. This was the result of the Shared Governance Task Force initiated by Chair Doe. Brought to our attention the importance of shared governance and that it needs to be further defined and specified in our Manual. The rationale for this states that shared governance encourages transparency in decision-making, fosters a culture of trust in which expertise is valued and ensures opportunity to voice and consider diverse perspectives and experiences. We ask that Faculty Council consider this proposal in an effort to strengthen and formalize CSU's commitment to shared governance. Reising described the changes as shown in the proposal. The preface helps define shared governance, and then it is added to the code.

Chair Doe: Thanked Reising. Commented that Carole Makela was also on this task force. The task force realized that the term "shared governance" barely existed in the Manual, so there was a felt need to strengthen that language.

Carole Makela: This is putting something in print that was frequently verbalized. That in and of itself is an important reason for giving serious consideration to these proposals.

Chair Doe: Thanked Makela. Asked if there was any further discussion. Hearing none, requested a vote in the chat.

Motion passed. Will be sent to General Counsel for their consideration.

2. Proposed Revision to Section C.2.1.9.3 – Committee on Faculty Governance – Steve Reising, Chair

Reising: On behalf of the Committee on Faculty Governance, move to pass proposed revision to Section C.2.1.9.3 as seen in the agenda packet. This proposed amendment is to extend membership on Executive Committee to continuing and contract faculty who are serving as elected members of Faculty Council. This change is urgently needed based on changes we made last December that went into effect this past February.

Reising: Have received a motion from the Committee on Non-Tenure Track Faculty to change the code in the same section to include the other ten regular standing committees. Am in active communication with Jenny Morse and the Committee on Faculty Governance has already begun considering this motion. Thanked the Committee on Responsibilities and Standing of Academic Faculty, Committee on Teaching and Learning, and the Committee on Strategic and Financial Planning for all their supports. Will be considering this motion in the fall.

Chair Doe: Thanked Reising. Asked if there were any questions or discussion. Hearing none, requested a vote in the chat.

Motion passed. Will be sent to General Counsel for their consideration.

3. Election – Nominations for Standing Committee Representatives – Committee on Faculty Governance – Steve Reising, Chair

Reising: On behalf of the Committee on Faculty Governance, move the academic faculty nominations for Faculty Council Standing Committees as provided in the agenda packet. Noted the typo for Susan Melzer's name.

Chair Doe: Thanked Reising. Requested a vote in the chat.

Motion passed. Standing Committee representatives approved.

Chair Doe: Thanked Reising and the Committee on Faculty Governance for all their work this year. Will look for some new things in the fall.

4. New CIOSU: Center for Ethics and Human Rights – Committee on University Programs – Jose Luis Suarez Garcia, Interim Chair

Jose Luis Suarez-Garcia: On behalf of the Committee on University Programs, move to approve the Center for Ethics and Human Rights as a new CIOSU. Presented a document describing the mission, activities, goals, and individuals that are part of the center. Lumina Albert is here and can also elaborate a bit more about the center.

Lumina Albert: Excited to talk about this proposal. This center is multidisciplinary and collaborative and is something that is very necessary for our campus. We hope to empower a new generation of students and leaders in the field of ethics and human rights.

Chair Doe: Asked if there were any questions from Faculty Council members.

Cynthia Brown: Asked if there were other CIOSUs that were similar or do similar things on campus. Asked: How is this center different from those or is it completely unique?

Albert: Did research on this, had asked around campus whether there was another official center that dealt with ethics and human rights. We found that there was no official center that was engaged in education, research and community engagement. This aligns with CSU's Land Grant Mission. Found this was unique. This was an idea brought forward by a collaboration of ethics researchers and experts from across campus. Proposing that it be housed at CSU and with TILT and the Provost's Office so that it is shared among all colleges.

Suarez-Garcia: Added that the topic of ethics is always there, so talking about ethics and human rights is overlapping to a certain extent. We do not have an official center with this designation and this center might fill this gap.

Chair Doe: Asked: Are there any other questions? Hearing none, requested a vote in the chat.

Motion passed.

5. Revisions to the Graduate and Professional Bulletin: Final Examinations – Committee on Scholarship, Research and Graduate Education – Melinda Smith, Chair

Melinda Smith: On behalf of the Committee on Scholarship, Research and Graduate Education, move that Faculty Council adopt the revisions as outlined in the agenda packet. These are changes to the section about final examinations. The rationale for this is to clarify what the exam should be, what would qualify them for that and then the change to making it so students are able to use the virtual format for final exams, particularly given COVID-19.

Chair Doe: Asked if there were any questions. Hearing none, requested a vote in the chat.

Motion passed. Revisions to the Graduate and Professional Bulletin approved.

6. Revisions to the Graduate and Professional Bulletin: Admissions Requirements and Procedures, Integrated Degree Program and Integrated Degree Program Plus Admissions – Committee on

Scholarship, Research and Graduate Education – Melinda Smith,
Chair

Smith: On behalf of the Committee on Scholarship, Research and Graduate Education, move that Faculty Council adopt these revisions as seen in the agenda packet. This change allows for double counting of graduate level credits between undergraduate and graduate degrees to align our programs, which is the 4+1 program we have with other peer institutions.

Chair Doe: Asked if there were any questions. Hearing none, requested a vote in the chat.

Motion passed. Revisions to the Graduate and Professional Bulletin approved.

7. Revisions to the Graduate and Professional Bulletin: Admissions Requirements and Procedures, Application: U.S. Citizens or Permanent Residents – Committee on Scholarship, Research and Graduate Education – Melinda Smith, Chair

Smith: On behalf of the Committee on Scholarship, Research and Graduate Education, move to Faculty Council adopt the revisions as outlined in agenda packet. Rationale is self-explanatory.

Chair Doe: Asked if there were any questions. Hearing none, requested a vote in the chat.

Motion passed. Revisions to the Graduate and Professional Bulletin approved.

8. Revisions to the Graduate and Professional Bulletin: Admissions Requirements and Procedures, Application: International Students – Committee on Scholarship, Research and Graduate Education – Melinda Smith, Chair

Smith: On behalf of the Committee on Scholarship, Research and Graduate Education, move that Faculty Council adopt the revisions as outlined in agenda packet. Rationale is self-explanatory.

Chair Doe: Asked if there were any questions. Hearing none, requested a vote in the chat.

Motion passed. Revisions to Graduate and Professional Bulletin approved.

Chair Doe: Thanked Smith and the work of the Committee on Scholarship, Research and Graduate Education on their work.

H. REPORTS TO BE RECEIVED

1. Faculty Council Chair Report – Sue Doe

Chair Doe: Wanted to thank the task forces again for their work, specifically the Shared Governance Task Force and the Intellectual Property Task Force. Reported that the Information Technology Task Force has put forward a recommendation to the Committee on Faculty

Governance, who will likely have something for us in the fall to consider. Also wished to thank the RBEI Task Force which completed its work early on Section E and Section C changes. Grateful to that group, have items that will appear before the Board of Governors this week. Wanted to also mention the Presidential Survey Task Force. That report is nearly completed and will be sent to the Board of Governors at their June meeting. Will share with everyone the findings from that survey. More than 500 faculty participated in the survey. Will endeavor to use this method in years to come.

Chair Doe: In addition: hats off to the standing committees. All efforts of the task forces are directed then to appropriate standing committees, which is where the policy work is done. Encouraged members to serve on one if they have not already. The amount of work that is involved fluctuates, but if we all take our turn, then we can truly say we have participated in shared governance. Most of our standing committees invite administrative participation. It is very important, given that, and given the fact that we want to make sure the faculty voice is represented, that we demonstrate a commitment by serving the university in this way. The importance of this cannot be overstated. We need to be prepared to engage and participate.

Chair Doe: We do put this down in our service commitments, but we also know that the service does not sometimes carry the weight in annual reviews and our tenure and promotion package that it should.

Makela: Commented in the chat that the next steps in shared governance are raising the visibility, recognition and reward for service throughout the campus. Stated that this is being considered.

2. Board of Governors Report – Melinda Smith

Smith: Submitted report to the Board of Governors and will be attending their meeting on Thursday, May 6th. Will have more to report after that meeting.

3. Intellectual Property Task Force Spring 2021 Final Report – Paul Doherty

Paul Doherty: Had convened a task force last fall with Tim Gallagher and Stephanie Clemons at the request of Chair Doe. Presented the final report from last semester at the February Faculty Council meeting. Requested volunteers to continue the work of the task force since Gallagher and Clemons retired.

Doherty: The report is in four parts. The first part contains suggested changes to Section J and the Faculty Manual. Of primary importance is updating definition of University Resources. Linda Schutjer from General Counsel will be leading a committee suggesting changes to Section J. That committee has faculty representation, and this report has been submitted to that committee. We are hoping that committee can make some progress this summer.

Doherty: Second part of report suggests that we need to work on some default contract language for teaching contracts. Will need support and leadership from the Provost's Office to make progress there. Third part of the report identifies education needs for our community around

intellectual property, especially as changes are implemented. Khaleedah Thomas is a faculty member in the Libraries, has been leading professional development workshops on copyright issues for faculty. Thomas can help guide our education efforts going forward. The fourth part of the report is a tracking document, tracking the progress on recommendations from the original task force report. This is mostly for accountability to faculty and everyone else.

Chair Doe: Thanked Doherty. Wanted to acknowledge the work of this task force. Have provided an even more detailed report and worked with extraordinary speed. Asked if there were any questions regarding this report. Hearing no questions, requested a vote in the chat to accept this report and place it into the record.

Motion passed. Intellectual Property Task Force Spring 2021 Final Report placed into record.

Chair Doe: Just the start of more work on intellectual property. Expressed appreciation for the work of the committee and look forward to seeing what the next steps will be. Think we can all agree on importance of work. Thanked Doherty for leading this effort.

I. DISCUSSION

1. Graduate Workers Organizing Cooperative Discussion – Marcela Velasco & Stefanie Berganini, PhD Student/Instructor, Anthropology and Geography

Stefanie Berganini: Thanked Faculty Council. Introduced herself, a PhD student and instructor in anthropology and geography. Here to discuss the Graduate Workers Organizing Cooperative and the work we are doing and to ask for your support.

Berganini: The Graduate Workers Organizing Cooperative is an independent organization at CSU with the purpose of advocating for issues that are of concern to graduate workers. One of the most pressing concerns is that the compensation model is unlivable. We have Deans and the Graduate School who recognize the issue and have already started planning various ways we can address this. Showed data provided by Dean Stromberger and Associate Dean Colleen Webb. Analysis compares CSU to other land grant institutions. Our minimum graduate worker stipends are lower than the average of other institutions and our fees are drastically higher. The compensation model has heavy lift costs for graduate workers.

Berganini: We have created a [petition](#) rooted in the data collected by Dean Stromberger and Associate Dean Webb. The intention that as the Board of Governors discusses budget priorities this week that they understand graduate workers and their supporters are demanding changes. The proposed budget includes a 3% increase for graduate workers stipends. While this is a start, it does not go far enough to address the gap caused by a decade of stagnant wages, while fees and cost of living have continued to escalate.

Berganini: We want the upcoming budget to implement a stopgap scenario presented by the Deans. Want to make sure that the proposed fees stopgap starts right away, including international fees. Once the stopgap is implemented, we want CSU to move as quickly as possible towards the

aspirational scenario that the Deans have proposed, and that includes items such as higher minimum stipends and summer support for 9-month contracts. Wanted to clarify that the Deans proposal suggests external funding lines and other financial mechanisms that do not take away from existing staffing or placing the funding back on the shoulders of existing department budgets.

Berganini: We hope that Faculty Council will support us with a statement and that individual Faculty Council members will give individual support as well.

Chair Doe: Thanked Berganini. Asked if there were any questions.

Pedros-Gascon: Question for Dean Stromberger. Met with College of Liberal Arts representatives of graduate programs earlier this year. We were talking about the idea of getting rid of the fees and the fee situation was described as “low-hanging fruit.” Asked: Can we really make it happen?

Dean Mary Stromberger: Described the stopgap scenario that was presented by Berganini. The scenario included the recommendation of a fee benefit to all graduate students. This would be a reduction of the burden of the fees on graduate assistants. If we were to do that, it would raise the overall compensation of our graduate students. They would be closer to the overall compensation of our peer institutions.

Brown: Fully support this effort. From the perspective of a faculty member in the sciences, budgets have been funded already and the budget is set. The current budgets may not be able to pay more. Asked: What are the thoughts about that?

Berganini: As far as things like gaps in grant funding, part of the proposal includes the University covering that gap until new grants can be written that do incorporate items such as increased stipends. Question is how the University wants to prioritize this funding.

Makela: Asked in the chat: It is difficult to ask this question, but the metric people will ask it, what is the dollar cost of this? Asked: Where might the dollars come from?

Marco Costanigro: Asked in the chat: How does graduate tuition play into all of this?

Sybil Sharvelle: Particularly sensitive to the graduate fees and the financial hardship this can cause. Asked: How would a reduction in fees be covered? Asked: How are we going to meet the gap due to the fee decreases?

Berganini: The report has a lot of suggestions about that. Looking at external funding lines, how profits are distributed from things like CSU Global, investing in more philanthropy.

Kendall Stephenson: Posted a link to the Graduate School’s [Compensation Report](#) in the chat.

Pedros-Gascon: Commented in the chat that salary raises should be covered by central administration, not by departments.

Andrew Norton: Commented in the chat that our peer institutions manage to budget for higher salaries in sponsored work, so we could do that too. We are not competitive for some graduate students as it stands.

Pedros-Gascon: Noted in the chat that their fees have mushroomed during the last decade.

Norton: Asked in the chat: Have we looked at some of those fees and whether graduate students benefit from them? Suspect that many of the fees mostly benefit undergraduates.

Ajean Ryan: Stated in the chat that it is important for Faculty Council to write a statement in support of this.

Ramaa Vasudevan: Agreed with Ryan in the chat. The Faculty Council should support/endorse the Graduate Workers Organizing Cooperative petition. We cannot maintain our status as a Research I institution without supporting our graduate student workers.

Provost Pedersen: Wanted to emphasize that we are extremely supportive of our graduate students. Thanked Dean Stromberger. Feel very strongly about equal compensation across the board. One of our top priorities is not only looking at graduate student compensation but also faculty and staff compensation, looking at job descriptions. Putting in our budget request to the Board of Governors a 3% increase in graduate stipends as a way of keeping things moving forward. As we look for our budget to improve, we will continue to keep graduate compensation stipends as a priority.

Gorin: Asked about the logistics of drafting a statement of support.

Chair Doe: Encouraged members to look at materials Berganini posted, including the petition. Think that was their main request for today. Encouraged members that wanted to pursue this further for additional conversations or construction of a resolution or statement of support to contact herself and Amy Barkley directly. Thanked Dean Stromberger and Berganini.

2. Title IX Explanation and Discussion – Vice President Diana Prieto

Vice President Diana Prieto: Expressed appreciation for the opportunity to talk about this new division that the President has created and also the work of the Office of Equal Opportunity.

Vice President Prieto: President McConnell shared this new little division of Equity, Equal Opportunity and Title IX with several items in terms of goals. One goal was to elevate the profile network around Title IX. Reported that Idania Munoz started last week as the new Title IX Coordinator and director of that office. Another goal was to have a greater focus on equity. Other goal was the connect the work in the complaint arena where we receive reports in connection with discrimination and harassment between the Office of Equal Opportunity and Title IX.

Vice President Prieto: Described the organization chart of the office. Have the Office of Equal Opportunity, Office of Title IX Programs and the Office of Ombuds. Would make the distinction that the Office of Title IX Programs is focused on student to student reported behavior, whereas the Office of Equal Opportunity focuses on employment reported behavior.

Vice President Prieto: The important piece about the Ombuds Office is that it's confidential, impartial, informal, and independent. There is opportunity for employees to go there, and with the exception of harm to self or others, it is a confidential conversation.

Vice President Prieto: Was asked to go over the Office of Equal Opportunity. We are in charge of the search process for faculty and administrative professional positions, which includes the selection and hiring process. We also take concerns, complains, and reports of discrimination and harassment and work with them in the complaint arena. Also have a responsibility for the Talent Management system, which is the system that receives applications for our hiring process. Responsible for all the disability work for the University for employment, not including student employment. Also have responsibilities in area of affirmative action.

Vice President Prieto: There is other work we also undertake. For example, in pandemic-related work, we dealt with temporary work arrangements, adherence to public order requirements. A lot of legislative work has been coming our way regarding the Equal Pay for Equal Work Act, as well as executive orders from the U.S. Presidential administrations. Lot of compliance regulatory work. Thanked the tremendous partners we have across campus. Many people have helped out.

Vice President Prieto: Was also asked to discuss the complaint area. We are responsible for any reports that come into the office and complaints as defined by the process that come in in connection with federal equal opportunity. We are also responsible for retaliation complaints.

Vice President Prieto: In terms of processes, we have a formal process which is an investigation. An investigator from the Office of Equal Opportunity is appointed and will conduct an investigation to answer the who, what, when, where, and why. They then produce a report, and the report will move forward in the process. Informal processes happen when the person wants to move through conflict resolution rather than go through the formal process and come to a solution mutually agreeable. In the formal complaint process, if the investigation reaches the conclusion that a policy has been violated, the Office of Equal Opportunity will work with the appropriate Dean or Vice President to determine an outcome in connection with consequences. Will acknowledge that sometimes the office takes too long to conduct investigations. We are working on reducing the length of time it takes us to conduct investigations.

Vice President Prieto: Want to talk about protection against retaliation. It is in our policies and we speak to it, but fears about retaliation are very real. As an institution, we have taken action to address retaliation when we have been able to substantiate it. Acknowledged that retaliation is not always obvious and that power differentials and hidden ways of retaliation occurring make it hard to document. Not easy for individuals to come talk to us about it and we work hard to provide a safe space for people to come talk to us.

Vice President Prieto: Want to also talk about confidentiality. We ask for confidentiality in reports that are not Title IX. New Title IX regulations do not allow confidentiality, now we can only talk about privacy. We do a great job at CSU, conflict arena is collaborative by nature. We have a good netting of communication among those who work in the conflict arena, which includes about eight to ten offices.

Vice President Prieto: Was also asked if we look for patterns. We do look for patterns. If we see units or individuals that appear to be commonalities, will work with the appropriate administrators to better understand what is taking place.

Vice President Prieto: Provided information on what the Office of Equal Opportunity receives. Spreadsheet documented:

- First column: what people came to us with (one person may have more than one issue)
- Second column: where the individual complainant is
- Third column: how many complainants there are. Unknowns listed are from “Tell Someone”, etc. Non-CSU are internships, contractors, etc.
- Fourth column: classification of the issue. Some people come forward with formal complaints, others informal. Some are inquiries. Sometimes people come to see us but do not file a complaint. We had 56 instances where someone came to talk with us. Those were exploratory meetings. These meetings are confidential with two specific exceptions, if the person might be in danger of physical harm or there is embezzlement.

Vice President Prieto: Also wanted to talk about the exit interview through the Office of Equal Opportunity. It is a joint program with the Vice President for Diversity’s Office that we launched about nine years ago. Will be reinvigorating this program. Reported that she reviews all the information from exit interviews to look for patterns.

Vice President Prieto: Was also asked to discuss accountability. Asked: How do we work with accountability in the complaint arena? We work with policies across campus, in codes and Manuals. There is accountability through those processes. Think the greatest accountability measure is through supervisors and administrators willing to take on behavior and make clear that it is not acceptable. Accountability is important at all levels included peer to peer. Peers and colleagues have tremendous power to share with someone that the way they are behaving is not acceptable in the environment.

Chair Doe: Thanked Vice President Prieto for the presentation. Asked if slides can be shared.

Vice President Prieto: Absolutely. Will clean them up a bit and then share them.

Chair Doe: Asked if there were any questions.

Pedros-Gascon: Thanked Vice President Prieto for the informative presentation. One of the questions that has been on faculty’s mind was the situation with the company that was hired in the stadium that did not report the Title IX case. Asked: Will the institution renew a contract with a company that has not adhered to Title IX reporting?

Vice President Prieto: Limited in what can be discussed because it is in litigation. We are working to ensure there is immediate reporting to the correct office and to be able to appropriately manage the situation and behavior.

Norton: Asked in the chat: Is Title IX compliance part of the bid process in the first place?

Chair Doe: Asked if there were any other questions. Seeing none, encouraged members to send in questions to compile for Vice President Prieto. Asked to have questions by the end of the week so it is fresh in our minds. Thanked Vice President Prieto, appreciate all the information.

3. TILT Teaching Effectiveness Institute – Gwen Gorzelsky and Tonya Buchan

Gwen Gorzelsky: Tonya Buchan is an instructional designer and project leader at TILT. Will present a quick overview of the Teaching Effectiveness initiative designed to reward, encourage, and incentivize development of teaching effectiveness.

Tonya Buchan: We plan to roll out this exciting program in the fall, called the Teaching Effectiveness Initiative. It is a faculty development curriculum that we have put together that is grounded in the teaching effectiveness framework we rolled out in the spring of 2019. The framework is comprised of the seven domains of research-based effective teaching practices that we like to encourage faculty to use when they come to faculty development workshops with us.

Buchan: What we are rolling out is an opportunity to earn a certificate of achievement for each of the seven domains, which we are calling domain experience units. Can earn these either at TILT or elsewhere on campus or even off-campus. When we look at the different certificates, we want to provide other opportunities for recognition as well, aside from putting it in your annual evaluation. We encourage faculty to focus on professional development that works best for them. Faculty that complete a domain will get letters of commendation signed by the Vice President for Diversity and the Vice President for Undergraduate Affairs. Once you earn three domains, you can get a letter of commendation from the Provost. All seven domains, which could be a 7 to 10 year process, is a huge achievement.

Gorzelsky: Wanted to also note that the Committee on Teaching and Learning and the Executive Committee both provided feedback that was incorporated into the draft you see in the packet.

Chair Doe: This is very interesting. Asked if there were any questions.

Silvia Canetto: Have three separate questions. Asked: How is teaching effectiveness defined? Asked: How do you measure the impact of the training? There is evidence of bias against women, people of color, and people with accents. Asked: Do you provide training on how to deal with that systematic bias?

Buchan: With the teaching effectiveness initiative, we are using a growth model based on self-reflection. We are asking instructors, once they engage in a workshop, to complete a reflection form. Form will ask what was learned in the workshop, and then after you have had a chance to try them in the class, we ask that the form be completed telling us how it went. Those reflections will come to us at TILT, and we will have a group review these.

Gorzelsky: Want to underscore the distinction of what we are doing with the Teaching Effectiveness Institute versus annual review or promotion or tenure reviews. We offer materials to support, but the departments define their own criteria for their reviews and teaching effectiveness.

Provost's Office in past few years has been asking departments to explicitly define their criteria for teaching effectiveness. TILT provides materials if desired to support departments, but ultimately those are departmental decisions.

Gorzelsky: Noted that Buchan posted documents in chat that we share with individual faculty members and departments: [Strengths and Limitations of Evidence](#) & [Triangulating Evidence](#).

Gorzelsky: Want to make a distinction between assessing the Teaching Effectiveness Initiative, which is an initiative to encourage and reward faculty engagement in teaching effectiveness, growth and professional development for teaching effectiveness versus assessment of our actual professional development offerings. We hope to measure success in eventually changing student outcomes. The Teaching Effectiveness Initiative described by Buchan has effectiveness measured in how well we engage faculty members in numbers. That will focus on participation and completion rates.

Gorzelsky: Common practice in faculty development is to presume a minimum of three semesters are needed before a teaching innovation starts resulting in student success. If we see an increase in the proportion of those practices used, we hope that will be an indicator that we are heading towards improves in student success metrics.

Gorzelsky: In regards to the course survey, there have been threads similar to that question. Those questions were brought to the Committee on Teaching and Learning for discussion. We are planning to raise these questions at the beginning of the semester and will be bringing in colleagues to share thoughts. Have had initial discussions on resources to share with faculty about how to take into account the tendency towards systematic bias. Asked Canetto if she was willing to lend advice or consult with us about this.

Shawn Archibeque: Commented in the chat that they will invite Canetto to come speak with the Committee on Teaching and Learning in the fall.

Chair Doe: Thanked Gorzelsky and Buchan. Asked if there were additional materials for consideration or more questions from Faculty Council members. Hearing none, thanked Gorzelsky and Buchan again for coming and staying late.

Chair Doe: Thanked everyone for hanging in there and for a great year. Want to leave everyone with a [poem](#) by Robert Frost, read by Garrison Keillor. Wished everyone a good summer. Called the meeting adjourned.

Meeting was adjourned at 7:05 p.m.

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

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

Chair: Sue Doe

Vice-Chair: Ruth Hufbauer

Executive Assistant: Amy Barkley

BOG Representative: Melinda Smith

Professional Registered Parliamentarian: Lola Fehr

ELECTED MEMBERS	REPRESENTING	TERM
Agricultural Sciences		
Stephan Kroll	Agricultural and Resource Economics	2022
<u>Brett Kirch</u>	Animal Sciences	2021
Cynthia (Cini) Brown	Agricultural Biology	2021
Kelly Curl	Horticulture & Landscape Architecture	2022
Jim Ippolito	Soil and Crop Sciences	2023
Marco Costanigro	College-at-Large	2023
Bradley Goetz	College-at-Large	2022
Andrew Norton	College-at-Large	2023
Health and Human Sciences		
<u>Nancy Miller</u>	Design and Merchandising	2021
Raoul Reiser	Health and Exercise Science	2022
<u>David Sampson</u>	Food Science and Human Nutrition	2022
Lisa Daunhauer	Human Development and Family Studies	2023
Bolivar Senior	Construction Management	2023
Aaron Eakman	Occupational Therapy	2023
Carole Makela	School of Education	2021
Shannon Hughes	School of Social Work	2022
Business		
Bill Rankin	Accounting	2022
Stephen Hayne	Computer Information Systems	2021
John Elder	Finance and Real Estate	2022
Yolanda Sarason	Management	2021
(substituting for Dawn DeTienne, on sabbatical for 2020-21)		
Jonathan Zhang	Marketing	2023
Engineering		
<u>Kristen Rasmussen</u>	Atmospheric Science	2021
Margarita Herrera-Alonso	Chemical and Biological Engineering	2022
Peter Nelson	Civil and Environmental Engineering	2021
Ali Pezeshki	Electrical and Computer Engineering	2022
Kirk McGilvray	Mechanical Engineering	2023
<u>Thomas Bradley</u>	Systems Engineering	2023

Sybil Sharvelle	College-at-Large	2023
Steven Reising	College-at-Large	2022
<u>J. Rockey Luo</u>	College-at-Large	2022
Liberal Arts		
Mary Van Buren	Anthropology & Geography	2023
Jason Bernagozzi	Art	2022
Ziyu Long	Communication Studies	2022
Ramaa Vasudevan	Economics	2023
Tony Becker	English	2023
Albert Bimper	Ethnic Studies	2022
Maria Del Mar Lopez-Cabrales	Languages, Literatures, and Cultures	2022
Jared Orsi	History	2023
Michael Humphrey	Journalism and Technical Communication	2023
Wes Kenney	Music, Theatre, and Dance	2023
Moti Gorin	Philosophy	2022
<u>Peter Harris</u>	Political Science	2021
Tara Opsal	Sociology	2022
Ajean Ryan		
Antonio Pedros-Gascon	College-at-Large	2023
Emily Morgan	College-at-Large	2023
Marcela Velasco	College-at-Large	2021
<u>Del Harrow</u>	College-at-Large	2021
<u>Maura Velazquez-Castillo</u>	College-at-Large	2021
Natural Resources		
Randall Boone	Ecosystem Science and Sustainability	2023
Chad Hoffman	Forest and Rangeland Stewardship	2023
David Koons	Fish, Wildlife, & Conservation Biology	2021
William Sanford	Geosciences	2023
Alan Bright	Human Dimensions of Natural Resources	2023
Natural Sciences		
Olve Peersen	Biochemistry & Molecular Biology	2022
Melinda Smith	Biology	2021
Robert Paton	Chemistry	2023
<u>Ross McConnell</u>	Computer Science	2022
<u>Dylan Yost</u>	Physics	2021
Silvia Sara Canetto	Psychology	2022
<u>Mary Meyer</u>	Statistics	2022
TBD	Mathematics	2023
Alan Van Orden	College-at-Large	2023
Anton Betten	College-at-Large	2022
Brad Conner	College-at-Large	2022
<u>James Liu</u>	College-at-Large	2023

TBD	College-at-Large	2022
Veterinary Medicine & Biomedical Sciences		
DN Rao Veeramachaneni	Biomedical Sciences	2022
Kevin Haussler	Clinical Sciences	2022
Elizabeth Ryan	Environmental & Radiological Health Sciences	2023
Tony Schountz	Microbiology, Immunology and Pathology	2021
Candace Mathiason	College-at-Large	2022
<u>Marie Legare</u>	College-at-Large	2023
Adam Chicco	College-at-Large	2022
Seonil Kim	College-at-Large	2022
<u>Gerrit (Jerry) Bouma</u>	College-at-Large	2021
Jennifer Peel	College-at-Large	2023
John Rosecrance	College-at-Large	2023
Sheryl Magzamen	College-at-Large	2023
University Libraries		
Linda Meyer	Libraries	2022
<i>Ex Officio</i> Voting Members		
Sue Doe	Chair, Faculty Council/Executive Committee	2021
Ruth Hufbauer	Vice Chair, Faculty Council	2021
Melinda Smith	BOG Faculty Representative	2021
Steve Reising, Chair	Committee on Faculty Governance	2021
Shane Kanatous, Chair	Committee on Intercollegiate Athletics	2021
<u>Jerry Magloughlin, Chair</u>	Committee on Libraries	2021
Jenny Morse, Chair	Committee on Non-Tenure Track Faculty	2021
<u>Marie Legare, Chair</u>	Committee on Responsibilities and Standing of Academic Faculty	2021
Melinda Smith, Chair	Committee on Scholarship, Research, and Graduate Education	2021
Karen Barrett, Chair	Committee on Scholastic Standards	2021
Joseph DiVerdi, Chair	Committee on Strategic and Financial Planning	2021
Shawn Archibeque, Chair	Committee on Teaching and Learning	2021
Jose Luis Suarez Garcia, Interim Chair	Committee on University Programs	2021
Bradley Goetz, Chair	University Curriculum Committee	2021
<u>Susan (Suellen) Melzer</u>	Committee on Non-Tenure Track Faculty	2021
Denise Apodaca	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
<u>Jamie Nielson</u>	Committee on Non-Tenure Track Faculty	2022
Leslie Stone-Roy	Committee on Non-Tenure Track Faculty	2022
Mary Van Buren	Committee on Non-Tenure Track Faculty	2023
Steve Benoit	Committee on Non-Tenure Track Faculty	2022
Natalie Ooi	Committee on Non-Tenure Track Faculty	2022

Pinar Omur-Ozbek

Committee on Non-Tenure Track Faculty

2023

Ex Officio Non-Voting Members**Joyce McConnell**

President

Mary Pedersen

Provost/Executive Vice President

Kim Tobin

Vice President for University Advancement

Yolanda Bevill

Vice President for University Communications

Jenelle Beavers

Vice President for Strategy

Roe Bubar

Interim Vice President for Diversity

Diana Prieto

Vice President for Equity, Equal Opportunity & Title IX

Blake Naughton

Vice President for Engagement

Leslie Taylor

Vice President for Enrollment and Access

Susan James

Vice Provost for Faculty Affairs

Karen Estlund

Dean, Libraries

Brandon Bernier

Vice President for Information Technology

Kathleen Fairfax

Vice Provost for International Affairs

Pam Jackson

Vice President for University Communications

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

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



**EQUITY, EQUAL OPPORTUNITY
AND TITLE IX**
COLORADO STATE UNIVERSITY



Faculty Council

May 4, 2021

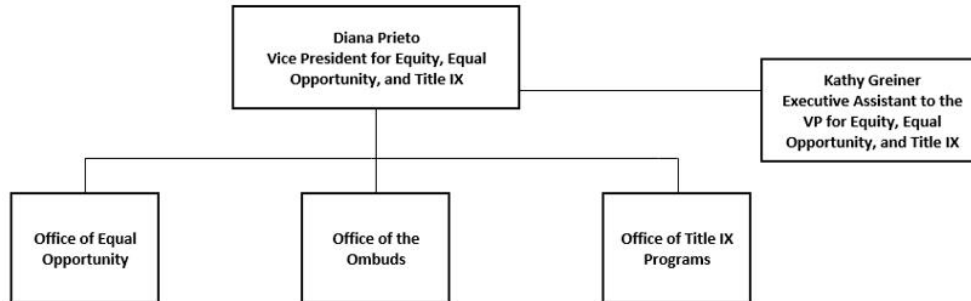
Diana Prieto
Vice President

President McConnell's Vision

- Elevate the profile and work around Title IX
- Further focus on equity
- Connect the two office that conduct discrimination and harassment complaint work



Organizational Chart



Office of Title IX Programs and Gender Equity

Address complaints of sex discrimination and sexual harassment - students

Work with Deputy Title IX Coordinators – Athletics, Employment, Training

Confidential. Impartial. Informal. Independent.

The Office of the Ombuds is a *confidential* resource for all employees of Colorado State University who *voluntarily* seek help in resolving concerns and conflicts related to the workplace.

Office of the Ombuds

Office of Equal Opportunity

**Faculty and AP
Selection and
Hiring**

**Discrimination and
Harassment
Complaints**

**Talent
Management
System**

**Disability
Reasonable
Accommodations**

**Affirmative Action
Program**

**Other: Pandemic
Related, Executive
Orders**

Complaint Arena

**Discrimination,
Harassment,
Retaliation,
Search Related**

**Retaliation
Protections**

**Communication
among conflict
colleagues**

**Processes:
Formal,
Informal, Length
of time**

**Confidentiality,
Privacy**

**Look for
patterns,
commonalities**

OEO Reports/Complaints for FY20 and FY21 through April 2021

Type of Allegation	College/Division	Complainant	Respondent	Classification
Sexual Har 29	CVMB 7	Under Grad 19	Under Grad 0	Administrative 29
Racial Har 1	CLA 5	Grad St 13	Grad St 1	Informal 13
Disability Har 1	HHS 5	SC 3	SC 9	Formal 4
Disc Sex Orient 2	CNS 4	AP 8	AP 22	Inquiry 9
Disc Race 4	COB 1	AF 2	AF 23	Req. to Invest. 3
Disc Disability 6	WCNR 2	St Emp 7	St Emp 1	Search 1
Disc Gender 7	CAS 6	NSH 2	NSH 1	
Dis Gen Id/Exp 2	ENG 3	Non-CSU 1	Non-CSU 2	
Disc Nat Or/Anc 3	Athletics 5	Unknown 2		
Retaliation 3	DUO 1	Org 2		
Consensual Rel 6	St Affairs 14			
Stalking 1	Provost 2			
	Engagement 2			
	Research 1			
	Non-CSU 1			

Exit Interviews

- 1) Through OEO at the University level and at unit levels
- 2) Working with VP for Diversity to dust off and invigorate
- 3) I review all exit interview information
- 4) Look for patterns and raise with leaders
- 5) Has been used to explore pattern of departure from unit

Processes connected to policies/codes/manuals

Administrators, supervisors

Peers, colleagues

Accountability