

PLEASE NOTE: Members, when addressing Faculty Council, please stand and identify yourselves. Guests wishing to speak please fill out a guest card to be handed to the Chair prior to speaking.

PLEASE NOTE: Members planning to introduce amendments are requested to provide copies to the Faculty Council Office, 18A Administration, at least 24 hours before this meeting.

AGENDA
Faculty Council Meeting
October 5, 2021 – 4:00pm – Microsoft Teams

FACULTY COUNCIL AGENDA ITEMS:

I. FACULTY COUNCIL AGENDA – October 5, 2021

A. ANNOUNCEMENTS

- a. Next Faculty Council Meeting – November 2, 2021 – Location TBD – 4:00pm
- b. Shared Governance Manual changes update
- c. Laps and Chats – Wednesdays at 2:30pm on the Oval
- d. Professor Adrianna Kezar Visit – November 8th and 9th
- e. National Science Foundation Grant – Ruth Hufbauer, Professor of Agricultural Biology (pp. 3-9)
- f. ASCSU Health Initiative – Alejandra Quesada-Stoner
- g. Faculty Council Bioethics Committee: Call for nominations
- h. 2021 Employee Climate Survey (pp. 10-11)

B. MINUTES TO BE APPROVED

- a. Faculty Council Meeting – September 7, 2021 (pp. 12-31)

C. UNFINISHED BUSINESS

D. CONSENT AGENDA

1. UCC Minutes – August 27 & September 3, 10, & 17, 2021 (pp. 32-45)

E. ACTION ITEMS

1. Election – Undergraduate and Graduate Student Representatives to the Faculty Council Standing Committees – Committee on Faculty Governance – Steve Reising, Chair (pp. 46-47)

2. Proposed Revisions to Section D.4 of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Marie Legare, Chair (pp. 48-50)
3. Revisions to the Graduate and Professional Bulletin: Admissions Requirements and Procedures, Track II Admissions and Plan C – Committee on Scholarship, Research, and Graduate Education – Melinda Smith, Chair (pp. 51-52)
4. Revisions to the Graduate and Professional Bulletin: Inter-University Graduate Programs – Committee on Scholarship, Research, and Graduate Education – Melinda Smith, Chair (pp. 53-54)

F. PRESIDENT’S REPORT – President Joyce McConnell

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

- a. CCAF Task Force Recommendations – Susan James, Vice Provost for Faculty Affairs

H. REPORTS TO BE RECEIVED

1. Faculty Council Chair Report – Sue Doe
2. Board of Governors Report – Melinda Smith

I. DISCUSSION

1. Vision Zero Task Force – Fred Haberecht, Facilities Management; Aaron Fodge, Parking and Transportation Services; Erika Benti, Parking and Transportation Services (pp. 55-58)

Introducing: **CSU STEPS for Gender Equity:**
Advancing Structures through Evidence-based Practices
for Gender Equity

an NSF ADVANCE Program Adaptation Grant

WHO

PI: Ruth Hufbauer, College of Ag. Sciences co-

PIs:

Meena Balgopal, College of Natural Sciences

Gregg Dean, College of Veterinary Medicine and Biomedical Sciences

Emily Fischer, College of Engineering

Laura Sample McMeeking, CSU STEM Center

Senior Personnel:

Sue James, Vice Provost for Faculty Affairs

Shannon Archibeque-Engle, Associate Vice President for Inclusive Excellence

Heather Novak, Assistant Director, Institutional Research, Planning and Effectiveness

Plus external evaluators and advisors, internal evaluation board, and all of you, the faculty!

WHAT

Approx. \$1,000,000 grant from the National Science Foundation to address gender equity on the faculty, with a focus on STEM disciplines.

Major activities include:

- 1) Creation of a Chair/Head Institute for Inclusive Excellence (CHIE) similar to the Faculty Institute for Inclusive Excellence but with a focus on skills and issues relevant to chairs and heads.
- 2) Additional infusion of principles of equity into search and P&T processes, including training for P&T chairs
- 3) Advocates and Allies to support minoritized folks within units
- 4) Research on retentions and departures to improve outcomes

WHEN

Funding starts October 15th, 2021, runs for three years.

Activities and programs are meant to be integral to the university, so are intended to continue beyond the termination of the grant funding

WHY

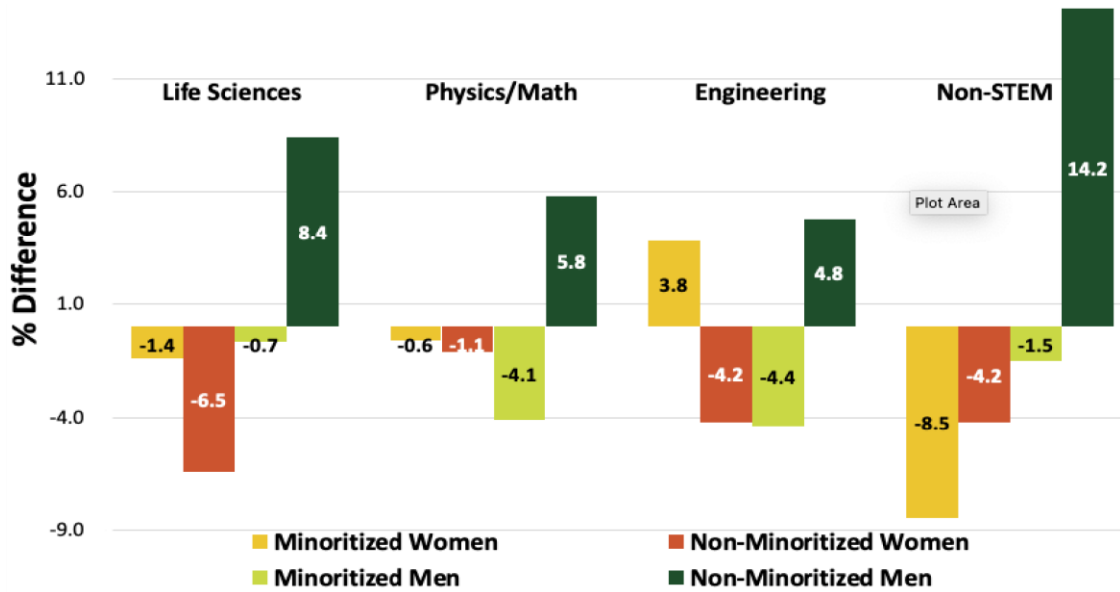


Figure 1. % Difference between CSU hires (2016-2020) and earned doctorates (2015)* *wmpd19-sr-tab07-007 at <https://nces.nsf.gov/pubs/nsf19304/data/>

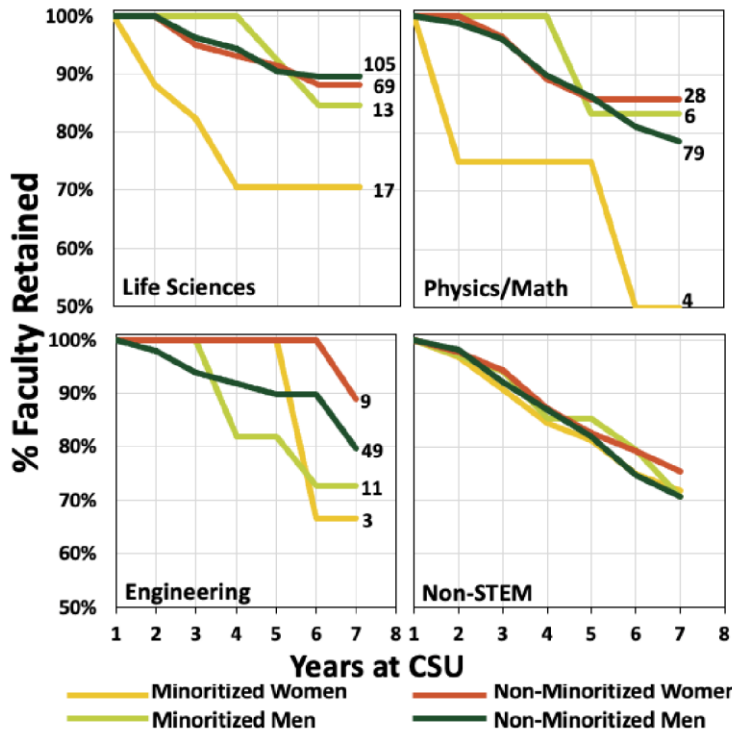


Figure 2. Retention of tenure-track faculty members from their starting year to 7 years out. Cohorts include all individuals who started at CSU on the tenure-track in any rank between 2004 and 2014.

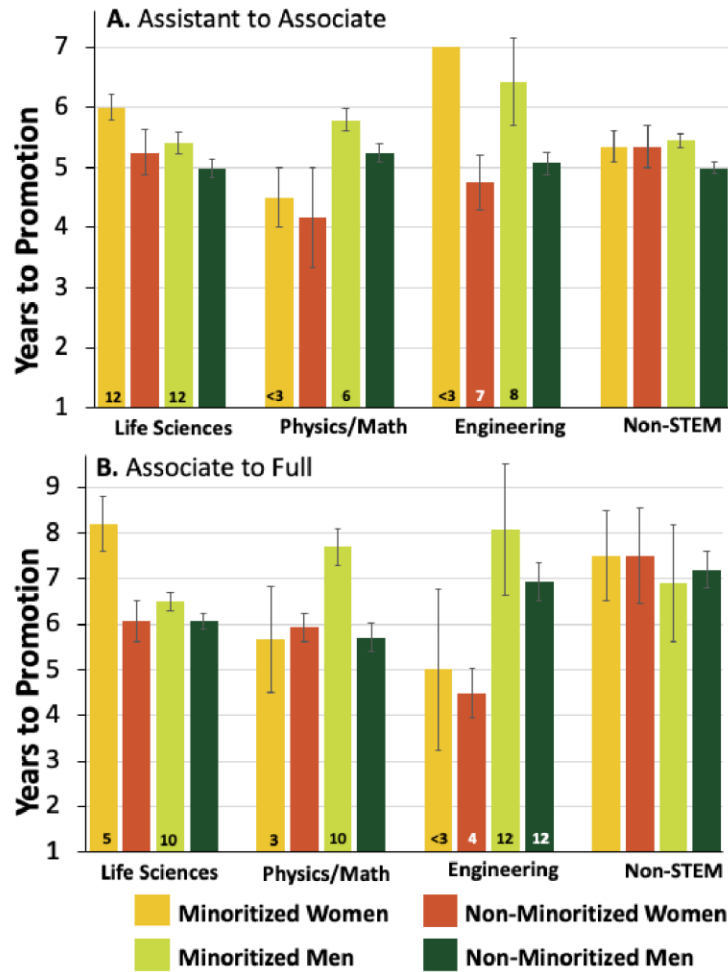


Figure 3. Years to promotion to associate and to full in the four broad fields by demographic groups. Cohorts are people promoted between 2004 and 2020. Population sizes smaller than 20 are indicated at the bottom of the column.

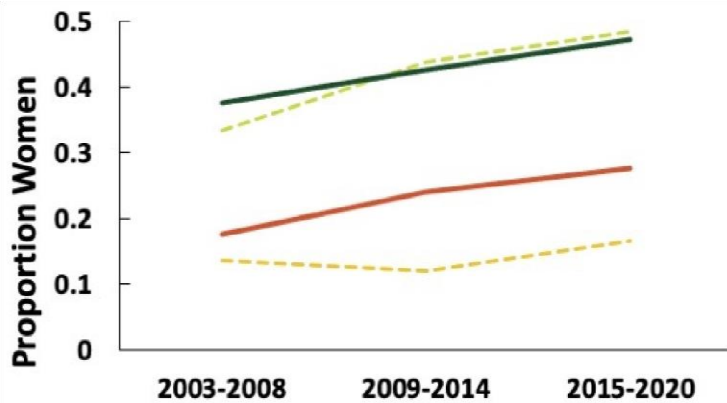


Figure 4. The proportion of women on the faculty (solid) and among Chairs (dashed) in STEM (orange) and non-STEM (green) departments.

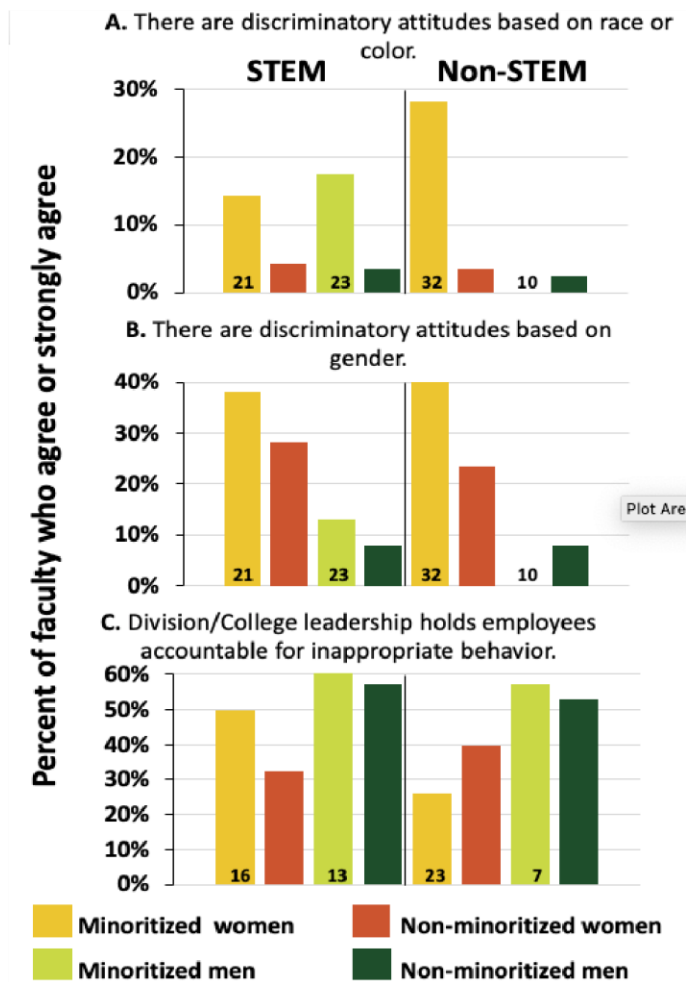


Figure 5. Climate survey data (2018) showing faculty (tenure-track and non-tenure track) agreement with three statements. $n < 60$ indicated at the bottom of the column.

Overview

The overarching objective of **CSU STEPS for Gender Equity** is to transform university and unit structures and culture to improve climate to improve gender equity on the faculty, with an intersectional focus on minoritized women. We will adapt evidence-based practices to the unique situation at Colorado State University focused on three key areas. Specifically, our activities are as follows:

1. Recruitment will be enhanced by adapting the STRIDE program.
2. Retention will be addressed in three ways (a) We will provide training for Review, Promotion and Tenure Committee chairs and members using both an interactive game (WAGES) and videos (VIDS). (b) We will create a cadre of equity-minded faculty members committed to

supporting their colleagues with the Advocates and Allies program. (c) We will enhance qualitative data collection with exit and retention interviews.

3. Leadership will be improved through training for Department Chairs and Heads to support their on-going efforts and provide them with tools to improve recruitment, retention, advancement and success of marginalized scientists, with a particular focus on the additional challenges faced by racially and ethnically minoritized women. This will include departmental enhancement grants (IDEA grants), with coaching and supported programming.

Our approaches will be institutionalized through changes to the university code, and new, permanent positions supported by the President and Provost to maintain the activities beyond the end of the grant. Additionally, enhanced data collection and management will allow us to track progress and adjust nimbly to new developments.

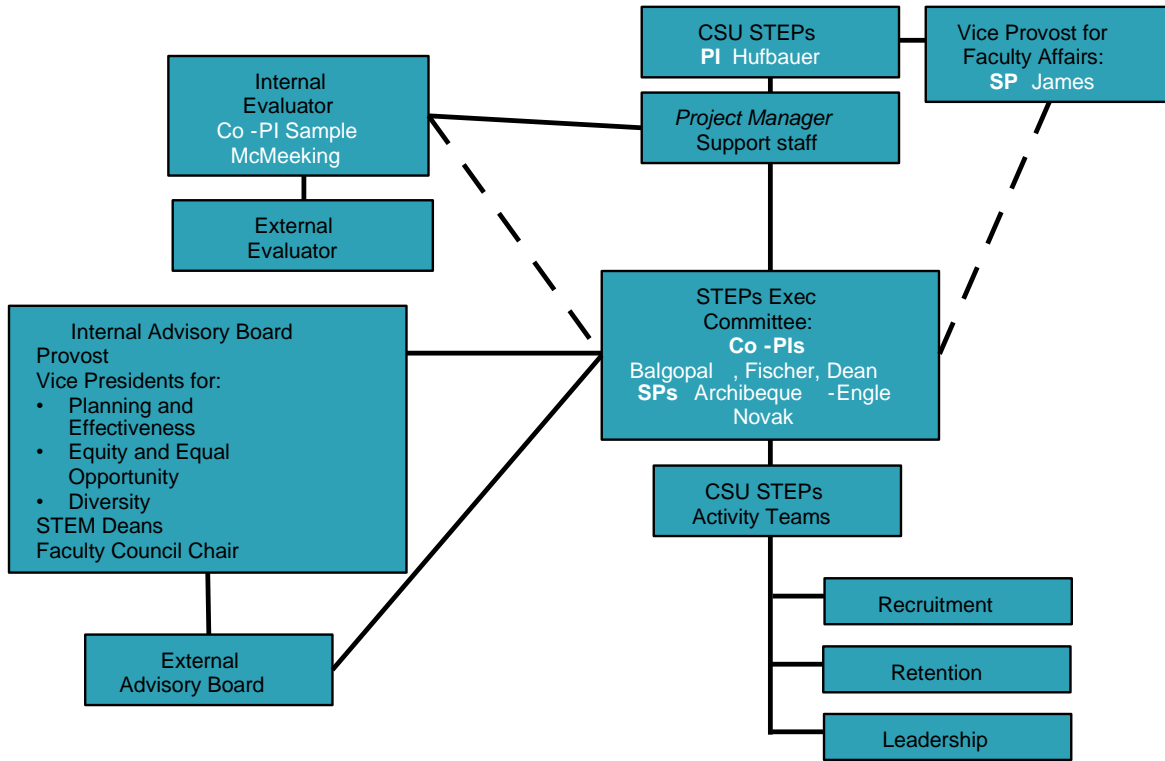
Intellectual Merit

CSU STEPs for Gender Equity strategically adapts evidence-based practices specifically for the CSU campus. The PI, Co-PIs and Senior Personnel as well as the external evaluators are committed to testing the existing evidence-based practices in the novel context of CSU. Some specific opportunities include evaluating the numbers of minoritized and non-minoritized women applying for and being retained in faculty positions at CSU and bringing both qualitative and quantitative data to bear on the factors that determine retention outcomes. By implementing in stages by department, we can evaluate the effectiveness of our programs for improving climate relative to departments that start a year later. Our findings will contribute to research literature in organizational change and faculty career enhancement and equity.

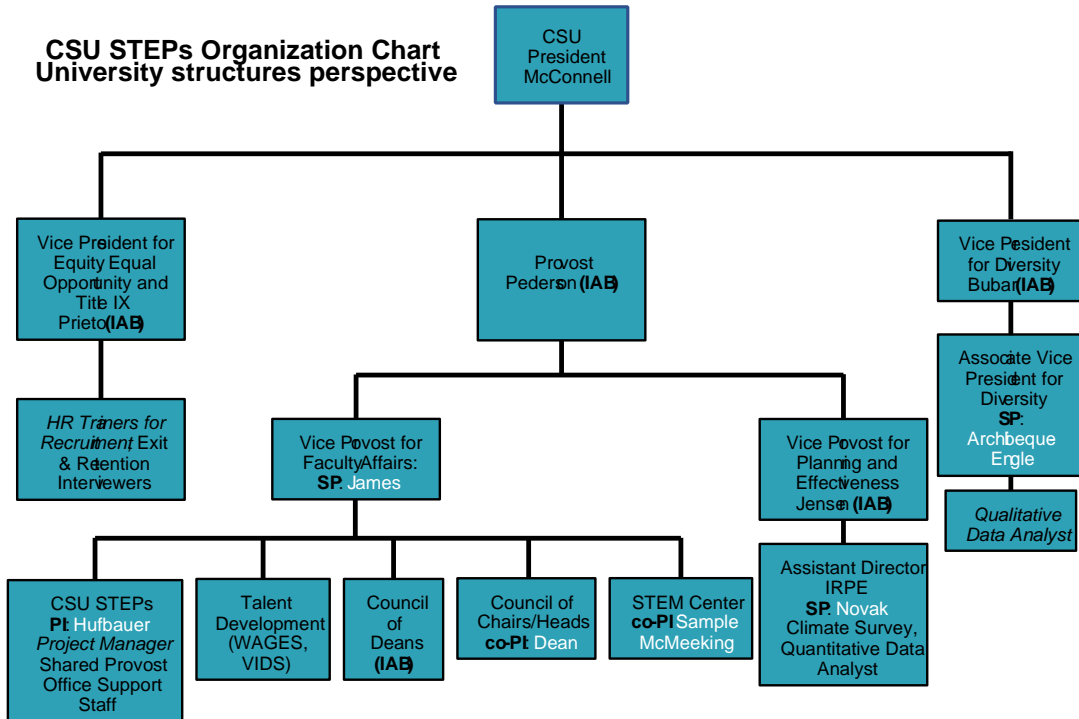
Broader impacts

Colorado State University is the flagship campus of the Colorado State System. As such, we will share best practices across the system directly, so that transformation will be facilitated across the other campuses. What we learn will also be relevant to other Land Grant institutions. Although we focus on gender equity, particularly for racially and ethnically minoritized women on the faculty in STEM disciplines, we anticipate that improvements will be felt across campus. Additionally, our program is synergistic with other active grants (e.g. co-PI efforts supported by NSF INCLUDES and NSF Noyce Scholarship Program) and will benefit undergraduate and graduate students as well as postdocs entering or in the STEM pipeline, and should increase engagement and success of people from diverse backgrounds in STEM research.

**CSU STEPs Organization Chart
Operations and Evaluation Perspective**



**CSU STEPs Organization Chart
University structures perspective**



SP – Senior Personnel
IAB – Internal Advisory Board
New personnel in italics

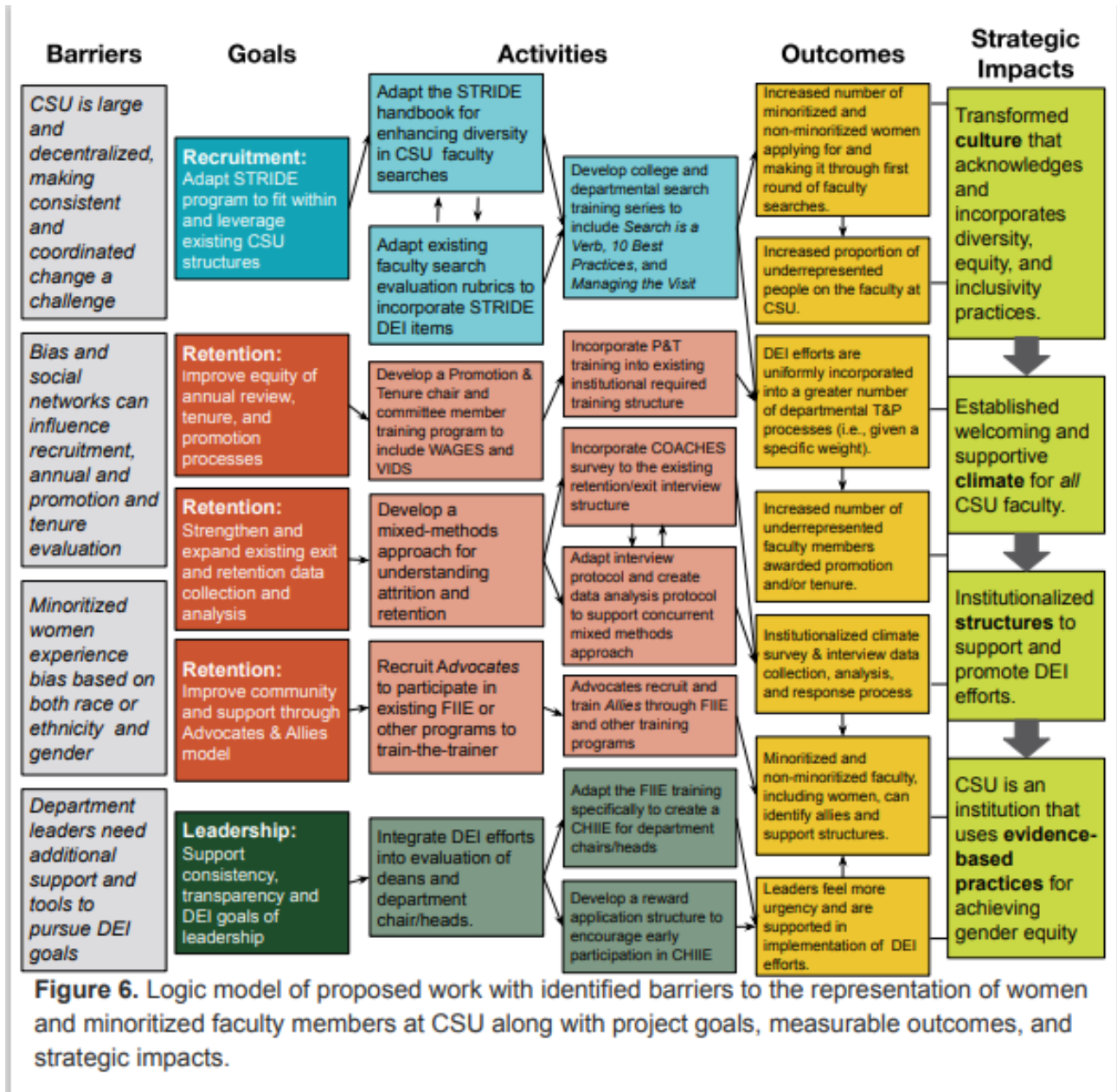


Figure 6. Logic model of proposed work with identified barriers to the representation of women and minoritized faculty members at CSU along with project goals, measurable outcomes, and strategic impacts.

2018 Employee Climate Survey

THANK YOU

- Institutional Research, Planning, and Effectiveness partnership
- 2018 survey modified based on Council of Deans request to allow unit level reporting, <https://diversity.colostate.edu/data/employee-climate-survey/>
- Your messages and support were critical to success
- 2018 Overall Response Rate, 58.5%
 - Highest Response Rates
 - Enrollment and Access, 83.9%
 - College of Veterinary Medicine, 75.5%



ASSESSMENT TEAM

- Claude Jaillet, Facilities Management
- Kirsten Slaughter-Rice, Administrative Professional Council
- Sue Doe, Faculty Council
- Meg Skeehan, Classified Personnel Council
- Valerie Lewis, Health Network
- Kari Dockendorff, School of Education, Assistant Professor
- Rickey Frierson, Warner College of Natural Resources
- Andrew Norton, Faculty Council
- Elizabeth Williams, Communication Studies, Associate Professor
- Heather Novak, Institutional Research, Planning, and Effectiveness
- Shannon Archibeque-Engle, Vice President for Diversity Office, Chair



2021 Employee Climate Survey

- 2018-2021 comparison is priority
- Emphasis on disaggregated data
- 2021 Timeline
 - Marketing, October 2021
 - Survey launch – October 19, 2021
 - Automated messages signed by Dean/VPs, VP Kauline Cipriani, and AVP Shannon Archibeque-Engle
 - Survey close – November 19, 2021
 - Reports/Presentations – spring 2022



Thank You



VICE PRESIDENT
FOR DIVERSITY
COLORADO STATE UNIVERSITY



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
September 7, 2021 – 4:00pm – Microsoft Teams

CALL TO ORDER

Chair Sue Doe called the meeting to order at 4:00 p.m.

Chair Doe: Welcomed members to the first Faculty Council meeting of the 2021-2022 school year. Expressed hope that everyone’s semesters are off to a good start. Introduced Faculty Council officers, Vice Chair Andrew Norton and Board of Governors Representative Melinda Smith. Introduced Amy Barkley, executive assistant, and Lola Fehr, Parliamentarian.

Chair Doe: Reminded members of the protocols and courtesies in the Microsoft Teams environment. Requested members keep their microphones and cameras off when not speaking. When speaking, introduce yourself and the unit being represented. In the event of speaking, we will be following the courtesy of one person and one question or comment before moving to another person, and then will circle back for additional questions or comments if time allows.

Chair Doe: Reminded members that these meetings are open to the public and consistent with the Colorado Open Meetings Law. Stated that this extends to the chat. Requested members raise their hands using the “raise hand” function when they wish to speak. Votes will be done over Microsoft Forms in the chat. Requested members vote in the chat if unable to access the poll.

Chair Doe: Reported that a slight re-order of the agenda was decided on by Executive Committee. We will be prioritizing business items first and then moving to reports and discussion items. Stated that this meeting will be time managed.

Chair Doe: Explained an email that had been sent out last week to the Faculty Council body from Antonio Pedros-Gascon. Reported that Pedros-Gascon wanted to make clear this email was from him alone and did not represent the Executive Committee. Executive Committee was informed, stated that this does not necessarily mean it was endorsed. Reminded members that agenda items need to be approved by Executive Committee. Will likely get to some of these questions during the Q&A of our meeting.

FACULTY COUNCIL AGENDA ITEMS:

I. FACULTY COUNCIL AGENDA – September 7, 2021

A. ANNOUNCEMENTS

- a. Next Faculty Council Meeting – October 5, 2021 – Microsoft Teams – 4:00pm

- b. Schedule of 2021-2022 Faculty Council Meeting Dates
- c. Faculty Council Membership for 2021-2022
- d. Faculty Council Standing/Advisory Committee Membership for 2021-2022
- e. University Committees 2021-2022
- f. Parliamentary Motions – Quick Reference
- g. Parliamentary Motions – What They Mean

Chair Doe: Explained the announcement items. Requested that members take time to review these items for information.

- h. Housing Task Force Survey

Chair Doe: Directed members' attention to the Housing Task Force Survey information found in the packet. Encouraged members to read this document and participate in the survey. Housing is a matter of importance to the faculty, administrative professionals, and state classified personnel on campus. Think everyone understands that given the cost of living, it is important that we stay on top of the needs of the employee groups and the challenges being faced. This survey is working to address this. This new information will yield new recommendations.

- i. DEI Faculty Professional Development Report – Office of the Vice President of Inclusive Excellence

Chair Doe: This report comes from the Office of the Vice President for Inclusive Excellence. This is an extensive list of the professional development opportunities available to help us strengthen our understanding of inclusive practice within our many contexts of life. Encouraged members to look over this list and take advantage of the range of things available.

Chair Doe: One other announcement about a guest we will have in November. Professor Adrianna Kezar from the University of Southern California and the Delphi project on the changing faculty and student success will be visited campus and providing consultation on matters related to contingency and faculty employment.

Chair Doe: Last announcement is that we have a dashboard that keeps us up to date on vaccination and exemption rates. There are also FAQs on the COVID site that will provide information on new developments and is the best information about COVID at this time.

B. MINUTES TO BE APPROVED

- a. Faculty Council Meeting – May 4, 2021

Chair Doe: Our first items are the Faculty Council minutes from May 4th as seen in the agenda packet. Reminded members that what normally happens with these is that we ask if any corrections need to be made. Asked: Are there any corrections to be made to these minutes? Hearing none, Faculty Council minutes from May 4th approved by unanimous consent.

C. UNFINISHED BUSINESS

D. CONSENT AGENDA

- a. Confirmation of Faculty Council Secretary
- b. Confirmation of Faculty Council Professional Registered Parliamentarian
- c. UCC Minutes – April 2, 23, 30 & May 7, 2021 – UCC Minutes approved by Executive Committee on behalf of Faculty Council at meeting on May 11, 2021
- d. New CIOSU: One Health Institute – Committee on University Programs – New CIOSU approved by Executive Committee on behalf of Faculty Council at meeting on May 11, 2021
- e. Extension of Late Withdrawal for Fall 2021 – approved by Executive Committee on behalf of Faculty Council

Chair Doe: Explained the consent agenda process. What typically happens is that we ask if anything from these items needs to be pulled for questions or discussion. If none, we approve the entire consent agenda.

Chair Doe: We have the confirmation of our Faculty Council Secretary, Barkley, as well as our Faculty Council Professional Registered Parliamentarian, Lola Fehr. We also have University Curriculum Committee minutes from April 2, 23, 30 and May 7, 2021. There is also a new CIOSU approved by Executive Committee and the extension of the late withdrawal policy for Fall 2021, also approved by Executive Committee.

Chair Doe: Would like to elaborate on the final two items. These items were approved by Executive Committee on behalf of Faculty Council. This is not something done frequently, but typically during times when Faculty Council do not meet, such as during holiday breaks or summer. If item is urgent, Executive Committee will look at the item and make determination.

Chair Doe: With that in mind, asked members if there were any items in the consent agenda to be pulled for further consideration.

Hearing none, consent agenda approved by unanimous consent.

E. ACTION ITEMS

1. New Degree: Master of Park and Protected Area Management, Plan C – University Curriculum Committee – Brad Goetz, Chair

Brad Goetz: On behalf of the University Curriculum Committee, move for approval of a new Master of Park and Protected Area Management, Plan C to be established effective Spring 2022.

Chair Doe: Thanked Goetz. Reminded members that since this is coming from a standing committee, a second is not required. Asked if there were any questions regarding this motion.

Chair Doe: Hearing no questions, requested a vote using Microsoft Forms in the chat.

Motion approved.

2. New Degree: Master of Prevention Science Practice, Plan C (M.P.S.P) – University Curriculum Committee – Brad Goetz, Chair

Goetz: On behalf of the University Curriculum Committee, move for approval of a new Master of Prevention Science Practice, Plan C to be established effective Spring 2022.

Chair Doe: Thanked Goetz. Asked if there was any additional discussion. Hearing none, requested a vote using Microsoft Forms in the chat.

Motion approved.

3. Motion on Sections C.2.1.3.2 & C.2.1.9 of the Academic Faculty and Administrative Professional Manual – Committee on Faculty Governance – Steve Reising, Chair

Steve Reising: On behalf of the Committee on Faculty Governance, move to approve the proposed revisions to Section C.2.1.3.2 and Section C.2.1.9 of the Manual as provided in the agenda packet.

Reising: Core of the motion was originally introduced by the Committee on Non-Tenure Track Faculty. Purpose of this motion is to allow contract and continuing faculty members to serve on standing committees. If this motion is adopted, there will be no difference between regular and specialized standing committees. We define specialized committees to allow membership of non-tenure track faculty. As part of this motion, we propose to move the Committee on Non-Tenure Track Faculty to a regular standing committee along with all other standing committees.

Chair Doe: Thanked Reising. There was a lot of background work on this. Asked if there were any questions or comments from members about this motion.

Chair Doe: Hearing no further questions or discussion, requested vote using Microsoft Forms in the chat.

Motion approved. Will be sent to the Office of General Counsel for consideration.

4. Motion on Section B.2.4 of the Academic Faculty and Administrative Professional Manual – Committee on Faculty Governance – Steve Reising, Chair

Reising: On behalf of the Committee on Faculty Governance, move to approve the proposed revisions for Section B.2.4 as seen in the agenda packet. This is to update the Manual to reflect current practice. The Dean of the Graduate School has been a regular voting member of the Council of Deans for some time. This is adding the Dean of the Graduate School to this section.

Chair Doe: Thanked Reising. Asked if there were any questions from the body.

Chair Doe: Hearing no questions, requested a vote using Microsoft Forms in the chat.

Motion approved. Will be sent to the Office of General Counsel for consideration.

5. Election – Faculty Representative for University Curriculum Committee – Committee on Faculty Governance – Steve Reising, Chair

Reising: Would like to move to pass the academic faculty nomination to the University Curriculum Committee. This is for Brian Tracy to serve as the College of Health and Human Sciences representative to the committee.

Chair Doe: Thanked Reising. Asked: Are there any questions about this from the body?

Chair Doe: Hearing no questions, requested a vote using Microsoft Forms in the chat.

Motion approved. Brian Tracy confirmed as representative to University Curriculum Committee.

6. Election – Faculty Representatives to University Policy Review Committee – Committee on Faculty Governance – Steve Reising, Chair

Reising: On behalf of the Committee on Faculty Governance, move to pass these two nominations for Jon Clark and Carole Makela to serve as faculty representatives to the University Policy Review Committee. Commented that Section D defines this committee, stating that there will be two faculty representatives on this committee.

Chair Doe: Thanked Reising. Really happy to have faculty representatives to this committee. Asked if there were any questions about this motion.

Peter Jan van Leeuwen: Asked if there was a typo on document with the nomination committee.

Reising: Clarified that the Committee on Faculty Governance handles the nominations for faculty members to University committees. Thanked van Leeuwen for the question.

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

Motion approved. Clark and Makela confirmed as faculty representatives to the University Policy Review Committee.

7. Proposed Revisions of Section E.10.5.1 of the Academic Faculty and Administrative Professional Manual – Committee on

Responsibilities and Standing of Academic Faculty – Marie Legare, Chair

Chair Doe: Marie Legare was not able to be here, so Richard Eykholt will speak to this motion.

Richard Eykholt: On behalf of the Committee on Responsibilities and Standing of Academic Faculty, move that changes to Section E.10.5.1 be approved as seen in the agenda packet.

Eykholt: There are some loopholes in the wording of this section. Faculty have not always been notified as their packet moves through the process or been given a chance to respond. This cleans up the language and makes it clear who gets notified when and who gets a chance to respond.

Chair Doe: Asked: Are there any questions for Eykholt or the Committee on Responsibilities and Standing of Academic Faculty regarding this?

Chair Doe: Hearing no questions, requested a vote using Microsoft Forms in the chat.

Motion approved. Will be sent to the Office of General Counsel for consideration.

8. Proposed Revisions of Section E.13 of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Marie Legare, Chair

Eykholt: On behalf of the Committee on Responsibilities and Standing of Academic Faculty, move to approve the proposed changes to Section E.13 as seen in the agenda packet. This is similar to the previous motion, but this one refers to promotion. The wording of these two sections are not identical, but the gist of the changes are the same.

Chair Doe: Thanked Eykholt. These are paired items that are connected and accomplish something that will provide greater clarity and consistency. Asked if there were any questions.

Chair Doe: Hearing no questions, requested a vote using Microsoft Forms in the chat.

Motion approved. Will be sent to the Office of General Counsel for consideration.

F. PRESIDENT'S REPORT – President Joyce McConnell

Chair Doe: Welcomed President Joyce McConnell. Expressed appreciation for her being here.

President Joyce McConnell: Thanked Chair Doe. Very excited to be back and seeing everyone. President McConnell: We are seeing students excited to be back. We have 5,987 students in our residence halls, which is 1,500 more than last year. In terms of recovery and enrollment, we are doing well. We welcomed 12,578 students to last Friday's football game, which is more students than have ever attended.

President McConnell: Vaccine mandates remain in place for all employees and students, and our community has shown compliance with the mandates. Vaccine numbers for employees and students will be updated weekly on the COVID website. We have a mask mandate for all indoor spaces except private offices and dining halls. Our approach to enforcing both mandates have two prongs, both active. Social norming and progressive consequence inform enforcement, no matter the status of the individual, faculty, staff, or student. The Social Norming Working Group is in the Division of Student Affairs. They convened last fall and remain active. They have fifteen student ambassadors to engage with students.

President McConnell: The Office of Student Conduct began enforcing student behavioral compliance last year with mask and other public health mandates. It will continue to be enforced with the vaccine mandate as well as the indoor mask mandates. Students who fail to submit their vaccination status or proof of twice-weekly screenings after two weeks of reminders will be temporarily excluded from University grounds. Explained that faculty may work with students to complete coursework remotely but are not required to do so under these circumstances. If Faculty Council has more questions about enforcement, we can bring Mike Katz, Head of Student Conduct, to address questions.

President McConnell: The Pandemic Preparedness Team, Human Resources, the Office of Equal Opportunity, and the Office of General Counsel are working together on a similar robust and clear progressive enforcement process for all employees. Employees who have not submitted proof of vaccination or proof of the twice-weekly screening requirement will be sent notifications. We are working on determining who is actually on campus. Supervisors will be notified of employees who require brief absences to adhere to the screening requirement.

President McConnell: We have updates from our research officer. There are strong numbers with the whole community. There was a total of 2,426 proposals for a total of \$1.13 billion in money sought. Of these, 2,150 were funded, which is incredible. We received 1,131 new awards. Want to thank faculty for their commitment to not only teaching, but to research and engagement.

President McConnell: Despite the pandemic, University Advancement raised \$178 million. That is their third highest fundraising year. About \$59 million was raised for research and \$31 million was raised for faculty endowed positions.

President McConnell: Have a couple highlights impacting faculty research. The College of Veterinary Medicine and Biomedical Sciences received a \$6 million endowment to establish an interventional cardiology and cardiac surgery chair and an orthopedic medicine and mobility chair. The Vice President for Research received \$2 million from the Anschutz Foundation to sponsor new interdisciplinary research teams and diverse graduate students to fund one of the first comprehensive cyber biosecurity programs in the nation to protect health data.

President McConnell: Colorado State University Police Department and the CSU Health Network are partnering with UC Health to bring a co-responder mental health program to support the CSU Police Department on calls. The community support program will launch once we have fully executed the MOU and hired a behavioral health provider to be embedded with the CSU Police Department. Know this is something many have been concerned about and focused

on. The dual responder program will connect those in crisis with immediate support and a long-term plan of care. Stated that Wendy Rich-Goldschmidt and Lisa Miller from CSU Health would be happy to present to provide more information about this program at a future meeting.

a. Courageous Strategic Transformation Update – Jenelle Beavers, Vice President for Strategy

President McConnell: We are working on workforce development priorities in our Courageous Strategic Transformation process. Know there are questions regarding our annual evaluation process for administrative professional staff. We are engaging in a comprehensive review of our Human Resources practices throughout the University as part of Courageous Strategic Transformation. Reported that faculty and administrative professionals are currently working on the strategic workforce development and the support and wellness leadership drafting groups. The membership lists of the drafting groups can be found on the Courageous Strategic Transformation website. We are working to identify where gaps or inconsistencies exist in our Human Resources systems.

President McConnell: Want to first thank everyone for their participation in the Courageous Strategic Transformation process. We presented a framework in June to the Board of Governors. We met with our leadership teams starting in September. We held over 71 meetings with external and internal groups and read every submitted comment. The framework was edited based on that feedback. We are now working on drafting the plan itself. Vice President Jenelle Beavers is leading the process. We are looking to conclude this process by the end of December and present to the Board of Governors in February. Discussed the overall goals and pieces of Courageous Strategic Transformation as a refresher for members. More information can be found on the Courageous Strategic Transformation website.

President McConnell: Think this is an incredible model for shared governance. Our drafting groups include people from all our constituencies and stakeholders across the University. Each group has a goals template to help focus the work. We asked for three to four goals because we want them to be achievable, measurable, and informed. Each group has been asked to get input from others as we did during the framework. Another way we are getting feedback is through the inspiration proposals, which can be found on the website. Encouraged members to go to the website for more information and to encourage colleagues to participate. Many of these proposals will become a part of the plan.

Vice President Jenelle Beavers: Would like to answer any questions members have about this process or how faculty can get involved.

Andrew Norton: Asked if there were additional questions for President McConnell or Vice President Beavers.

Rob Mitchell: Thanked Vice President Beavers for all the work on Courageous Strategic Transformation. Asked in the chat: Regarding the Courageous Strategic Transformation, what will be the process to integrate the goals across the different working groups?

Vice President Beavers: The plan is for the drafting groups to be largely done by the end of this month, and then we will gather the goals and shop them back out to the community to help us prioritize. There will be an opportunity for people to see and hear about what the drafting groups came up with and then comment as well.

Melinda Smith: Had a question about the inspiration proposals. Feels this is a great mechanism to get feedback from the community and different perspectives. The deadline written here is October 1st. Wondering how these proposals will be vetted. Asked: What is the timeline for feedback on these proposals?

Vice President Beavers: The deadline is October 1st, but it is possible it will slide. We want these ideas, we want them to be collaborative. We will read these proposals and give them to the appropriate drafting groups to do edits to the goals. The October 1st deadline is really to give us time to actually work them into the draft that goes out.

Smith: Asked: So the idea is that a lot of these proposals, depending on what they are focusing on, would probably go to different working groups for consideration?

Vice President Beavers: Confirmed that this is the plan.

Antonio Pedros-Gascon: Requested in the chat an extension of the meeting time.

Pedros-Gascon: Want to engage over a set of questions that was submitted. Feel the Courageous Strategic Transformation has been a great way of engaging dialogue among different people. Expressed hope to use this in the future, but also in the present to deal with current issues.

Pedros-Gascon: Would like to preface by saying that Colorado prohibits employers from firing employees who have engaged in protected activities such as supporting a discrimination claim from a coworker. Stated that “at will” members are not protected. Federal and state laws protect these individuals, but they are not protected here at this institution.

President McConnell: Reminded Pedros-Gascon that she is unable to speak to a particular case.

Pedros-Gascon: Speaking about the process. Feels this can be addressed.

President McConnell: Unable to speak to each case. Commented that processes were followed. If we want to improve these processes, we are doing that through the Courageous Strategic Transformation process. Because we cannot speak to each case individually, assumptions may be made that processes are being violated. The process had been followed.

Pedros-Gascon: Requested permission to respond.

Chair Doe: Stated that Pedros-Gascon could respond and then we will move to other questions.

Pedros-Gascon: Feels the President’s Office could have been more proactive and communicative with the Executive Committee. Would have given us a better understanding of what was going

on, but currently feel these questions have not been addressed. Expressed hope that these will be addressed.

President McConnell: Understanding was that many of the questions required research by the appropriate individuals. They can then comment from their place of expertise.

Chair Doe: Thanked President McConnell. Asked if there were additional questions.

Mary Van Buren: Impressed with the focus on social justice and equity and thriving humanity and community. Thinking of the recent housing survey that was done. Primary concern is that people who are paid very little. Wondered if the University has any sense of how many employees are making below a living wage for Fort Collins. Providing housing is one way of handling it, providing a living wage is another.

President McConnell: Thanked Van Buren. Completely agree. We have been doing an ongoing salary and wage assessment. For the most part, our lowest paid employees are classified staff, and so they are governed by the classified staff payment. They are now represented by Colorado WINS, so there are a lot of ongoing conversations. We are working to raise the salaries. Beyond this, we are continuing to work on affordable housing. Explained that the Hughes property is in a 3-way agreement with the city, where we would purchase a different piece of property for affordable housing and leave the city to determine whether Hughes will remain open space. There are also interests from the Native American community about preserving that property.

Chair Doe: Asked if there were additional questions. Encouraged members to send comments or questions by email and they will get passed along.

Ajean Ryan: Asked: Is there a plan that would reinitiate the task force or committee on gender equity? This was started under former President Tony Frank. Asked: Will there be something that will be some kind of oversight committee? Feel this is something important and affects many faculty.

President McConnell: Will ask Vice Provost Susan James to respond to this. We have had a lot of conversations of how we will build this into what we do and into Courageous Strategic Transformation as a regular process. Vice Provost James and colleagues applied for a National Science Foundation Advanced Grant, which would support an entire infrastructure related to this concern. Asked Vice Provost James if there was anything to add.

Vice Provost Susan James: Believe what is being asked about is the standing committee on the status of women faculty. This still exists, but has been renamed CoGen, which is the Committee for Gender Equity. There are two co-chairs and they are still actively working. The National Science Foundation grant starts mid-October. We are working on continuing that work and incorporating it into Courageous Strategic Transformation. Will start to hear more about the programs probably in October or November.

Chair Doe: Asked if there were any additional questions. Hearing none, thanked Vice President Beavers and President McConnell.

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

Chair Doe: Welcomed Provost Mary Pedersen. We have the good fortune of hearing from the Provost and receiving updates.

Provost Mary Pedersen: Thanked Chair Doe. Will attempt to keep comments brief. Welcomed everyone back to the school year and expressed hope that everyone had a good summer. Know faculty was very busy over the summer preparing for fall. Want to thank everyone for all the hard work. Have heard many positive things about the start of the semester.

Provost Pedersen: We have been updating our COVID website to deal with questions. On the website, under the FAQs, we have addressed specific issues coming up around our University-wide public health guidance, masks policy, physical distancing events, vaccines, exemptions, screening, public health, compliance, COVID exposures, positive testing, and contact tracing. There were a lot of questions related to faculty and staff in terms of academic spaces, workspaces, public health and guidelines, academics in public health, etc. The Pandemic Team is following up on all of these questions.

Provost Pedersen: We have sent out emails reminding students that if they have not submitted their vaccine status or requested an exemption, that they are required to saliva screen twice a week. There is a low percentage of students that have requested exemptions, and they are required to screen twice weekly. We are working to keep the COVID webpage updated as frequently as possible. Tomorrow is our census day, so the numbers and data will be updated to be current by this coming weekend.

Provost Pedersen: Enrollment is looking good for the fall. Again, census is tomorrow, September 8th. We had a very strong number of applicants, 31,538, which is 9% over last fall. We admitted 30,900. We have the third largest first year class in CSU history. The incoming class is 28% racially and ethnically diverse, and 21% are first generation students.

Provost Pedersen: We will be conducting two searches this year. Dean Mark Stetter has been selected as the Dean of the Veterinary Medical Program at UC-Davis. Dean Stetter will be leaving on October 1st, and Colin Clay will be serving as the interim Dean. Dean John Hayes has also announced retirement at the end of this academic year. We are in the process of putting out a request for proposals for search firms and are looking to attract internal and external candidates.

Provost Pedersen: One of our student success initiatives is focused on student culture and student experience. There will be a town hall exploring trauma and the trauma-informed University on Thursday, September 9th at 11:00 a.m. This is supported and coordinated by the co-chairs of this committee, Vice President Blanche Hughes and Associate Provost Steve Dandaneau.

Provost Pedersen: Want to highlight the top three priorities for this year. The first is our student success efforts, and we will be providing periodic updates on those efforts. We will be focusing on increasing our retention and graduation rates. We will engage many different colleges and

units and will focus on eliminating equity gaps for all students, with a specific focus on first generation, limited income, and racial minoritized students.

Provost Pedersen: Another focus will be the Academic Master Plan, which is a key component in our Courageous Strategic Transformation. Will also be focusing on our reaccreditation. Our report is due in the fall of 2023, and the state visit will be the following spring. We will begin those efforts very soon.

a. Consultant Presentation – Linda Dalton

Provost Pedersen: Would like to introduce Linda Dalton. Dalton is our consultant who will be working with us on our Academic Master Planning. Dalton has extensive university planning experience at five different institutions. She served as the Chief Planning Officer at Cal Poly in San Luis Obispo. Has been recently working at California State University East Bay where she coordinated strategic planning with academic planning, enrollment, and the campus physical master plan. She is also working with San Jose University and Texas A&M on their planning efforts. Dalton has additional worked previously at Arizona State University and Massachusetts Institute of Technology. Dalton has extensive experience in these areas.

Provost Pedersen: Dalton is a fellow of the American Institute of Certified Planners. Professor Emeriti of the city and regional planning at Cal Poly. She has won state and national awards for her leadership, professional and academic work, including publications on master planning. Very excited to introduce Dalton to Faculty Council.

Chair Doe: Before we begin, a request to extend the meeting time has been put forward. This will require a 2/3 vote. Requested a vote using Microsoft Forms in the chat.

Motion approved by 2/3 vote. Meeting time extended fifteen minutes.

Linda Dalton: Thanked Provost Pedersen. Have a few slides and will provide a basic overview about the scope, structure, and process.

Dalton: The critical part for us in the academic master planning component is to see that strategic academic innovation is a key building block. We are focusing on academic programs, including interdisciplinary curricular innovations. We are also engaging in the areas of research and engagement. We will focus on those areas in the fall, and then following the holidays, prior to Spring Break, we will look at demographics and pedagogy. Will look at where the academic programs and research and engagement should focus on in the future. After Spring Break, we will look at qualitative and quantitative goals and have a process that includes strategies and procedures for monitoring. We want to integrate this with Courageous Strategic Transformation as well as program reviews and accreditation.

Dalton: There will be an advisory committee of all the constituencies on campus, similar to the drafting groups for Courageous Strategic Transformation. We will have representation from both faculty and students. Their responsibility throughout the fall and early next year is to take input from faculty through their departments and colleges. Once we finish the process, at the end of the

academic year, we will have the basis for drafting enrollment targets and more specific enrollment planning. This process will also inform future resource and investment strategies.

Chair Doe: Thanked Dalton. Asked if there were any questions from members.

Moti Gorin: Wondering whether these committees or working groups will be regularly publicizing the plans and soliciting feedback. Asked: Will faculty and other interested parties have a chance to participate as we get closer to a more specific plan?

Provost Pedersen: Requested clarification about whether this question was directed at the academic master plan or Courageous Strategic Transformation.

Gorin: Interested in the academic master plan as a faculty member. At this point, we have a broad outline of aspirational goals, but may be working on more specific proposals and ideas. Wondering if there will be opportunities to participate as things become more detailed.

Provost Pedersen: On October 1st, we will be starting at the department level and working on specific focus areas for them. They will have retreats and then the information will be provided to the Academic Advisory Committee and they will synthesize the information to send out again. We have a website where we will be posting the materials and steps along the way. We are planning to intentionally make this a transparent and engaging process.

Vice President Beavers: We will also be posting the goals as they get drafted, and these will be open for people to contribute to those conversations.

Pedros-Gascon: Asked in the chat: How and where is becoming a Hispanic Serving Institution part of the Academic Master plan process?

Vice President Beavers: Responded to Pedros-Gascon in the chat. Becoming a Hispanic Serving Institution will be a goal in the plan. It touches many areas—academic master plan, strategic enrollment, inclusive excellence, etc. We will take that into consideration when drafting to avoid silos.

Pedros-Gascon: Expressed hope in the chat that the languages department will be integrated within the process.

Vice Provost James: Responded in the chat. Understanding of the Academic Master Plan is that we begin by looking at the students we will be serving in the future so becoming a Hispanic Serving Institution will be a central theme and guide to this process. Stated that all departments will be integrated into the process.

President McConnell: Commented in the chat that the planning for Hispanic Serving Institute status is part of Courageous Strategic Transformation, and that the analysis of this began last semester.

Chair Doe: Seeing no other questions, thanked Dalton, Provost Pedersen, and Vice President Beavers for being here.

H. REPORTS TO BE RECEIVED

1. Faculty Council Standing Committee 2020-2021 Annual Reports
 - a. Faculty Council Report to the Board of Governors
 - b. Committee on Faculty Governance
 - c. Committee on Intercollegiate Athletics
 - d. Committee on Libraries
 - e. Committee on Non-Tenure Track Faculty
 - f. Committee on Responsibilities and Standing of Academic Faculty
 - g. Committee on Scholarship, Research, and Graduate Education
 - h. Committee on Scholastic Standards
 - i. Committee on Strategic and Financial Planning
 - j. Committee on Teaching and Learning
 - k. Committee on University Programs
 - l. University Curriculum Committee
2. University Benefits Committee Annual Report 2021-2022 – Bolivar Senior, Chair

Chair Doe: The way we normally handle these reports is that they are simply received. These do not require a motion, but will invite the body to ask any questions about these reports.

Chair Doe: Hearing no questions, annual standing committee reports received. Thanked standing committee chairs for their work over the last year and for all the work they do. The work of our standing committees is essential.

3. Faculty Council Chair Report – Sue Doe
4. Board of Governors Report – Melinda Smith

Chair Doe: Have submitted [Chair's report](#) in writing, and Smith has included report in writing in the agenda packet.

I. DISCUSSION

1. Retirement Plan Review Committee – Joseph DiVerdi

Joseph DiVerdi: Represent the Retirement Plan Review Committee, and represent faculty and administrative professionals. Have a brief report of the work to date.

DiVerdi: The University has a retirement plan for all employees. The state classified are separate, but for faculty and administrative professionals, it is the defined contribution plan. Employees are required to contribute in lieu of Social Security. The University contributes 12%.

There is also a second voluntary plan for those who want to be more aggressive in their investment planning.

DiVerdi: This plan was instituted back in the early 1990s and has not received an extensive review since. There was a formal procurement process. We had three service providers; Fidelity, TIAA and AIG. The landscape has since changed considerably, as well as the personal investment landscapes. Goal here is to fully review all aspects of the plan to ensure adequacy of plan performance and compliance. We want to create a revision of the plan for all employees, both previous, currently existing, and future. These aspirations include a best lineup in choices available. We want to rationalize and simplify investment choices to make it easier for employees to invest.

DiVerdi: We also want to lower the administration fees to maximize investment returns. Administration fees are the fees to administer the program. The University administration does not pay these, the participants of the plan pay these so reducing those fees gives more money in the pockets of employees. We also want to improve educational resources and guidance. Part of this is streamlining the process of the systems and increasing the resources.

DiVerdi: In brief, we have three service providers, often called “record keepers”. These are the three entities in which we can invest at this point. There are 359 different investment options, compared to the twenty when the plan was started. Showed slides showing the distribution. We did a survey in October 2020 seeking employee feedback. A lot of information was obtained. There were indications that there was a disengagement with the selection of plans, and we want to improve that engagement.

DiVerdi: Looking forward to the future, we can envision ways to improve the performance of the system overall. One of the ways to do this is to establish a tier of investors. Provided examples of a three tier system. The first tier would be for individuals who do not want to think too much about investing, and it would provide a good foundation for retirement investing. The mid-level tier would have a range of portfolios. The third tier would be for the more aggressive investors who want to take more control and command of their investment choices.

DiVerdi: We do need to modernize the plan and reduce administration costs. We would like to simplify it and provide an adequate level of choice. The adequate level is a challenge because the service providers are able to convince people that certain portfolios are best. We also want to maintain current participant assets.

DiVerdi: The pandemic altered our timeline for this project. We will be working to make a recommendation to the University administration, through Human Resources and the Vice President for University Operations. We hope to submit this recommendation by the middle of the fall semester. We have been working with Human Resources and a contract consultant, Innovest, who have been helpful. There is more information on the Human Resources website, as well as for the review process. Encouraged members to look at the website and reach out with any questions.

Chair Doe: Thanked DiVerdi for this information. Encouraged members to look at the slides provided in the agenda packet. Requested that any thoughts or recommendations be passed along to DiVerdi or herself. Also serves on this committee. The overall goal is to maintain as much of an appropriate choice as possible and reduce the costs.

John Elder: Commented in the chat that he came forward with this issue several years ago as a member of the University Benefits Committee. The relatively small investment by the University that is required to fund this committee's work will result in significantly lower expenses paid by retirement plan participants to financial firms, while also increasing the level of service provided and improving retirement outcomes.

Wes Kenney: Wondered how many employees at the University are aware that because the University does not pay Social Security, when you start to meet with Social Security and looking at retirement, they want you to bring whatever your retirement investment from the University is along with you. They will probably reduce your Social Security payments based upon that investment.

Gorin: Commented in the chat that this was looked into, and there is nothing we can do about it. The power rests with the Colorado legislature.

Kenney: Stated in the chat that this needs to be made clear to CSU employees as they are introduced to retirement plans.

Chair Doe: Thanked Kenney. Stated that Human Resources do regular workshops with the Social Security people. Encouraged members to tune in if able, can provide a lot of information about Social Security and what it means to be an institution that has opted out. Asked if there were any additional questions.

Chair Doe: Hearing no further questions, called the meeting adjourned.

Meeting was adjourned at 6:17 p.m.

Sue Doe, Chair
Andrew Norton, Vice Chair
Melinda Smith, BOG Representative
Amy Barkley, Executive Assistant

Kirk McGilvray	Mechanical Engineering	2023
<u>Thomas Bradley</u>	Systems Engineering	2023
Sybil Sharvelle	College-at-Large	2023
Steven Reising	College-at-Large	2022
J. Rockety Luo	College-at-Large	2022
Liberal Arts		
Mary Van Buren	Anthropology & Geography	2023
Jason Bernagozzi	Art	2022
Martin Carcasson (substituting for Ziyu Long)	Communication Studies	2022
Anders Fermstad (substituting for Ramaa Vasudevan)	Economics	2024
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
Marni Berg	Political Science	2024
Tara Opsal	Sociology	2022
Ajean Ryan		
Antonio Pedros-Gascon	College-at-Large	2023
Emily Morgan	College-at-Large	2023
Lisa Langstraat	College-at-Large	2024
Allison Goar	College-at-Large	2024
Abigail Shupe	College-at-Large	2024
John Carlo Pierce	College-at-Large	2024
Natural Resources		
Randall Boone	Ecosystem Science and Sustainability	2023
<u>Chad Hoffman</u>	Forest and Rangeland Stewardship	2024
TBD	Fish, Wildlife, & Conservation Biology	2024
William Sanford	Geosciences	2023
Alan Bright	Human Dimensions of Natural Resources	2023
Natural Sciences		
Olve Peersen	Biochemistry & Molecular Biology	2022
Mike Antolin	Biology	2021
<u>Rob Paton</u>	Chemistry	2023
Ross McConnell	Computer Science	2022
Emily Hardegree-Ullman	Physics	2024
<u>Silvia Canetto</u> (excused) (on sabbatical Fall 2021)	Psychology	2022

Ann Hess	Statistics	2022
(substituting for Mary Meyer, on sabbatical 2021-2022)		
<u>Yongcheng Zhou</u>	Mathematics	2023
<u>Alan Van Orden</u>	College-at-Large	2023
<u>Anton Betten</u>	College-at-Large	2022
Brad Conner	College-at-Large	2022
James Liu	College-at-Large	2023
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	2024
Candace Mathiason	College-at-Large	2022
<u>Marie Legare</u> (excused)	College-at-Large	2023
Doreene Hyatt	College-at-Large	2022
Seonil Kim	College-at-Large	2022
(substituting for Christianne Magee)		
Jennifer Peel	College-at-Large	2023
John Rosecrance	College-at-Large	2023
<u>Sheryl Magzaman</u> (excused)	College-at-Large	2023
University Libraries		
<u>Linda Meyer</u> (excused)	Libraries	2022
Ex Officio Voting Members		
Sue Doe	Chair, Faculty Council/Executive Committee	2022
Andrew Norton	Vice Chair, Faculty Council	2022
Melinda Smith	BOG Faculty Representative	
2022		
Steven Reising , Chair	Committee on Faculty Governance	2022
<u>Shane Kanatous</u> , Chair	Committee on Intercollegiate Athletics	2022
<u>Jerry Magloughlin</u> , Chair	Committee on Libraries	2022
Jenny Morse , Chair	Committee on Non-Tenure Track Faculty	2022
<u>Marie Legare</u> , Chair (excused)	Committee on Responsibilities and Standing of Academic Faculty	2022
Melinda Smith , Chair	Committee on Scholarship, Research, and Graduate Education	2022
Karen Barrett , Chair	Committee on Scholastic Standards	2022
James Graham , Chair	Committee on Strategic and Financial Planning	2022
Shawn Archibeque , Chair	Committee on Teaching and Learning	2022
Jose Luis Suarez-Garcia , Interim Chair	Committee on University Programs	2022
Brad Goetz , Chair	University Curriculum Committee	2022
<u>Susan (Suellen) Melzer</u>	Committee on Non-Tenure Track Faculty	2024
Christine Pawliuk	Committee on Non-Tenure Track Faculty	2022

Ashley Harvey	Committee on Non-Tenure Track Faculty	2022
<u>Jamie Neilson</u>	Committee on Non-Tenure Track Faculty	2022
<u>Annie Krieg</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
Sean Bryan	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
Ann Claycomb	Chief of Staff
Mary Pedersen	Provost/Executive Vice President
Blake Naughton	Vice President for Engagement & Extension
Leslie Taylor	Vice President for Enrollment and Access
Diana Prieto	Vice President for Equity, Equal Opportunity & Title IX
Susan James	Vice Provost for Faculty Affairs
Kauline Cipriani	Vice President for Inclusive Excellence
Brandon Bernier	Vice President for Information Technology
Alan Rudolph	Vice President for Research
Jenelle Beavers	Vice President for Strategy
Blanche M. Hughes	Vice President for Student Affairs
Kelly Long	Vice Provost for Undergraduate Affairs
Kim Tobin	Vice President for University Advancement
Yolanda Bevill	Vice President for University Communications
Lynn Johnson	Vice President for University Operations
James Pritchett	Dean, College of Agricultural Sciences
Beth Walker	Dean, College of Business
David McLean	Dean, College of Engineering
Lise Youngblade	Dean, College of Health and Human Sciences
Mary Stromberger	Dean, Graduate School
Ben Withers	Dean, College of Liberal Arts
Karen Estlund	Dean, Libraries
Jan Nerger	Dean, College of Natural Sciences
Mark Stetter	Dean, College of Vet. Medicine & Biomedical Sciences
John Hayes	Dean, Warner College of Natural Resources
Sarah Olson	Chair, Administrative Professional Council

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A 'virtual' meeting of the University Curriculum Committee was held on **August 27, 2021** at 11:00 a.m. via Microsoft Teams.

The meeting adjourned at 12:40 p.m.

Minutes

The minutes of May 7, 2021 were electronically approved on May 10, 2021.

Consent Agenda

The Consent Agenda was approved.

Please note: Approved curriculum changes are summarized below. Additional details may be viewed in the Curriculum Management (CIM) system by clicking on the hyperlinked course number or program title below. Once a course proposal is fully approved through the CIM workflow (approved proposal will be viewable under 'History' box on right side of CIM-Courses screen), the course should be available to be added to the Class Schedule in ARIES/Banner (contingent on the effective term approved by UCC and Scheduling deadlines).

Miscellaneous Memo Requests	
Request	Justification
Temporarily Suspend HIST-PHMZ-MA: MA in History, Public History Specialization, Museum Studies Option, Plan B	Pending hiring of key faculty.
Temporarily Suspend Minor in Theatre Design Technology (TDTQ)	Pending return of funding sources for class seats.
Temporarily Suspend Minor in Theatre Acting/Directing (THAQ)	Pending department edits in CIM.

Exception Requests for Third Experimental Course Offerings			
Course #	Course Title	Notes/Changes	Effective Term
MIP 580A5	Introduction to Biology of Disease Vectors	Permanent course proposal (<i>saved not submitted</i>): MIP 567.	Spring 2022
MIP 580A6	Biology of Arbovirus Vectors/Genetics	Permanent course proposal (<i>saved not submitted</i>): MIP 568.	Spring 2022
MIP 580A7	Biology of Parasite/Bacteria Vectors	Permanent course proposal (<i>saved not submitted</i>): MIP 569.	Spring 2022

MIP 581A5	Advanced Virology-Fundamentals/New Insights	Permanent course proposal (<i>in workflow</i>): MIP 537.	Spring 2022
MIP 581A6	Advanced Virology-Mechanisms of Viral Disease	Permanent course proposal (<i>in workflow</i>): MIP 538.	Spring 2022
MIP 581A7	Advanced Virology-Discovery Tools and Control	Permanent course proposal (<i>in workflow</i>): MIP 539.	Spring 2022

New Courses			
Course #	Course Title	Notes	Effective Term
ANEQ 300V	Topics in Animal Sciences: Seedstock Sale Management: Sale Management	1 cr.; partial semester; required field trips.	Spring 2022
ANTH 354	Race/Ethnicity in the Ancient Mediterranean	Previously taught under ANTH 492A: Seminar: Archaeology.	Spring 2022
ANTH 355	Archaeology of the Ancient Nile	Distance/Online only.	Spring 2022
ART 236	Figure Drawing		Spring 2022
BZ 477	Genome Editing Laboratory	2 cr. Previously offered as experimental course BZ 480A7/SOCR 480A7.	Spring 2022
CBE 560	Engineering of Protein Expression Systems	Previously offered as experimental course CBE 581A1.	Spring 2022
ECE 403/ BIOM 403	Intro to Optical Techniques in Biomedical Eng	Previously offered as experimental course ECE 481A3/BIOM 481A3.	Spring 2022
ECE 556	AI for Radar and Remote Sensing	Previously offered as experimental course ECE 580C3.	Spring 2022
F 335	Applications of Silviculture	1 cr.	Spring 2022
MATH 116	Precalculus Supplement for Success in Math	Previously offered as experimental course MATH 181A1.	Spring 2022
NR 312	Applied Insect Ecology		Spring 2022

NR 502	Introduction to Natural Resources Research	2 cr.; Graduate only. Previously offered as experimental course NR 581B1.	Spring 2022
PH 721	Advanced Atomic, Molecular, Optical Physics	Previously offered as experimental course PH 780A1.	Spring 2022

AUCC 3B and Guaranteed Transfer (GT) Pathways Course: New Course Submission (GT-AH1)

Course #	Course Title	GTP Category/Notes	Effective Term
ETST 242	African American Creative Expression	New course approved for AUCC 3B: Arts & Humanities/GT-AH1: Arts and Expression. Previously offered as experimental course ETST 280A3.	Spring 2022

AUCC 3C and Guaranteed Transfer (GT) Pathways Course: New Course Submission (GT-SS2)

Course #	Course Title	GTP Category/Notes	Effective Term
GR 217	Human-Environment Geographies	New course approved for AUCC 3C: Social and Behavioral Sciences/GT-SS2: Geography.	Spring 2022

Major Changes to Courses

Course #	Course Title	Notes	Effective Term
CIS 360	Systems Analysis and Design	<ul style="list-style-type: none"> Edit to course description. Edit to prerequisites: CIS 240 or CS 253 	Spring 2022
HES 510 HES 410	Bioethics--Concepts and Controversies	<ul style="list-style-type: none"> Course number/level change. Edit to prerequisites: PHIL 205 Edit to Add'l Reg Info: Admission into health and exercise science graduate program or consent of the instructor. PHIL 205 or 7 credits of AUCC science category 3A. 	Spring 2022

AUCC 3C and Guaranteed Transfer (GT) Pathways Course: Existing Course Submission (GT-SS2)

Course #	Course Title	GTP Category/Notes	Effective Term
GR 213	Climate Migrants	Existing course approved for AUCC 3C: Social and Behavioral Sciences/GT-SS2: Geography.	Spring 2022

Undergraduate Program Title Change – New proposal

Program Title	Notes	Effective Term
<i>College of Agricultural Sciences</i>		
Major in Horticulture, Controlled Environment Horticulture Concentration	Offered Main Campus Face-to-face. Replaces the Floriculture Concentration below. Removal of courses better suited for the Horticultural Business Management concentration (e.g. MGT 305) and addition of Controlled Environment Agriculture-focused courses provide further differentiation for this concentration. AUCC 4A/4C: HORT 454 AUCC 4B: HORT 310	Spring 2022

Undergraduate Program Title Change – Deactivation proposal

Program Title	Notes	Last admit term	Last grad term
HORT-FLOZ-BS: Major in Horticulture, Floriculture Concentration	Replaced by the Controlled Environment Horticulture Concentration above.	Fall 2020	Fall 2025

Program Deactivation

Program Title	Notes	Last admit term	Last grad term
HORT-HTHZ-BS: Major in Horticulture, Horticultural Therapy Concentration	Unable to reconcile legacy issues in the arrangement between CSU and the Horticultural Therapy Institute (HTI) and came to the mutual decision it is better for RI students to work directly with HTI going forward. Continuing education students can continue to take the courses as "contract courses".	Spring 2021	Spring 2022

CONSENT AGENDA

Exception Request for Third Experimental Course Offering (Approved by UCC Chair in CIM on behalf of UCC during the Summer)

Course #	Course Title	Notes/Changes	Effective Term
MATH 181A1	Precalculus Supplement for Success in Math	Permanent new course above: MATH 116.	Fall 2021

Experimental Courses – 1st Offering (Approved by UCC Chair in CIM on behalf of UCC during the Summer)

Course #	Course Title	Notes/Changes	Effective Term
AB 580A2	Topics in Plant Pathology—Plant Virology	2 cr.; partial semester.	Fall 2021

AGED 581A2	Local Food Systems for Extension Educators	1 cr.; partial semester; Distance/Online only.	Fall 2021
ANEQ 180A2	Student Seminar—Exploring Student Success	1 cr.	Fall 2021
ATS 680A3	Social Responsibility in Atmospheric Science	2 cr.	Fall 2021
ATS 681A6	Introduction to Causal Discovery	2 cr.; Mixed Face-to-Face only.	Fall 2021
ATS 781A4	Climate Sensitivity	2 cr.	Fall 2021
BMS 380A2	Applied Food and Fiber Animal Anatomy		Fall 2021
CM 581A3	Rigorous and Reproducible Research Methods	Graduate only.	Fall 2021
EDHE 680A2	Higher Education Administration	Distance/Online only.	Fall 2021
GEOL 581A9	Brittle Structural Analysis	2 cr.	Fall 2021
HES 480A1	Virtual Coaching for Wellness	Mixed Face-to-Face only.	Fall 2021
HORT 680A1	Topics in Horticulture	1 cr.	Fall 2021
IDEA 580A1/ MGT 580A1	Managing Design for Defense	Graduate only.	Fall 2021
LGEN 380A2	Supervised Undergraduate College Teaching		Fall 2021
SPCM 180A2	Dialogue and Difference	Fulfills AUCC 1C requirement. Mixed Face-to-Face only.	Fall 2021
STAT 580A5	Pharmaceutical Statistics	Graduate only.	Fall 2021
MIP 280A4	Computational <u>Microbiology Genomics</u>	Experimental course title change request approved 7/22/21.	Fall 2021
VS 680A2	Equine Sports Medicine	Distance/Online only.	Fall 2021

Experimental Courses – 2nd Offering (for informational purposes only)

Course #	Course Title	Notes/Changes	Effective Term
MIP 681A5	Introduction to Advanced Microbial Physiology		Fall 2021
MIP 681A6	Advanced Microbial Physiology Experimentation		Fall 2021
MIP 681A7	Microbial Physiology—Translational Discovery		Fall 2021

Minor Changes to Courses

Course #	Course Title	Notes/Changes	Effective Term
ACT 312	Intermediate Accounting II	Edit to prerequisites: ACT 301 or concurrent registration, or ACT 311 with a minimum grade of C.	Spring 2022
AM 421	Textiles Product Quality Assessment	• Edit to prerequisites: <u>AM 220</u> or DM 120	Fall 2022
BIOM 586B	Biomedical Clinical Practicum	• Change of Grade Mode: <u>Traditional S/U-Only Submitted in CIM as a Major Change.</u>	Spring 2022
BMS 496A	Honors: Human Gross Anatomy	• Edit to prerequisites: BMS 301, may be taken concurrently. or BMS 302, may be taken	Spring 2022

		concurrently or BMS 360, may be taken concurrently.	
BMS 496B	Honors: Physiology Lab	• Edit to prerequisites: BMS 301, may be taken concurrently or BMS 302, may be taken concurrently. or BMS 360, may be taken concurrently.	Spring 2022
BMS 496C	Honors: Physiology Case Studies	• Edit to prerequisites: BMS 301, may be taken concurrently or BMS 302, may be taken concurrently or BMS 360, may be taken concurrently.	Spring 2022
BUS 641	Financial Markets and Investments	Edit to prerequisites: BUS 640 or concurrent registration <u>or FIN 601 or concurrent registration.</u>	Summer 2022
CBE 504/ BIOM 504	Fundamentals of Biochemical Engineering	• Edit to prerequisites: CBE 205; MIP 300.	Fall 2022
CIS 320	Project Management for Information Systems	• Edit to prerequisites: CIS 200 <u>or CS 165</u> <i>Submitted in CIM as a Major Change.</i>	Spring 2022
CIS 576	Business Data Visualization	• Edit to prerequisites: <u>None. CIS 575 or CIS 605</u> <i>Submitted in CIM as a Major Change.</i>	Spring 2022
ECE 461	Power Systems	• Edit to offering year: Odd <u>Every</u>	Fall 2022
ECE 462	Power Systems Laboratory	• Edit to offering year: Odd <u>Every</u> • <i>Submitted in CIM as a Major Change.</i>	Fall 2022
ECE 562	Power Electronics I	• Edit to offering year: Even <u>Every</u> • Edit to offering term: Spring <u>Fall</u>	Fall 2022
ETST 332	Contemporary Chicana Issues	• Edit to prerequisites: <u>ETST 100-299 at least 3 credits. None</u>	Spring 2022
ETST 414/ ANTH 414	Development in Indian Country	• Edit to prerequisites: <u>ANTH 100 or ANTH 200 or ETST 100. None</u>	Spring 2022
FIN 300	Principles of Finance	• Edit to prerequisites: (ACT 205 or ACT 210) and (AREC 202 or ECON 202) and (CIS 200) and (ECON 204) <u>and MATH 117 – 126 – at least 3 credits and</u> or MATH 141 or MATH 155 or MATH 160. <i>Submitted in CIM as a Major Change.</i>	Spring 2022
FSHN 530	Principles of Nutrition Science & Metabolism	• Addition of Face-to-face offering. <i>Submitted in CIM as a Major Change.</i>	Spring 2022
F 571	Applied Forest Ecology	• Edit to prerequisites: <u>F 311. (LAND 220 or LIFE 220 or LIFE 320) and (F 311).</u>	Fall 2022
FW 301	Ichthyology Laboratory	• Edit to offering term: Fall , Spring <i>Submitted in CIM as a Major Change.</i>	Spring 2022
FW 472	Issues in Animal Conservation	• Edit to offering year: Odd <u>Every</u> • Edit to offering term: Spring <u>Fall</u>	Spring 2022
FW 564	Science of Managing Human-Wildlife Conflicts	• Edit to prerequisites: <u>FW 104 or LAND 220 FW 100 to 499 — at least 3 credits) or (LIFE 102 or LIFE 103 or BZ 110 or LIFE 220 or LIFE 320. or written consent of instructor.</u>	Spring 2022
GEOL 436	Geology Summer Field Course	• Edit to prerequisites: GEOL 364 and <u>GEOL 372 and GEOL 376</u>	Spring 2022

Course Deactivations			
Course #	Course Title	Notes/Changes	Effective Term
ETST 182A	Study Abroad: Cuba	Not listed in any program or courses.	Fall 2021
ETST 377	African Americans in Sports	<i>C&C unit will administratively remove from SOWK-BSW and SOWK-ADSZ-BW.</i>	Fall 2021
ETST 382A	Study Abroad: Race and Ethnicity in the Dominican Republic	Not listed in any program or courses.	Fall 2021
LKOR 202	Intermediate Korean and Culture I	Not listed in any program or courses.	Spring 2022
LKOR 203	Intermediate Korean and Culture II	Not listed in any program or courses.	Spring 2022
VS 120	Introduction to Veterinary Science	Not listed in any program or courses.	Fall 2021
VS 230	Cultural/Societal Impacts of Animal Disease	Not listed in any program or courses.	Fall 2021

Provisional Study Abroad Courses – Rescheduled Offerings

UCC has approved the below Study Abroad courses for 1st provisional offerings, but these offerings were rescheduled due to the COVID-19 pandemic. Curriculum will be taught as originally approved. Updated OIP approval letters and budgets are attached to each course in CIM.

Course #	Course Title	Cancelled Offering	Rescheduled Offering
EDAE 582A	Study Abroad--Thailand: Spiritual Practices in Thailand	Summer 2021	Summer 2022
GR 482A	Study Abroad--Vietnam: Land Change Science and Remote Sensing	Summer 2021	Summer 2022
MGT 482D	Study Abroad--Portugal: Leading High Performance Teams	Summer 2021	Summer 2022
RRM 382A	Study Abroad--Thailand: Hospitality and Tourism	Summer 2021	Summer 2022

Correction/Update to 3/19/21 Minutes (per request of department)

Program Title	Notes	Effective Term
CPEG-BS: Major in Computer Engineering	<ul style="list-style-type: none"> • Updates to program learning objectives. • See CIM for all other program changes. 	Spring 2022 Fall 2021

Minutes approved by the University Curriculum Committee on 9/3/21.

Brad Goetz, Chair

Shelly Ellerby and Susan Horan, Curriculum
& Catalog

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A 'virtual' meeting of the University Curriculum Committee was held on **September 3, 2021** at 11:00 a.m. via Microsoft Teams.

The meeting adjourned at 12:25 p.m.

Minutes

The minutes of August 27, 2021 were approved.

Consent Agenda

The Consent Agenda was approved.

Please note: Approved curriculum changes are summarized below. Additional details may be viewed in the Curriculum Management (CIM) system by clicking on the hyperlinked course number or program title below. Once a course proposal is fully approved through the CIM workflow (approved proposal will be viewable under 'History' box on right side of CIM-Courses screen), the course should be available to be added to the Class Schedule in ARIES/Banner (contingent on the effective term approved by UCC and Scheduling deadlines).

New Courses			
Course #	Course Title	Notes	Effective Term
ECE 519	Network Centric Systems	Previously offered as experimental course ECE 581B8 (SP20: 10 students).	Spring 2022
ECON 436	Economic Forecasting		Spring 2022
ENGR 540	Design Analysis of Engineering Experiments	Previously offered as experimental course ENGR 581A5 .	Spring 2022
FTEC 292	Introduction to Fermentation Science	1 cr.	Spring 2022
MIP 292	Early Career Preparation in Microbiology	1 cr. Previously offered as experimental course MIP 280A3 .	Spring 2022
MU 159	Voice Class	2 cr. Previously taught under MU 157: Voice Skills for Music Therapists I . <i>C&C Unit has administratively added a 'credit not allowed' statement on MU 157.</i>	Spring 2022
NRRT 609	Tourism and Conservation	2 cr.; partial semester; requires admission to MTM program.	Spring 2022
NRRT 656	Tourism Digital and Social Media Marketing	1 cr.; partial semester; requires admission to MTM program.	Spring 2022
PBHL 660	Quantitative Methods in Public Health II	<i>Intended to be in a series with PBHL 560. The SAU will need to submit a proposal to update the PBHL 560 course title for FA22.</i>	Spring 2022
POLS 307	Media and Politics	Previously offered as experimental course POLS 380A4 .	Spring 2022
POLS 367	Power, Equity and Inclusion in Env Justice	Previously offered as experimental course POLS 380A5 .	Spring 2022
PPA 561	State and Local Government Finance	Graduate only.	Spring 2022
PPA 562	Healthcare Finance	Graduate only.	Spring 2022

Major Changes to Courses

Course #	Course Title	Notes	Effective Term
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ETST 410	Advanced Topics in African American Studies Periods and Personalities	<ul style="list-style-type: none"> • Edits to course title and description. • Edit to prerequisites: ETST 100; ETST 242 or ETST 250 or ETST 310 or ETST 330. None. • Addition of Add'l Reg Info: Junior Standing. May be taken up to 3 times for credit. 	Spring 2022
F 325	Silviculture	<ul style="list-style-type: none"> • Edit to course description. • Edit to prerequisites: F 230 and F 311 and NR 220 	Spring 2022
NRRT 610	Tourism and Conservation Management Natural Resource Management and Tourism	<ul style="list-style-type: none"> • Edits to course title and description. • Edit to prerequisites: NRRT 609 or concurrent registration. None. • Edit to offering term: Spring Fall 	Spring 2022

New Graduate Certificates

Program Title	Notes	Effective Term
Graduate Certificate in Applied Investments	Offered Main Campus Face-to-Face and Online/DCE.	Spring 2022
Graduate Certificate in Corporate Finance		
Graduate Certificate in Entrepreneurship and Innovation		
Graduate Certificate in Organizational Leadership		

Major Changes to Existing Programs

Program Title	Notes	Effective Term
FMST-BS: Major in Fermentation Science and Technology	<ul style="list-style-type: none"> • Sophomore year: addition of required course FTEC 292. • Junior year: moving FTEC 350 and FTEC 360 to different terms. 	Spring 2022

CONSENT AGENDA

Minor Changes to Courses

Course #	Course Title	Notes/Changes	Effective Term
CHEM 433	Clinical Chemistry	• Edit to prerequisites: (CHEM 232 or CHEM 334) and (BC 404 or CHEM 322) (BC 351 or BC 401).	Spring 2022
ETST 310	African American African-American Studies	<ul style="list-style-type: none"> • Edit to course title (<i>removal of hyphen</i>) • Edit to offering year: Even Every • Addition of prerequisite: ETST 100-299 at least 3 credits. None. • Addition of Distance/Online offering 	Spring 2022
FTEC 350	Fermentation Microbiology	• Edit to offering term: Fall Spring <i>Existing AUCC 4B for FMST-BS.</i>	Spring 2022
FTEC 360	Brewing Processes	• Edit to offering term: Spring Fall <i>Existing AUCC 4A for FMST-BS.</i>	Spring 2022

Minor Changes to Existing Programs

Program Title	Notes	Effective Term
CAAF-CT: Graduate Certificate in Conservation Actions with Lands, Animals, and People	• Addition of FW 579 to 'Select from' list.	Spring 2022
FWCB-MFVC: Master of Fish, Wildlife, and Conservation Biology, Plan C (M.F.W.C.B.)	• Addition of FW 579 to 'Select from' list.	Spring 2022

Minutes approved by the University Curriculum Committee on 9/10/21.

Brad Goetz, Chair
Shelly Ellerby and Susan Horan, Curriculum
& Catalog

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A ‘virtual’ meeting of the University Curriculum Committee was held on **September 10, 2021** at 11:00 a.m. via Microsoft Teams.

The meeting adjourned at 12:38 p.m.

Minutes

The minutes of September 3, 2021 were approved.

Consent Agenda

The Consent Agenda was approved.

Please note: Approved curriculum changes are summarized below. Additional details may be viewed in the Curriculum Management (CIM) system by clicking on the hyperlinked course number or program title below. Once a course proposal is fully approved through the CIM workflow (approved proposal will be viewable under ‘History’ box on right side of CIM-Courses screen), the course should be available to be added to the Class Schedule in ARIES/Banner (contingent on the effective term approved by UCC and Scheduling deadlines).

Miscellaneous Memo Requests	
Request	Justification
Temporarily Suspend Enrollment in Master of Music in Collaborative Piano Degree Program	Unable to accept students until we receive National Association of Schools of Music (NASM) Plan Approval. This must be indicated as such in the catalog and on the website (as per accreditation standards).

New Courses			
Course #	Course Title	Notes	Effective Term
CHEM 442	Chemistry of Hemp and Cannabis	Previously offered as experimental course CHEM 480A3 . <i>21-year-old age restriction may be added depending on CSU legal counsel's response to VPUA's inquiry.</i>	Spring 2022
MIP 710	Research Team Mentoring	1 cr.; previously offered as experimental course MIP 780A3 .	Spring 2022
NRRT 608	Nature, Outdoor Recreation and Human Well-Being	2 cr.; partial semester; requires admission to MTM program.	Fall 2022
NRRT 624	Tourism Accounting Fundamentals	1 cr.; partial semester; requires admission to MTM program.	Fall 2022
POLs 301	Colorado Legislature	1 cr.; partial semester; previously offered as experimental course POLs 381A2 .	Fall 2022

AUCC 3B and Guaranteed Transfer (GT) Pathways Course: New Course Submission (GT-AH2)			
Course #	Course Title	GTP Category/Notes	Effective Term
LGEN 250	Global Cities	New course approved for AUCC 3B: Arts & Humanities/GT-AH2: Literature & Humanities.	Spring 2022

Major Changes to Courses			
Course #	Course Title	Notes	Effective Term

ANEQ 300N	Topics in Animal Sciences: Seedstock <u>Management and Merchandising</u>	<ul style="list-style-type: none"> • Credit increase (<i>from 2 to 3</i>) • Edits to course title and description. • Edit to offering term: Fall, Spring • Edit to prerequisites: (<u>ANEQ 101</u>) and (<u>ANEQ 330, may be taken concurrently</u>) None. • Addition of Required field trips. • Edit to Add'l Reg Info: Junior or senior standing. Course required to apply for seedstock team. 	Spring 2022
ANEQ 300U	Topics in Animal Sciences: Seedstock Sale <u>Management: Sale Planning</u>	<ul style="list-style-type: none"> • Credit decrease (<i>from 2 to 1</i>) • Change of schedule type (<i>from lecture to lab</i>) • Edits to course title and description. • Change from full semester to partial semester. • Edit to offering term: Fall, Spring • Edit to prerequisites: ANEQ 300N <u>and ANEQ 330</u> • Addition of Required field trips. 	Fall 2022
BZ 474/ ESS 474	Limnology	<ul style="list-style-type: none"> • Change of subject code: BZ/ESS (removal of dual listing) • Change of college: <u>Warner College of Natural Resources</u> Natural Sciences • Change of department/Unit: <u>1476 – ESS 1878</u> Biology • Edit to offering year: <u>Even</u> Odd • Edit to offering term: <u>Fall</u> Spring 	Spring 2022
CHEM 192	Introductory Seminar in Chemistry	<ul style="list-style-type: none"> • Credit increase (<i>from 1 to 2</i>). 	Fall 2022
NR 220	Natural Resource Ecology and Measurements	<ul style="list-style-type: none"> • Change of credit distribution: from lecture/lab (2-6-0) to practicum (0-0-10). 	Summer 2022
NR 541	Conservation Policy, Finance, and Governance	<ul style="list-style-type: none"> • Change of Department/Unit: <u>1480-HDNR</u> 1401-Warner Coll of Nat Res • Edits to course title and description. • Addition of 'Graduate Only' restriction. • Addition of Required field trips. 	Fall 2022
NRRT 655	<u>Marketing Tourism Products and Destinations</u> Tourism Marketing Concepts and Applications	<ul style="list-style-type: none"> • Edits to course title and description. 	Fall 2022
POLS 492	Capstone Seminar	<ul style="list-style-type: none"> • Addition of course description. • Existing AUCC 4A/4B/4C course. • Edit to prerequisites: <u>POLS 300 – 499 – at least 12 credits</u>, None. • Edit to Add'l Reg Info: <u>Junior standing. Sections may be offered: Online.</u> 	Spring 2022
SOC 210	<u>The Power of Numbers--Statistics in Sociology</u> Quantitative Sociological Analysis	<ul style="list-style-type: none"> • Edits to course title and description. • Edit to prerequisites: None, <u>MATH 100 to 199—at least 1 credit</u> • Edit to Add'l Reg Info: <u>Completion of AUCC Category 1B or at least 1 credit MATH</u> Application of quantitative concepts and methodology to investigation of social problems. 	Spring 2022
SOC 455	Sociology of Law	<ul style="list-style-type: none"> • Edit to course description. • Edit to offering term: <u>Every</u> Fall 	Spring 2022

Major Changes to Existing Programs

Program Title	Notes	Effective Term
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ACBF-CT: Graduate Certificate in Advanced Clinical Behavioral Health	<ul style="list-style-type: none"> • Change from Main Campus Face-to-Face to Online/DCE <u>only</u> (<i>question out to department on whether to deactivate the Main Campus program code</i>) • See CIM for all other program changes. 	Spring 2022
ENGL-LITZ-MA: Master of Arts in English, Plan A, Literature Specialization	<ul style="list-style-type: none"> • Addition of required course E 610; increase in Program Total credits (<i>from 32 to 33</i>). 	Fall 2022
HDFS-PVSZ-MS: Master of Science in Human Development and Family Studies, Plan A, Prevention Science Specialization	<ul style="list-style-type: none"> • Removal of HDFS 501 as a required course; decrease of Program Total credits (<i>from 43 to 42</i>) • Updates to 'Select from' list. 	Spring 2022

Program Deactivations

Program Title	Notes	Last admit term	Last grad term
MUSC-PERZ-BM: Major in Music, Performance Concentration, Piano Pedagogy Option	Chronic low enrollment. As per National Association of Schools of Music (NASM) standards for viability, these programs should be discontinued.	Spring 2022	Spring 2022
MUSC-PERZ-BM: Major in Music, Performance Concentration, String Pedagogy Option		Spring 2022	Spring 2022

CONSENT AGENDA

Experimental Courses – 1st Offering

Course #	Course Title	Notes/Changes	Effective Term
FW 380A2	Spatial Ecology—Applications with R		Spring 2022
HORT 180A2	The Importance of Plants		Spring 2022
MU 581A2	Multimodal Analysis for Ensemble Repertoire		Spring 2022
POLS 381A4	Everyday Global Politics		Spring 2022
SPCM 381A2	Communicating the Queer Past		Spring 2022

Minor Changes to Courses

Course #	Course Title	Notes/Changes	Effective Term
ETST 404	Race Formation in the United States	Edit to prerequisites: ETST 100 or WS 200 , and WS 201-399 or ETST 101-399 – at least 6 credits. None. <i>Submitted in CIM as a Major Change.</i>	Spring 2022
PHIL 410	Gödel's Incompleteness Theorems	Edit to prerequisites: CS 220 or CS 253 or CS 270 or ECE 102 or MATH 235 or MATH 317 or MATH 366 or PHIL 210.	Fall 2022
PHIL 411	Logic in Philosophy and Beyond	Edit to prerequisites: CS 220 or CS 253 or CS 270 or ECE 102 or MATH 235 or MATH 317 or MATH 366 or PHIL 210.	Fall 2022

Minutes approved by the University Curriculum Committee on 9/17/21.

Brad Goetz, Chair
Shelly Ellerby and Susan Horan, Curriculum
& Catalog

UNIVERSITY CURRICULUM COMMITTEE MINUTES

A ‘virtual’ meeting of the University Curriculum Committee was held on **September 17, 2021** at 11:00 a.m. via Microsoft Teams.

The meeting adjourned at 12:40 p.m.

Minutes

The minutes of September 10, 2021 were approved.

Consent Agenda

The Consent Agenda was approved.

Please note: Approved curriculum changes are summarized below. Additional details may be viewed in the Curriculum Management (CIM) system by clicking on the hyperlinked course number or program title below. Once a course proposal is fully approved through the CIM workflow (approved proposal will be viewable under ‘History’ box on right side of CIM-Courses screen), the course should be available to be added to the Class Schedule in ARIES/Banner (contingent on the effective term approved by UCC and Scheduling deadlines).

New Courses			
Course #	Course Title	Notes	Effective Term
LEAP 520	Technology in Arts Management		Spring 2022
MU 492	Music Education Seminar	1 cr. Previously offered as experimental course MU 481A1.	Spring 2022
SOCR 193	Introductory Seminar	1 cr.	Spring 2022
SOCR 425	Internet of Ag Things: Sensors and Data Lab	2 cr.; Required field trips.	Spring 2022

CONSENT AGENDA

Minor Changes to Courses			
Course #	Course Title	Notes/Changes	Effective Term
ETST 412	Africa and African Diaspora	<ul style="list-style-type: none"> • Edit to offering year: Every Third Year Even • Edit to offering term: As Needed Fall • Edit to prerequisites: ETST 100-299 – at least 3 credits. None. 	Spring 2022
ETST 441	Indigenous Knowledges	<ul style="list-style-type: none"> • Edit to prerequisites: ETST 100-299 – at least 3 credits. ETST 234 or ETST 255. 	Fall 2022

Course Deactivations			
Course #	Course Title	Notes/Changes	Effective Term
AS 333	Operational Air Force Writing	Not listed in any programs or courses.	Spring 2022

Minutes approved by the University Curriculum Committee on 9/24/21.

Brad Goetz, Chair
Shelly Ellerby and Susan Horan, Curriculum
& Catalog

BALLOT
October 2021
Graduate and Undergraduate Student Positions on Faculty Council Standing Committees
(One-Year Term)
Nominations from the Committee on Faculty Governance

Committee on Intercollegiate Athletics

Jasper Sloss Undergraduate Student Representative 2022

TBD Graduate Student Representative 2022

Committee on Libraries

Genova Mumford Undergraduate Student Representative 2022

TBD Graduate Student Representative 2022

Committee on Non-Tenure Track Faculty

Shoaib Memon Undergraduate Student Representative 2022

TBD Graduate Student Representative 2022

Committee on Scholarship, Research and Graduate Education

Juli Scamardo Graduate Student Representative 2022

Committee on Strategic and Financial Planning

James Hogan Undergraduate Student Representative 2022

TBD Graduate Student Representative 2022

Committee on Teaching and Learning

Frankie Hendricks Undergraduate Student Representative 2022

Sarah Myers Graduate Student Representative 2022

Committee on University Programs

Kellie (Key) Doucette Undergraduate Student Representative 2022

Kaylee Clark Graduate Student Representative 2022

University Curriculum Committee

Brandon Lowry	Undergraduate Student Representative	2022
Alaina Birkel	Graduate Student Representative	2022

Date: August 26, 2021

To: Sue Doe
Chair, Faculty Council

From: Marie Legare
Chair, Committee on Responsibilities and Standing of Academic Faculty

Subject: **Faculty Manual Section D.4 Letters Regarding Performance and/or Behavior**

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

MOVED, THAT SECTION D.4 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL BE REVISED AS FOLLOWS:

D.4 Academic Freedom Letters Regarding Performance and/or Behavior

~~See Section E.8 for the definition of Academic Freedom.~~

D.4.1 Letter of Expectations

A Letter of Expectations may be issued to an employee by their immediate supervisor or by someone further up in their supervisory chain. It must be clearly labeled as a Letter of Expectations, and it must be signed by the person who is issuing the Letter.

A Letter of Expectations shall identify problems with the employee's job performance and/or behavior that need to be corrected by the employee. It shall state clearly what expectations must be met by the employee in order to address these problems. The Letter shall not impose disciplinary action upon the employee. However, it can suggest, but not require, that the employee seek counseling and/or attend appropriate training, as specified in the letter, to address the performance and/or behavioral issues. The purpose of the Letter is to make it clear to the employee that certain expectations need to be met by the employee related to their position at CSU. The intention is that, if the employee meets the stated expectations, then the problems will have been resolved without the need for any disciplinary action. However, the Letter may state that a failure by the

employee to meet the stated expectations may result in disciplinary action in the future.

Since the intention of a Letter of Expectations is to be informative, rather than punitive, then it is not grievable by the employee. However, the University Grievance Officer may decide that a letter which is labeled as a Letter of Expectations is mislabeled and is actually a Letter of Reprimand (see Section D.4.2). In this case, the letter is grievable.

D.4.2 Letter of Reprimand

A Letter of Reprimand may be issued to an employee by their immediate supervisor or by someone further up in their supervisory chain. It must be clearly labeled as a Letter of Reprimand, and it must be signed by the person who is issuing the Letter.

A Letter of Reprimand shall identify problems with the employee's job performance and/or behavior that need to be corrected by the employee. It shall state clearly what expectations must be met by the employee in order to address these problems. In addition, the Letter may impose disciplinary action upon the employee. The Letter may state that a failure by the employee to meet the stated expectations may result in additional disciplinary action in the future.

For tenured faculty, serious disciplinary action cannot be imposed without following the procedures in Section E.15. However, a Letter of Reprimand may require that a tenured faculty member meet with a counselor or attend appropriate training, as specified in the letter, to address the performance and/or behavioral issues without initiating the Section E.15 process. Any costs incurred for such counseling or training will be borne by the university. Also, a Letter of Reprimand may place limits on the ability of the tenured faculty member to interact with specific individuals at CSU or to be present at specific CSU locations without initiating the Section E.15 process, as long as those restrictions do not prevent the tenured faculty member from fulfilling their expected job duties.

Since the intention of a Letter of Reprimand is to be punitive, then it is grievable by the employee.

D.4.3 Response from the Employee

When an employee receives a Letter of Expectations or a Letter of Reprimand, they shall have ten (10) working days from the date of its receipt to submit a written and signed Response to the person who issued the Letter. This Response shall be attached to the Letter, and anyone seeing the content of the Letter shall also be provided with a copy of the Response.

If the employee decides not to provide a Response, then they shall sign the Letter within ten (10) working days of its receipt to indicate that they have received it. They shall return the signed copy to the person who issued the Letter.

D.4.4 Documentation of Discussions

The documentation of discussions with an employee regarding perceived problems is not considered either a Letter of Expectations or a Letter of Reprimand and is not grievable.

Rationale: Letters of Expectation and Letters of Reprimand are used regularly at CSU, but they are not described adequately in the Manual. This new language is intended to remedy this omission. **It was developed through discussions between Human Resources, the Office of General Counsel, and the University Grievance Officer (UGO).**

Sometimes, a Letter of Reprimand is mislabeled as a Letter of Expectations in an attempt to prevent the recipient from filing a grievance. Since Section K charges the UGO with determining whether or not an action is grievable, then the UGO needs the authority to allow a grievance when something mislabeled as a Letter of Expectations is punitive instead.

The earlier Section D.4 is not needed, since it simply points to Section E.8, which is where academic freedom is discussed.

MEMO

TO: Sue Doe, Chair, Faculty Council

FROM: Melinda Smith, Chair, Committee on Scholarship, Research and Graduate Education

DATE: September 2, 2021

RE: Revisions to the *Graduate and Professional Bulletin*: ADMISSIONS REQUIREMENTS AND PROCEDURES, Track II Admissions and Plan C

The Committee on Scholarship, Research, and Graduate Education move that Faculty Council adopt the following revisions to the section “Admissions Requirements and Procedures” of the *Graduate and Professional Bulletin*, to be effective upon Faculty Council adoption:

Additions – underlined Deletions ~~overscore~~

ADMISSIONS REQUIREMENTS AND PROCEDURES

Track II Admissions

~~Track II admissions are available only to individuals who have at least five years of appropriate professional experience following the award of a baccalaureate degree and whose undergraduate GPA is below 3.000.~~

~~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 and a non-refundable application fee that must be submitted, the following must be sent directly to the department in which the student plans to study (refer to the addresses in the **Directory for Department and Program Contact Persons**).~~

- ~~1. One official transcript of all collegiate work completed (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 written by individuals in at least two of the following categories:

 - ~~a. Applicant's previous or current college/university instructors.~~
 - ~~b. Applicant's previous or current, immediate professional supervisors.~~
 - ~~c. Observers, other than supervisors, who can verify the specific impact of the applicant's professional or intellectual expertise. Letters from friends, relatives, or character witnesses will be considered only supplemental to the three required references.~~~~
- ~~3. A written “statement of purpose” that contains:

 - ~~e. A statement indicating how this learning will contribute to the applicant's long-term goals.~~
 - ~~d. A list of factors that led the applicant to consider CSU for graduate study.~~
 - ~~a. A summary of long-term professional or personal goals.~~
 - ~~b. A statement regarding the applicant's educational goals.~~~~

4. ~~A completed resume that contains the following:~~
- ~~a. Record of all collegiate work, including names of institutions, periods of attendance, and degrees earned.~~
 - ~~b. Record of all professional employment including dates of service (including military).~~
 - ~~c. List of any special skills or competencies (including certifications or licensures).~~
 - ~~d. List of publications, exhibitions, prizes, awards, or other recognitions.~~
 - ~~e. List of service activities (including community and charitable).~~

Plan C

~~Applicants to Plan C master's programs should consult department requirements for submission of standardized test scores.~~

Rationale:

The Graduate School no longer uses a separate admissions process for applicants whose undergraduate GPA is below 3.000. All applicants apply for graduate admission using the Slate application system. If an applicant's undergraduate GPA is below 3.000, the department separately petitions the Graduate School to waive the minimum undergraduate GPA requirement, regardless of the number of years the student has worked.

The Plan C section is not necessary. Elsewhere in the Bulletin, applicants are reminded to consult department requirements for submission of standardized test scores, regardless of degree type.

MEMO

TO: Sue Doe, Chair, Faculty Council

FROM: Melinda Smith, Chair, Committee on Scholarship, Research and Graduate Education

DATE: September 2, 2021

RE: Revisions to the *Graduate and Professional Bulletin*: INTER-UNIVERSITY GRADUATE PROGRAMS, Collaborative Degree Program

The Committee on Scholarship, Research, and Graduate Education move that Faculty Council adopt the following revisions to the section “Inter-University Graduate Programs” of the *Graduate and Professional Bulletin*, to be effective upon Faculty Council adoption:

Additions – underlined Deletions ~~overscore~~

Collaborative Degree Program

A collaborative degree is one that partners a CSU graduate program with a similar graduate program at an international university in order to allow students to transfer credits between the two programs and earn a degree at CSU. Both CSU and international students must earn a minimum of 60% of the degree credits at CSU and the remaining credits at the international university in either a master’s or PhD degree.

The coursework for the degree program offered at the collaborating university must meet CSU standards. The courses accepted for transfer from the collaborating university to the CSU program must be equivalent in credit and content. These courses must be listed, evaluated and approved by the CSU department offering the degree; these courses must provide similar content and student learning outcomes and be reflected in the course syllabi as such. The coursework/syllabi that will be transferred from the collaborating university must be translated into English by the collaborating university for evaluation purposes.

International universities, colleges, or degree granting institutions must be invited to participate in a Collaborative Degree Program by a CSU program department. Such institutions must be accredited by a major regional accrediting agency in order to be eligible to participate in a Collaborative Degree Program. An Academic Collaboration Agreement ~~agreement~~ must be signed between CSU and the collaborating international partner university with details of the Collaborative Degree Program, including that specifies the conditions of the agreement such as admission and degree pathway requirements, number of students eligible to participate, insurance, travel, enrollment, and other administrative issues. Collaborative degree students must meet all Graduate School admission and degree requirements. (See the Graduate School website for more details.) Academic

Collaboration Agreements are facilitated through the Office of International Programs and ~~The agreement~~ must be reviewed and approved by the following individuals from CSU: Dean, Department Head, and Program Director of the program wishing to create a Collaborative Degree Program; Legal Counsel; International Programs; Provost; Graduate School; individuals from the international university that have the authority to sign in support of the Academic Collaboration Agreement Collaborative Degree Program on behalf of the collaborating university. When a student is completing a master's thesis or doctoral dissertation an additional agreement, the Co-Directed Graduate Study Agreement (aka "Cotutelle"), ~~Cotutelle~~ must also be completed and signed by the relevant parties that specifies the co-direction of the work and other pedagogical and publication-related issues. When students meet the requirements for the Collaborative Degree Program, CSU independently confers the degree. The collaborating university may also independently confer a degree. A review process to monitor the quality and outcomes of the Collaborative Degree Program will be established by the department. Data will be reported to the College Dean and Graduate School or as stipulated in the review process.

Rationale:

Proposed revisions clarify that collaborations between CSU and international partner universities are formalized through Academic Collaboration Agreements, facilitated through the Office of International Programs. Academic Collaboration Agreements may include an agreement to offer a collaborative degree program, as explained in this section of the Graduate & Professional Bulletin.

President's Vision Zero Task Force CSU

September 14, 2021

Introduction & Impact Statement for the Faculty Council Executive Committee

Presented by Erika Benti, Aaron Fodge and Fred Haberecht

 Colorado State University

What is Vision Zero?

- A strategy to **eliminate traffic fatalities and severe injuries** among all road users, and to ensure safe, healthy, equitable mobility for all.*
- International movement first implemented in Sweden in the 1990s, now gaining momentum in American cities.
- Commitment to Vision Zero requires:
 - Leadership, collaboration and accountability
 - Data collection and analysis
 - Prioritizing equity and community engagement
 - Managing speed to safe levels
 - Setting a timeline to achieve zero traffic deaths and serious injuries



TRADITIONAL APPROACH

Traffic deaths are **INEVITABLE**
PERFECT human behavior
 Prevent **COLLISIONS**
INDIVIDUAL responsibility
 Saving lives is **EXPENSIVE**

VS

VISION ZERO

Traffic deaths are **PREVENTABLE**
 Integrate **HUMAN FAILING** in approach
 Prevent **FATAL AND SEVERE CRASHES**
SYSTEMS approach
 Saving lives is **NOT EXPENSIVE**

*Source: Vision Zero Network

Vision Zero for CSU

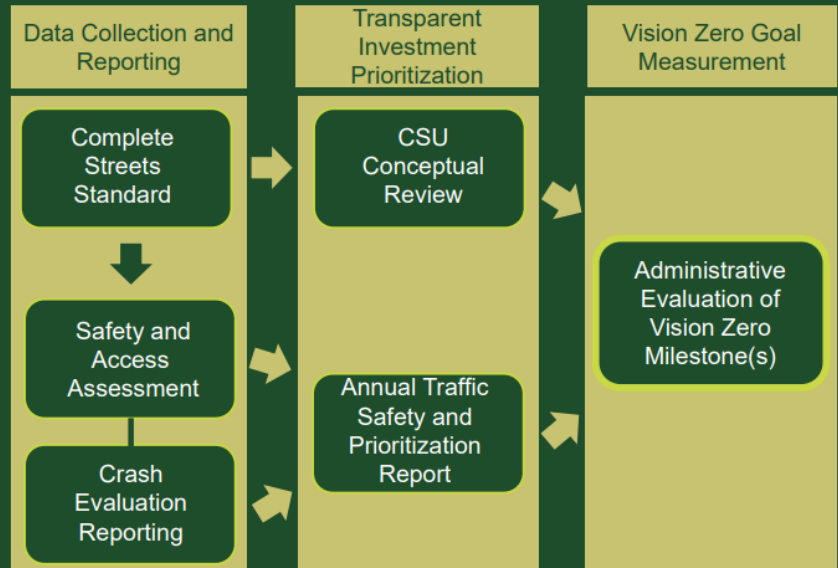
- President's Safety Task Force convened following the fatality of a student pedestrian on campus on the first day of classes, 2019.
- Vision Zero: policy recommendation of "Recommendations to Enhance Transportation Safety on Campus" (2020)
 - Infrastructure
 - Policy
 - Enforcement
 - Education
- Task Force renamed "President's Vision Zero Task Force"

Benefits of a Vision Zero Policy at CSU:

- Proactive and measurable step to attaining zero traffic deaths or serious injuries on campus
- Institutionalize a transparent process for evaluating crashes and infrastructure
- Colorado State University would be the first university in the US to adopt its own Vision Zero policy
- Aligned with sustainability initiatives (safe streets = more active mode users)
- A positive public relations statement that safety is a priority at CSU for enrolling students, prospective employees, and our local community

Milestones to Implement Vision Zero at CSU

Draft Vision Statement:
Transparent prioritization of investments in infrastructure, enforcement, and education based on consistently collected data (crashes, speed tracking, etc.) to achieve zero serious traffic crashes and deaths by the year _____.



President's Vision Zero Task Force Members

- Dave Bradford (PTS)
- Aaron Fodge (PTS)
- Erika Benti (PTS)
- Fred Haberecht (FM)
- David Hansen (FM)
- Jessica Kramer (FM)
- Tim Kemp (FM)
- Jen Marley (FM)
- Christie Mathews (HDS)
- Laura Bently (HDS)
- Maggie Walsh (University Communications)
- Dell Rae Ciaravola (University Communications)
- Marc Barker (University Operations)
- Anthonie Rose (PD)
- Dustin Vinzant (PD)
- Josh McClure (PD)
- Wendy Rich-Goldschmidt (PD)
- Justin Dove (Student Disability Center)
- Adam Vance (Deputy Director of Environmental Affairs, ASCSU)
- Nicole Hahn (City of Fort Collins)

Stakeholder Outreach Presentations To-Date

- ASCSU Cabinet
- ASCSU Senate
- Bicycle Advisory Committee
- Campus Bicycle Advisory Committee
- Classified Personnel Council
- Foothills Campus
- Fort Collins Disability Advisory Commission
- Inclusive Physical and Virtual Campus Committee
- Master Plan Committee
- Physical Development Committee
- CSU Police Dept Command Staff
- President's Sustainability Commission
- Public Safety Team
- Fort Collins Senior Advisory Board
- South Campus
- Student Affairs - VP Council
- Student Disability Center
- Transfort
- Fort Collins Transportation Board

Feedback and Questions?

Thank you

