

*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**  
**November 2, 2021 – 4:00pm – Microsoft Teams**

**FACULTY COUNCIL AGENDA ITEMS:**

**I. FACULTY COUNCIL AGENDA – November 2, 2021**

**A. ANNOUNCEMENTS**

- a. Next Faculty Council Meeting – December 7, 2021 – Microsoft Teams – 4:00pm
- b. Employee Climate Survey
- c. Adrianna Kezar Visit – November 8 & 9, 2021

**B. MINUTES TO BE APPROVED**

- a. Faculty Council Meeting – October 5, 2021 (pp. 3-23)

**C. UNFINISHED BUSINESS**

**D. CONSENT AGENDA**

1. UCC Minutes – September 24, October 1, 8 & 15, 2021 (pp. 24-33)

**E. ACTION ITEMS**

1. Election – Faculty Representatives to Standing Committees – Committee on Faculty Governance – Steve Reising, Chair (p. 34)
2. Election – Graduate Student Representatives to Standing Committees – Committee on Faculty Governance – Steve Reising, Chair (p. 35)
3. Proposed Revisions to Section E.15 of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Marie Legare, Chair (pp. 36-52)

4. Motion on Extending the Completion for the AUCC 3E to 1C Curriculum Transition – Executive Committee to the Faculty Council (p. 53)

**F. PRESIDENT’S REPORT – President Joyce McConnell**

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

**H. REPORTS TO BE RECEIVED**

1. Faculty Council Chair Report – Sue Doe
2. Board of Governors Report – Melinda Smith (pp. 54-55)

**I. DISCUSSION**

1. Resolution Regarding Graduate Student Compensation and Fees – Melinda Smith, Sybil Sharvelle, Antonio Pedros-Gascon, Moti Gorin & Ramaa Vasudevan (p. 56)
2. Late W Recommendation – Committee on Scholastic Standards – Karen Barrett, Chair (pp. 57-61)

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**  
**October 5, 2021 – 4:00pm – Microsoft Teams**

**CALL TO ORDER**

Chair Sue Doe called the meeting to order at 4:03 p.m.

Chair Doe: Reminded members about Teams etiquette. Requested members raise their hand when they wish to speak and to turn off cameras and microphones when not speaking. Additionally reminded members that Faculty Council meetings are subject to the Open Meetings law. Thanked members for being considerate of these items.

**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

Chair Doe: Our next Faculty Council meeting will be on November 2<sup>nd</sup>, and we will once again hold it on Microsoft Teams.

- b. Shared Governance Manual changes update

Chair Doe: Will discuss this a bit more during the Chair's report.

- c. Laps and Chats – Wednesdays at 2:30pm on the Oval

Chair Doe: Will be resuming outdoor office hours on Wednesdays at 2:30pm on the Oval. Idea is to enjoy fresh air and talk as well. Encouraged members to join if able.

- d. Professor Adrianna Kezar Visit – November 8<sup>th</sup> and 9<sup>th</sup>

Chair Doe: Professor Adrianna Kezar will be visiting campus on November 8<sup>th</sup> and 9<sup>th</sup>. Professor Kezar is a professor of education at the University of Southern California and founding director of the Delphi Project on the changing faculty and student success. Her visit is sponsored by the Provost's Office and Faculty Council. Idea of this visit is to engage in meaningful futures regarding integration of tenure-track and non-tenure track faculty. The open forum will be on Monday, November 8<sup>th</sup> at 4:00 p.m. More details to come.

e. National Science Foundation Grant – Ruth Hufbauer, Professor of Agricultural Biology

Ruth Hufbauer: CSU now has an advance grant. The advance grant is funding from the National Science Foundation that is narrowly focused on improving gender equity in STEM faculties at institutions. This is an adaptation grant, which means we are working on adapting evidence-based practices to the situation at CSU.

Hufbauer: The grant is \$1 million over three years. It reflects real progress at CSU. We have been trying for one of these grants for a long time. The funding will begin on October 15<sup>th</sup>.

Hufbauer: Even though the focus of the advance grant is gender equity, we will be initially focusing on an intersectional perspective on that. In the long run, we want the program to be something much more general at CSU for focus on faculty equity. This is why we rebranded it Advance @ CSU versus the CSU Steps that can be found in the agenda packet.

Hufbauer: We will be working on supporting chairs and creating an institute and providing some funding for them, as well as understanding retention and departures. There is a research component to this so we can address the questions and problems reflected in the data.

Chair Doe: Thanked Hufbauer for presenting this announcement. Will be eager to see what comes of this grant.

f. ASCSU Health Initiative – Alejandra Quesada-Stoner

Chair Doe: The ASCSU representatives were going to talk to us about a new health initiative, but are unable to be here today. They will be coming to our November Faculty Council meeting to inform us about this new initiative.

g. Faculty Council Bioethics Committee: Call for nominations

Chair Doe: Our next announcement is about the Faculty Council bioethics ad hoc committee. The purpose of the committee will be to discuss bioethics-related matters as they pertain to CSU faculty and the university community more generally. The central aim of the committee will be to gather input and to provide a collective voice to faculty with respect to matters at the intersection of health, the life sciences, and ethics, in the spirit of shared governance. For example, we know many faculty members have questions and concerns about CSU's COVID policies; this committee will, among other things, serve as a venue in which such questions and concerns can be shared and discussed, put into context; further, the committee, could potentially request discussion with CSU administration through formal communication channels.

Chair Doe: Encouraged members to contact either Moti Gorin ([mgorin@colostate.edu](mailto:mgorin@colostate.edu)) or Jennifer Peel ([Jennifer.Peel@colostate.edu](mailto:Jennifer.Peel@colostate.edu)) if interested in joining this committee. Once they have the committee up, they will begin soliciting feedback from Faculty Council members.

Stated that members can share any topics that they wish to bring to the committee in the meantime.

h. 2021 Employee Climate Survey

Andrew Norton: The Employee Climate Survey will be launching on October 19<sup>th</sup> and closing November 19<sup>th</sup>. This will be the fourth iteration of the survey. We are now expecting to run on a 3-year cycle. Stated that the last survey received a 58.5% response rate. We hope to get even greater participation this time around.

Chair Doe: Encouraged members to participate in the survey.

**B. MINUTES TO BE APPROVED**

a. Faculty Council Meeting – September 7, 2021

Chair Doe: Asked if there were any corrections to be made to the Faculty Council meeting minutes from September 7<sup>th</sup>.

Chair Doe: Hearing none, minutes approved by unanimous consent.

**C. UNFINISHED BUSINESS**

**D. CONSENT AGENDA**

a. UCC Minutes – August 27 & September 3, 10, & 17, 2021

Chair Doe: We have University Curriculum Committee minutes. Asked members if there were any items they wanted pulled for further consideration.

Chair Doe: Hearing none, University Curriculum Committee minutes approved by unanimous consent.

**E. ACTION ITEMS**

1. Election – Undergraduate and Graduate Student Representatives to the Faculty Council Standing Committees – Committee on Faculty Governance – Steve Reising, Chair

Steve Reising: On behalf of the Committee on Faculty Governance, move to approve the nomination for graduate and undergraduate student positions on Faculty Council standing committees as shown in the agenda packet.

Chair Doe: Reminded members that no second was required. Asked if there was any discussion of the candidates.

Chair Doe: Hearing none, requested vote in the chat using Microsoft Forms.

Motion approved. Undergraduate and graduate student candidates approved for Faculty Council standing committees.

Chair Doe: Thanked Reising, the Committee on Faculty Governance, the Associated Students of Colorado State University, and the Graduate Student Council for putting forward these names.

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

Marie Legare: The Committee on Responsibilities and Standing of Academic Faculty would like to move that Section D.4 be revised as seen in the agenda packet. Richard Eykholt, the University Grievance Officer, is also here to respond to any questions.

Legare: The rationale is that these letters of expectation and reprimand are using quite a bit across CSU, but they were not described adequately in the Manual. This was written to remedy that omission.

Chair Doe: Reminded members that no second is needed. Asked if there was any discussion.

Ross McConnell: The current version of the Manual has letters of reprimand, which are grievable, but there is no mention of letters of expectations. This gives administrators a new avenue for lodging a complaint about somebody's performance or behavior. The fact that they are currently doing this does not feel a good enough reason to put it in the Manual. A better option is to ask administrators to use a letter of reprimand when they have a complaint. There is nothing in the Manual that requires that a letter of reprimand actually impose a penalty. There is also the possibility that one of these letters could raise questions of academic freedom. Seems also that the criteria that dictated that the University Grievance Officer should reclassify a letter of expectations as a letter of reprimand is not clearly spelled out.

Richard Eykholt: Stated that both letters of expectation and letters of reprimand have been in use for many years. We are not creating this, and just because it is not in the Manual does not mean it cannot be used. A letter of expectation is not disciplinary, it is a clear statement of what the expectations of the position are. This is important, especially for administrative professionals, who are at will. A letter of reprimand is disciplinary. We do not want to move to discipline every time, but can inform people the expectations of their position.

Eykholt: What we have seen is that these letters have been misused. They may label a letter of expectation as punitive, which means it should have been a letter of reprimand. Letters of expectation are not grievable, whereas letters of reprimand are. In Section K, the Manual tells us that the University Grievance Officer has the authority to decide when something is grievable. When someone receives a letter of expectation and feels it is punitive, they can bring it to the University Grievance Officer for clarification. A letter of reprimand is mentioned in the Manual

but was not described. We had the choice to put the language in the Manual that explains the current policy and will help limit misuse of these letters.

McConnell: Asked about when this raises issues of academic freedom, such as a chair not liking what is being taught in the class. Asked: Why not make these things grievable?

Eykholt: It depends on what you mean by that statement. If a chair expressed dislike for something in your class, that is neither a letter of expectation nor a letter of reprimand. That is simply a comment by an administrator. If an administrator puts that in an annual evaluation or takes action against somebody because of that, then that is grievable. A letter of expectation is simply a statement of the expectations of the position.

McConnell: Know of one case where a chair threatened a letter of expectation for something going on in a class. Asked: What happens in those cases?

Eykholt: Don't understand the term threaten a letter of expectation, because there is nothing punitive in a letter of expectation. Suspect that someone was trying to call a letter of reprimand a letter of expectation, and that is one of the reasons it is so important to have this so that administrators cannot do that. They cannot avoid grievances by mislabeling something.

McConnell: Asked: What is the distinction or criteria used by the University Grievance Officer to reclassify a letter of expectation as a letter of reprimand?

Eykholt: A letter of expectation is not punitive, while a letter of reprimand is. If there is anything punitive, then it should be a letter of reprimand. Understand the concerns here.

McConnell: An alternative would be to tell administrators to not write letters of expectations. Would have them write a letter of reprimand if there is a complaint and get the faculty member access to the grievance process.

Eykholt: Reiterated that letters of expectations are not complaints. They are clear statements of the expectations so that someone cannot get fired without knowing that they were not meeting the expectations of their position.

Mary Van Buren: Experience with letters of expectation is that they are issued when there is a perceived problem on the part of the administrators. In that sense, they are punitive, even though they may not spell out specific consequences.

Legare: Understand what is being said here. This is one of the reasons we need this verbiage in the Manual, because they are not being used appropriately in some cases. The Committee on Responsibilities and Standing of Academic Faculty had a long discussion that letters of expectation don't necessarily mean something negative. As an example, for someone struggling to get grants, it could suggest a grant-writing workshop. They can outline these kinds of expectations.

Chair Doe: Changing directions for a moment. It was mentioned that a letter of expectation is often used with administrative professionals. Asked: is that correct?

Eykholt: Confirmed. It is sometimes used for faculty, but primarily for administrative professionals.

Chair Doe: Asked: Would it fair to say that a letter of expectation would be a reasonable thing for an administrative professional to expect if their performance was less than satisfactory?

Eykholt: Confirmed. The state law allows for termination of at will employees at any time without even needing a reason. CSU's policy is that if somebody is not meeting expectations, they are given a letter to outline clearly what the expectations are. The employee can then talk to their supervisor about it, and then if the employee can meet those expectations, there is no issue.

Chair Doe: This would seem to be an enormous improvement from the perspective of an administrative professional, to have something they can reasonably anticipate.

John Elder: Asked in the chat about the "supervisory chain". That language does not exist in the Manual currently. Usually it says "immediate supervisory".

Eykholt: Stated that "supervisory chain" is just a commonly used term for the chain of supervisors. Just common terminology.

Legare: The terminology needs to exist for the faculty as well as administrative professionals.

Norton: Get the sense that the confusion is around what constitutes a letter of expectation versus a letter of reprimand. Asked if examples could be provided.

Eykholt: Have seen many of each. Will focus on administrative professionals for the letter of expectation, as that is more standard. If someone is not doing one or more aspects of their job, they can be told what is in their job description, which is generally what is in a letter of expectation. To Legare's point, it does not necessarily have to have a negative tone. It can state that certain things are not being done and that you need to do various things.

Eykholt: A letter of reprimand would have something punitive, such as needing to do sexual harassment training or being barred from a lab. These sorts of things are often a letter of reprimand. It is something punitive, whereas a letter of expectation is just a clear statement of what is expected of you as faculty or administrative professionals.

Chair Doe: Thanked Eykholt. Asked if there were any other points of discussion.

Chair Doe: Hearing none, we do have a motion of the floor. Asked members to vote in the chat using Microsoft Forms.

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



Chair Doe: Thanked the Committee on Responsibilities and Standing of Academic Faculty for their diligence on this item. Thanked the membership for their attention on this.

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

Melinda Smith: The Committee on Scholarship, Research and Graduate Education moves that Faculty Council adopt the revisions for the sections on Admissions Requirements and Procedures in the Graduate and Professional Bulletin.

Smith: These changes are being made because the Track II Admission has been eliminated and is no longer used as a separate admission process. It used to be that for students with a GPA below 3.000, they would be admitted using this separate admissions process, but it is no longer necessary. The Graduate School takes submissions regardless of GPA.

Chair Doe: Thanked Smith. Asked if there was any further discussion of this item.

Chair Doe: Hearing none, we have a motion on the floor. Requested a vote in the chat using Microsoft Forms.

Motion approved.

4. Revisions to the Graduate and Professional Bulletin: Inter-University Graduate Programs – Committee on Scholarship, Research, and Graduate Education – Melinda Smith, Chair

Smith: The Committee on Scholarship, Research and Graduate Education moves that Faculty Council adopt the following revisions to the section on Inter-University Graduate Programs in the Graduate and Professional Bulletin.

Smith: These revisions are clarifying the nature of the collaboration between CSU and international partnerships or universities. They are formalized through academic collaboration agreements, which are facilitated through the Office of International Programs. This is cleaning up the language so it reflects the process as it currently occurs when people enter into these kind of collaborative degree programs.

Chair Doe: Thanked Smith. Asked if there was any discussion of this item.

Peter Jan van Leeuwen: Unsure about the wording around “international university”. Asked if more accurate wording was needed, or if that was standard language adopted by the university.

Smith: Believe that it is a standard adoption, meaning any university outside of the United States.

Chair Doe: Asked if there were any other questions or discussion. Hearing none, there is a motion on the floor. Requested a vote in the chat using Microsoft Forms.

Motion approved.

#### **F. PRESIDENT'S REPORT – President Joyce McConnell**

President Joyce McConnell: Want to start with a CSU Board of Governors update. Thanked Smith for service as the Board of Governors Representative, has been wonderful to serve together. Smith is thoughtful and a great advocate.

President McConnell: The Board of Governors was on campus last week. We began last Tuesday by having breakfast with first generation students, which was incredible. Was wonderful to hear from them. In the afternoon, we took a tour of the Global Food Innovation Center, which including a glimpse of the Temple Grandin statue. On Wednesday, the Board attended remarks in the Lory Student Center by U.S. Secretary of Agriculture Tom Vilsack. Most important thing that Secretary Vilsack announced was a comprehensive set of federal investments to address challenges facing the country's agricultural producers. There is a [SOURCE story](#) about this announcement. We will be examining how we might be able to take advantage and align with that funding with our climate change work and agricultural.

President McConnell: Report to the Board included a presentation of the current budget, which we discussed at the last Faculty Council meeting. It included a 3% increase in the graduate student stipends, and the same increase for faculty and staff that had been announced on campus. When we first presented budget in September, we had a \$12 million deficit. We have shaved that down to \$5 million, which was due to our uptick in enrollment. We will provide some final numbers once we complete census, but are feeling optimistic.

President McConnell: Walter Scott, Jr. passed away recently at the age of 90. He was a 1953 civil engineering alumnus, and of course he named the Walter Scott Junior College of Engineering. He has a historical giving of \$64.2 million to the University and has impacted the lives of many of our students. There is a [SOURCE story](#) about him as well.

President McConnell: As part of our work on access for undergraduate students, we are also working on expanding access online. One of the places we found a stumbling block was in the transfer of credits from another undergraduate program. We have eliminated that in terms of eligibility. We will still need record of those credits but we won't need them for admission, which may be helpful to people.

President McConnell: In rankings, we are doing well. We are still among the 100 best public universities in the country. We were also named a top value university, and are in the top 100 best universities for veterans. Commented that we are also doing well on student debt, with only about 50% of our undergraduates graduating with student debt. The students who do have debt have been averaging about \$24,000 in debt.

President McConnell: Want to talk about our position in terms of sustainability. We have been number one in the country in sustainability for the last three years, with a platinum rating number two in the world. We have been honored for the 10<sup>th</sup> straight year as a tree campus higher education institution. That designation recognizes our protection and maintenance of the campus urban forest. We eliminate and prevent hazardous tree risks to public safety, and we maintain a sustainable campus forest with species diversity and best management practices. We have a lot to learn from our arborist, and thanked them for their work.

President McConnell: Vice President for Inclusive Excellence, Kauline Cipriani, has been working very hard on the Diversity Symposium. The Symposium is October 25<sup>th</sup> through October 29<sup>th</sup>. We also have some important days coming up. October 11<sup>th</sup> is Indigenous People's Day, and the Native American Cultural Center will be holding an event on the LSC Plaza. The student cultural centers have put together some amazing programs for heritage months, including Latinx Heritage Month, Pride Month, and Native American Heritage Month. Encouraged members to participate as they are able.

President McConnell: Reported that the Employee Climate Survey will be coming out on October 19<sup>th</sup>. The Office of Inclusive Excellence is asking for assistance from all the employee councils to encourage survey completion among all these groups. Stated that it has been tradition for the Chair of the Faculty Council to serve on the Executive Leadership Team. This will now include the chairs of the Administrative Professional Council and the Classified Personnel Council.

President McConnell: The Office of Engagement and Extension has been doing a lot of work, and provided an update to the Board of Governors on September 28<sup>th</sup>. The Colorado Water Center shared a case study from the [Watershed Assessment and Vulnerability Evaluation Program](#) (WAVE). That is our assistance to private land owners who have had losses to wildfire, and helping them recover and try to reduce the amount of erosion that they experience after fires. On September 28<sup>th</sup> and 29<sup>th</sup>, the Salazar Center for North American Conservation held their third annual international symposium.

President McConnell: Will end with a Courageous Strategic Transformation update. The membership of the drafting groups are on the website. Each group has worked on their goals and metrics for completion. We have done the VPSA strategic alignments for inclusive excellence and student success, and have launched a university-wide marketing campaign to kick off the branded house and have implemented a dual responder program. The dual responder program is a partnership between the CSU Police Department, our Health Network, and UCHealth to make sure that our teams include a mental health professional going out on all interventions.

President McConnell: As we develop Courageous Strategic Transformation, we want to hear from everyone. We are accepting proposals for academic initiatives, operational improvements, or anything else that may advance your mission. These [proposals](#) are due by October 31<sup>st</sup>, and all the criteria are outlined on the Courageous Strategic Transformation website.

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

Chair Doe: Wondering if any thought has been put into doing more around trees with our first-year students. Taught on a campus where every student was required to adopt a tree, and they kept a journal on that tree for a year. The students learned to see and observe. Saw another thing on a campus where trees were marked with how much energy they were saving or how much water they were holding. It was a remarkable statement about the power of shade to cool and the importance of trees.

Fred Haberecht: In the past we have done an Arbor Day event and have placed those same attributes on trees along the Oval. Really like the idea of adopting a tree. We have also thought about social media campaigns of hugging the trees, which parallels what the National Arbor Day Foundation does.

President McConnell: Used to teach land use planning as a law professor. One of the earliest ordinances in the United States was in the colonies in the northeast, describing tree planting and the specific number of trees that needed to be planted in yards and along sidewalks. Recently in the New York Times, some climatologists published maps correlating a lack of shade and poverty. You can see impoverished areas without trees. At SPUR, we are looking at how our urban forestry programs can support communities and create additional shade by planting and taking care of trees in those neighborhoods.

President McConnell: Reminded members that the Rams Read is coming up, and the author of *The Color of Food* will be here on Friday, October 15<sup>th</sup>. The book is about the role of people of color and their relationship to food and agricultural production.

Doreene Hyatt: Suggest working with the Center for Mindfulness in connection with adopting trees. For freshman that come in with mental health issues, there is a connection to nature and the center likely has something that they could do to help.

President McConnell: Thanked Hyatt, great suggestion. There is something affirming about seeing our students sitting under the trees.

Chair Doe: There is an interesting connection between this conversation and the ASCSU health initiative we were going to hear today. They will be here next month, and had ideas about meaningful ways to connect with students on mental health. Thanked President McConnell.

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

Provost Mary Pedersen: Our Homecoming events kick off on Wednesday and go through Saturday. There is a “Get Your Green On” event on the LSC Plaza at 4:00pm on Friday, October 8<sup>th</sup> and the 5K Homecoming race will be on Saturday, as well as the football game.

Provost Pedersen: We have a very strong first-year student class at 55,177, which includes our summer enrollment. This is up 500 from last fall, and still a bit below our peak, which was in Fall 2018. Our total resident instruction is 27,954, which is up from last fall. We have a 25%

racially and ethnically diverse class, with 23% first-generation and about 19% are Pell grant recipients.

Provost Pedersen: Spring registration will open on October 25<sup>th</sup>. We are planning more in-person sessions for students, and will still be offering a small number of hybrid and remote sessions. We have been very good about remaining vigilant under the pandemic and reducing the spread in our community. The vast majority of employees and students are complying with CSU public health mandates. The pandemic website is updated and has information with regards to compliance.

Provost Pedersen: We had a successful forum on the Academic Master Plan this past Friday, October 1<sup>st</sup>. We engaged about 145 people, including department heads, Deans, Associate Deans, and center and institute directors. Dr. Linda Nagel, professor and department head of the Department of Forest and Rangeland Stewardship in the Warner College of Natural Resources, is chairing the Master Plan Advisory Committee with 22 other faculty and staff from across campus. Dr. Linda Dalton is our planning consultant. Both Dr. Nagel and Dr. Dalton lead our discussions. Our state demographer, Elizabeth Garner, gave a keynote speaking on the impact of population shifts on the economy in Colorado. The next step is that department heads will take this information back to their departments and work with their faculty so they can engage in these conversations. The draft materials are due November 5<sup>th</sup> to each Dean's office, and then to the Provost's Office by November 19<sup>th</sup>. There is a website where all these materials are posted. Encouraged members to check the website for more information.

Provost Pedersen: We have two Dean searches underway, for the College of Veterinary Medicine and Biomedical Sciences, and the College of Natural Sciences. We have put out requests for proposals to search firms and are receiving those back now. We will be announcing the chairs of our search committees soon and we will be soliciting nominations for search committee members to get broad engagement from the campus.

Provost Pedersen: Wanted to provide some accolades. Want to first thank the faculty for their continued dedication and persistence. Want to highlight the enrollment and access teams for their extraordinary efforts in the landscape of the pandemic. The Office of the Registrar successfully went through a rewrite of all Fall 2021 classes to support the return to in-person. The included support from across campus, including the Office of Financial Aid. We have an ongoing deployment of \$25 million in emergency grant funding for the 2021-2022 academic year under the Federal American Rescue Plan. These are all important efforts to support our students.

Moti Gorin: Have a question about the Pell grant numbers. It was mentioned that 19% of our incoming students qualify for Pell grants. Wondering if there is some way to determine family income distribution. Students can get up to \$60,000, which is a little bit below the median family income in the United States. Curious about how many of these students are \$55,000 a year families or \$25,000 a year families. Interested in how many are legitimately poor families, and how many are just under the median family income.

Provost Pedersen: Can find that out. We can categorize them so it is combined data and we are not looking at individual. Will follow up.

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

Vice Provost Susan James: Will be posting the slides presented to the Provost's website next week. Wanted to provide an update on the questions posed about administrative professional evaluations from the last meeting.

Vice Provost James: The Provost's Office is working closely with Human Resources and Information Technology to develop a new process for ensuring that every administrative professional employee on campus receives an evaluation every year. We will get the system built in the next month and then do a test run, and will start communicating with campus and administrative professional supervisors about the new process. One of our goals is to get consistent evaluation forms and rating scales. This year we are asking that written annual reviews be turned in in the spring, with the plan next year being to have a more comprehensive approach to performance, including mid-year conversations.

Vice Provost James: In the longer term, Human Resources is working to hire a new performance program manager who will focus on the administrative professionals and state classified. They are also working on a new enterprise-wide Human Resources system. This will take a few years to implement.

Vice Provost James: Want to turn now to the recommendations from the Continuing, Contract, and Adjunct Faculty Task Force. In the town halls from the spring, many of the same questions and concerns were coming up. The task force have categorized their recommendations from low priority, higher priority, and urgent. We will work on timelines for these various priorities.

Vice Provost James: Will focus today on some of the more urgent priorities. As part of the Courageous Strategic Transformation process, we will be looking at a new concept for a budget model. The input of this task force to the Courageous Strategic Transformation process is that we hope to achieve better alignment of the college and department budgets with our institutional commitment to greater security for faculty while also acknowledging the need for flexibility and the fact that teaching faculty do depend on enrollment and student credit.

Vice Provost James: One of the urgent recommendations was to clarify adjunct, continuing, and contract appointments. Language went into the Manual in 2018, but many are still confused, so the language here is meant to provide some clarity. We also attempted to do our first initial audit of administrative professional employees who also happen to be teaching. We found at least 196 people in this category teaching hundreds of courses, so we will be continuing to focus on that.

Vice Provost James: Related to a budget model recommendation is the idea of doing a teaching service and workload audit. This is one of the reasons we have invited Adrianna Kezar to CSU. She will help us understand national budget models, and she will lead equity and workload sessions for chairs and members of CoGen so that we can use the tools that we have already.

Vice Provost James: We will set up a strategic communication plan around these issues so that you will hear more directly from the Provost's Office around these things and everyone will get regular updates. Happy to take questions.

Norton: Have had a request to place questions that were sent to the President's Office a month ago into the chat for the record. These questions are around annual evaluations for administrative professional employees:

- How many units have not been doing AP evaluations (*as mandated the Faculty Manual*)?
- In what colleges or equivalent entities?
- For how many years has these been happening?
- About the evaluated: If some people were being evaluated, but others not within a same unit... why the discrimination of those who did from those who didn't receive evaluations? And what is the commonality of the people in those categories when it comes to gender, status, etc?
- About the evaluators: What ranks/positions hold the people who were in charge of doing those evaluations?
- If these administrators didn't do evaluations, How did they base merit increases without them?
- How is it that their supervisors didn't raise any questions about the lack of documentation to base raise exercises?
- How is it that the Provost Office, who is charged with the evaluation of APs, did not make sure that the process were being enforced? Was Provost Rick Miranda aware of this situation? Was Vice President Lynn Johnson aware of this situation?
- How does your office intend to bring accountability about this enormously impacting issue (corrections/look back and confront the problem), rather than just looking ahead and promise a better outcome next time?

President McConnell: Wanted to emphasize that some of what Vice Provost James brought up in the presentation were solutions to be responsive to these questions. We are not ignoring the questions, we just had to dig deeper. Vice Provost James is working hard to bring that forward for the Faculty Council.

Norton: Expressed appreciation. Appreciate the work trying to come up with answers for complicated questions.

Van Buren: Had a question about the budget models. Asked what that might entail.

Vice Provost James: Our current budget model underlies a lot of the issues for our continuing, contract, and adjunct faculty, so we hope to consider looking at other models. The recommendation of a new budget model is beyond the expertise of the task force. We have an opportunity coming with Courageous Strategic Transformation in considerations around the budget model and we thought it was the right time to make a recommendation to consider how changes in the budget model could help. When Kezar comes, she will help us put some things into context and show us what other universities do.

Chair Doe: Asked if there were any additional questions. Hearing none, thanked Provost Pedersen, Vice Provost James, and President McConnell for being here today and sharing their insights with us.

## **H. REPORTS TO BE RECEIVED**

### **1. Faculty Council Chair Report – Sue Doe**

Chair Doe: First item is the attention to the questions posed at the first Faculty Council meeting around administrative professional evaluations. Have the greatest confidence that Faculty Council and the Provost's Office can provide meaningful evidence that tangible progress is being made on the issue around administrative professional annual evaluations. Heartened by Vice Provost James' and Human Resources' attention to this matter. This has been reported on for many years. While the questions posed in the chat today seem to allude to a particular case, they are in fact broad, with a clear connection to the value and authority of the Manual and its provisions. If we keep our focus on this broader point, the questions are not so much about a particular case or past practices as about the value of the Manual and the valuing of faculty voice around the Manual and around concerns that are relevant to employees. Reminded members that both administrative professionals and faculty annual reviews are covered in the Manual. Thanked members of the Executive Committee for keeping this at the top of our attention.

Chair Doe: Second item is about Section C items on shared governance that were turned back. These were approved by Faculty Council meeting in May. We received a recommendation for language from the Office of General Counsel. This has been sent back to the Committee on Faculty Governance, who will review the recommendations that were initially recommended, as well as the suggestion proposed by the Office of General Counsel and the Provost's Office as a potential substitution. In the Colorado Statutes, the description of faculty is described as having the responsibility for making academic policy and governing the academic affairs of Colorado State University. One of the questions we need to ask is whether our definition of what responsibility means and what shared governance means are adequately supplied in the Manual. The Committee on Faculty Governance will give this more consideration.

### **2. Board of Governors Report – Melinda Smith**

Smith: Will have a written report provided next month. Was unable to have it included this time due to time constraints between the Board of Governors meeting and when the agenda needed to go out. Also wanted to thank President McConnell for the kind words and for the support of Faculty Council in this position.

Smith: Have a few updates from the Board of Governors meeting. The state budget is looking very positive, and that bodes well for hopefully good investment in higher education in the fiscal year 2023. Reiterated that there was a 3% increase in state classified and graduate student salaries. This is great and will continue to acknowledge the work that graduate students do and the need for higher compensation. The faculty and administrative professionals are getting an increase in salary equivalent to 1.5% in fiscal year 2023, which is the second half of the 3% increase that will begin on January 20, 2022. There was also recognition that the administrative



professional salaries are under marker and there are a number of vacancies that need to be filled, so steps are being taken to address this.

Smith: During the Chancellor's report, Dr. Sandy Baum from the Urban Institute gave a great presentation on student debt. Will have a few key highlights on this in the written report for next month.

Smith: We also received the Ag report given by Dean James Pritchett. There were two initiatives presented. One of them is a new infrastructure between CSU and the USDA, which they are calling Ag Cares. This could support research in agricultural resiliency in climate change.

## I. DISCUSSION

1. Vision Zero Task Force – Fred Haberecht, Facilities Management; Aaron Fodge, Parking and Transportation Services; Erika Benti, Parking and Transportation Services

Erika Benti: Thanked Faculty Council for having the group. The President's Vision Zero Task Force is charged with the examination of mobility and safety of all modes of transportation on the CSU campuses. We initially convened after the fatality of a student pedestrian on campus in August of 2019. We made some initial recommendations and then our name evolved to the Vision Zero, in reference to an international movement to end traffic fatalities and serious injuries.

Aaron Fodge: Thanked the Faculty Council for their service to campus. Our task force created five subcommittees, who created charging statements to deliver the milestones as shown in the packet. They have created action plans and requested budgets to uphold this Vision Zero effort.

Fodge: This task force is also interdisciplinary, with membership from across campus along with the City of Fort Collins. It is common for us to work with the City of Fort Collins on campaigns and planning initiatives. We are also part of a larger stakeholder engagement effort. We have visited many entities across campus, including the Executive Committee of Faculty Council. We wanted to be as inclusive as possible through the planning process.

Fodge: The next steps are that we are advancing a memorandum through Marc Barker and a resolution that has been reviewed to adopt Vision Zero at the University. Provided some language for Faculty Council to consider in support of this task force.

Chair Doe: Thanked the group for being here and the steadfast work on making our campuses a safer place. Can tell there is a lot of work involved. A question that comes to mind is how much will this cost.

Fodge: Like many things in higher education, it is iterative. With educational programs, we might be looking at \$10,000 to \$30,000, whereas streetscape or intersection improvement will be in the millions of dollars. Our task is to come up with a fair and transparent process to propose

safety projects to the University, to try to have as many voices as possible to determine what the safest improvement is that we can make.

Chair Doe: Thanked Fodge. Asked about the sidewalk improvements, feels much safer on the sidewalks when intersecting with cyclists.

Fodge: There are many dedicated folks on the campus that have spent a large amount of time during the pandemic to improve sidewalks and trails. There are some extensions of separated trails and widened trails on campus. We had been awarded three grants during the pandemic to focus on safety, so those were the projects across campus.

President McConnell: Wanted to take this opportunity to thank Fred Haberecht, Benti, Fodge, and the task force for all their work. They were charged early in Presidency, after the fatality. The loss of life was horrific, and the team has stuck with their charge.

Van Leeuwen: Asked if the Foothills campus was also part of this plan.

Fred Haberecht: Confirmed that the Foothills campus is part of this plan. There has been extensive outreach, and the Foothills campus has been one of the top topics for access and safety.

Jim Ippolito: Asked in the chat: How do we bring up on-campus safety issues that we have seen over time to this committee?

Fodge: Responded to Ippolito's question from the chat. In the interim, before we adopt Vision Zero, encouraged members to contact the group here, or use Facilities Dispatch. Known issues can be submitted on their website. One of the subcommittees is working toward an assessment process where we have some sort of engagement tool. Considering an app, where anyone on campus can easily report a known issue or safety concern to us for evaluation and then potentially be prioritized for future funding.

Chair Doe: Asked: What will this look like after Vision Zero is adopted, if it is?

Fodge: We have a proposal for these five subcommittees that will then go into action. There are some committees that will advance forward. One of them is assessment, where we will evaluate known issues on campus using our safety data that we collect. We will then have a prioritization process in place so we can bring potential improvements forward. We will also have a crash evaluation group that we will be dispatched to crash sites and will decide of whether there is something we can do better from an education, enforcement, or infrastructure standpoint. Vision Zero would provide us an umbrella to enact and move forward different initiatives supported by the University and administration.

Chair Doe: Thanked Fodge. Asked if there were any other questions from the body. There is some indication in the chat about students being stopped and keeping people safe.

Fodge: We do have a campaign that Benti leads, where we stand at stop signs and dismount zones and have some friendly encouragement for people to dismount or stop. We have also had our officers out there to ensure people are following the rules of the road.

Benti: Students, if they stop, may even win \$5 in Ramcash, so we do reward them.

Chair Doe: Thanked the group. We will look at this language for the recommendation of support and will report back to the group. It looks like this has strong endorsement from the University community. We look forward to talking more about this. Expressed appreciation for the presentation and bringing this information to Faculty Council. Thanked them for all their efforts and attention to safety.

Chair Doe: Hearing no further questions or comments for the Vision Zero group, requested a motion to adjourn.

Norton: Moved.

Smith: Second.

Meeting was adjourned at 6:02 p.m.

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

ATTENDANCE  
**BOLD INDICATES PRESENT AT MEETING**  
UNDERLINE INDICATES ABSENT AT MEETING  
**2021-2022**

**Chair: Sue Doe**  
**Executive Assistant: Amy Barkley**  
**Professional Registered Parliamentarian: Lola Fehr**  
**Vice-Chair: Andrew Norton**  
**BOG Representative: Melinda Smith**

<b>ELECTED MEMBERS</b>	<b>REPRESENTING</b>	<b>TERM</b>
<b>Agricultural Sciences</b>		
<b>Stephan Kroll</b>	Agricultural and Resource Economics	2022
<b>Jennifer Martin</b>	Animal Sciences	2024
<b>Jane Stewart</b>	Agricultural Biology	2024
<b>Kelly Curl</b>	Horticulture & Landscape Architecture	2022
<b>Jim Ippolito</b>	Soil and Crop Sciences	2023
<b>Steve Fonte</b>	College-at-Large	2023

(substituting for Marco Costanigro, on sabbatical 2021-2022)		
<b>Bradley Goetz</b>	College-at-Large	2022
<b>Andrew Norton</b>	College-at-Large	2023
<b>Health and Human Sciences</b>		
<b>Ruoh-Nan (Terry) Yan</b>	Design and Merchandising	2024
<b>Raoul Reiser</b>	Health and Exercise Science	2022
<b>David Sampson</b>	Food Science and Human Nutrition	2022
<b>Lisa Daunhauer</b>	Human Development and Family Studies	2023
<b>Bolivar Senior</b>	Construction Management	2023
<b>Jennifer Weaver</b> (Fall 2021)	Occupational Therapy	2023
(substituting for Aaron Eakman, on sabbatical Fall '21)		
<b>Sharon Anderson</b>	School of Education	2024
<b>Elizabeth Kiehne</b>	School of Social Work	2022
(substituting for Shannon Hughes)		
<b>Karen Barrett</b>	College-at-Large	2024
<b>Business</b>		
<b>Bill Rankin</b>	Accounting	2023
<u>Stephen Hayne</u>	Computer Information Systems	2024
<b>John Elder</b>	Finance and Real Estate	2022
<b>Rob Mitchell</b>	Management	2024
<b>Jonathan Zhang</b>	Marketing	2023
<b>Engineering</b>		
<b>Peter Jan van Leeuwen</b>	Atmospheric Science	2024
<b>Margarita Herrera-Alonso</b>	Chemical and Biological Engineering	2022
<u>Hussam Mahmoud</u>	Civil and Environmental Engineering	2024
<b>Ali Pezeshki</b>	Electrical and Computer Engineering	2022
<b>Kirk McGilvray</b>	Mechanical Engineering	2023
Thomas Bradley	Systems Engineering	2023
<b>Sybil Sharvelle</b>	College-at-Large	2023
<b>Steven Reising</b>	College-at-Large	2022
<b>J. Rockey Luo</b>	College-at-Large	2022
<b>Liberal Arts</b>		
<b>Mary Van Buren</b>	Anthropology & Geography	2023
<b>Jason Bernagozzi</b>	Art	2022
<b>Martin Carcasson</b>	Communication Studies	2022
(substituting for Ziyu Long)		
<b>Anders Fremstad</b>	Economics	2024
<u>Tony Becker</u>	English	2023
<b>Albert Bimper</b>	Ethnic Studies	2022
<b>Maria Del Mar Lopez-Cabrales</b>	Languages, Literatures, and Cultures	2022
<b>Jared Orsi</b>	History	2023
<b>Michael Humphrey</b>	Journalism and Technical Communication	2023

<b>Wes Kenney</b>	Music, Theatre, and Dance	2023
<b>Moti Gorin</b>	Philosophy	2022
<b>Marni Berg</b>	Political Science	2024
Tara Opsal	Sociology	2022
<b>Ajean Ryan</b>	College-at-Large	2023
<u>Antonio Pedros-Gascon</u> (excused)	College-at-Large	2023
<u>Emily Morgan</u> (excused)	College-at-Large	2023
<b>Lisa Langstraat</b>	College-at-Large	2024
<b>Allison Goar</b>	College-at-Large	2024
<b>Abigail Shupe</b>	College-at-Large	2024
<b>John Carlo Pierce</b>	College-at-Large	2024
<b>Natural Resources</b>		
<b>Randall Boone</b>	Ecosystem Science and Sustainability	2023
<b>Chad Hoffman</b>	Forest and Rangeland Stewardship	2024
<b>Yoichiro Kanno</b>	Fish, Wildlife, & Conservation Biology	2024
<b>William Sanford</b>	Geosciences	2023
<b>Alan Bright</b>	Human Dimensions of Natural Resources	2023
<b>Natural Sciences</b>		
<b>Olve Peersen</b>	Biochemistry & Molecular Biology	2022
<b>Mike Antolin</b>	Biology	2021
<b>Rob Paton</b>	Chemistry	2023
<b>Ross McConnell</b>	Computer Science	2022
<b>Emily Hardegree-Ullman</b>	Physics	2024
<u>Silvia Canetto</u> (excused) (on sabbatical Fall 2021)	Psychology	2022
<b>Ann Hess</b> (substituting for Mary Meyer, on sabbatical 2021-2022)	Statistics	2022
<u>Yongcheng Zhou</u>	Mathematics	2023
<u>Alan Van Orden</u>	College-at-Large	2023
<u>Anton Betten</u>	College-at-Large	2022
<b>Brad Conner</b>	College-at-Large	2022
<b>James Liu</b>	College-at-Large	2023
<b>Veterinary Medicine &amp; Biomedical Sciences</b>		
<b>DN Rao Veeramachaneni</b>	Biomedical Sciences	2022
<u>Kevin Haussler</u>	Clinical Sciences	2022
<b>Elizabeth Ryan</b>	Environmental & Radiological Health Sciences	2023
<b>Traci Kinkel</b> (substituting for Tony Schountz)	Microbiology, Immunology and Pathology	2024
<b>Candace Mathiason</b>	College-at-Large	2022
<b>Marie Legare</b>	College-at-Large	2023
<b>Doreene Hyatt</b>	College-at-Large	2022
<b>Seonil Kim</b>	College-at-Large	2022

(substituting for Christianne Magee)

<b>Jennifer Peel</b>	College-at-Large	2023
<u>John Rosecrance</u>	College-at-Large	2023
<b>Sheryl Magzaman</b>	College-at-Large	2023

**University Libraries**

<b>Linda Meyer</b>	Libraries	2022
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***Ex Officio Voting Members***

<b>Sue Doe</b>	Chair, Faculty Council/Executive Committee	2022
<b>Andrew Norton</b>	Vice Chair, Faculty Council	2022
<b>Melinda Smith</b>	BOG Faculty Representative	2022
<b>Steven Reising</b> , 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
<b>Jenny Morse</b> , Chair	Committee on Non-Tenure Track Faculty	2022
<b>Marie Legare</b> , Chair	Committee on Responsibilities and Standing of Academic Faculty	2022
<b>Melinda Smith</b> , Chair	Committee on Scholarship, Research, and Graduate Education	2022
<b>Karen Barrett</b> , Chair	Committee on Scholastic Standards	2022
<b>James Graham</b> , Chair	Committee on Strategic and Financial Planning	2022
<u>Shawn Archibeque</u> , Chair	Committee on Teaching and Learning	2022
<u>Jose Luis Suarez-Garcia</u> , Interim Chair	Committee on University Programs	2022
<b>Brad Goetz</b> , Chair	University Curriculum Committee	2022
<u>Susan (Suellen) Melzer</u>	Committee on Non-Tenure Track Faculty	2024
<b>Christine Pawliuk</b>	Committee on Non-Tenure Track Faculty	2022
<u>Ashley Harvey</u>	Committee on Non-Tenure Track Faculty	2022
<u>Jamie Neilson</u>	Committee on Non-Tenure Track Faculty	2022
TBD	Committee on Non-Tenure Track Faculty	2022
<b>Leslie Stone-Roy</b>	Committee on Non-Tenure Track Faculty	2022
<b>Mary Van Buren</b>	Committee on Non-Tenure Track Faculty	2023
<b>Joseph DiVerdi</b>	Committee on Non-Tenure Track Faculty	2022
<b>Steve Benoit</b>	Committee on Non-Tenure Track Faculty	2022
<b>Sean Bryan</b>	Committee on Non-Tenure Track Faculty	2022
<b>Pinar Omur-Ozbek</b>	Committee on Non-Tenure Track Faculty	2023

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

<b>Joyce McConnell</b>	President
Ann Claycomb	Chief of Staff
<b>Mary Pedersen</b>	Provost/Executive Vice President
Blake Naughton	Vice President for Engagement & Extension
<b>Leslie Taylor</b>	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**

Brandon Bernier

Alan Rudolph

**Jenelle Beavers**

**Blanche M. Hughes**

Kelly Long

Kim Tobin

**Yolanda Bevill**

Lynn Johnson

James Pritchett

Beth Walker

David McLean

Lise Youngblade

**Mary Stromberger**

Ben Withers

Karen Estlund

Jan Nerger

Mark Stetter

John Hayes

Sarah Olson

Vice President for Inclusive Excellence

Vice President for Information Technology

Vice President for Research

Vice President for Strategy

Vice President for Student Affairs

Vice Provost for Undergraduate Affairs

Vice President for University Advancement

Vice President for University Communications

Vice President for University Operations

Dean, College of Agricultural Sciences

Dean, College of Business

Dean, College of Engineering

Dean, College of Health and Human Sciences

Dean, Graduate School

Dean, College of Liberal Arts

Dean, Libraries

Dean, College of Natural Sciences

Dean, College of Vet. Medicine & Biomedical Sciences

Dean, Warner College of Natural Resources

Chair, Administrative Professional Council

## UNIVERSITY CURRICULUM COMMITTEE MINUTES

A ‘virtual’ meeting of the University Curriculum Committee was held on **September 24, 2021** at 11:00 a.m. via Microsoft Teams.

The meeting adjourned at 12:15 p.m.

### Minutes

The minutes of September 17, 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).

<b>Study Abroad Courses – Permanent Offerings</b>			
Course #	Course Title	Notes	Effective Term
<a href="#">ERHS 321A</a>	Study Abroad—Mexico: Environmental Public Health—Water Quality	<b>3 cr.</b> <b>Approved as AUCC 4A</b> in BIOM-EPHZ-BS. <i>C&amp;C Unit will administratively add a ‘credit not allowed statement to ERHS 320.</i> To be included on the degree audit, department must submit a program change to add ERHS 321A.	Summer 2022
<a href="#">ERHS 411A</a>	Study Abroad—Mexico: Air Quality and Waste Management	<b>3 cr.</b> <b>Approved as AUCC 4A</b> in BIOM-EPHZ-BS. <i>C&amp;C Unit will administratively add a ‘credit not allowed statement to ERHS 410.</i> To be included on the degree audit, department must submit a program change to add ERHS 411A.	Summer 2022

<b>New Courses</b>			
Course #	Course Title	Notes	Effective Term
<a href="#">MU 646</a>	Multicultural Practice in Music Therapy	Distance/Online only. Previously offered as experimental course MU 681A1.	Spring 2022
<a href="#">SPCM 178</a>	New to the Major Seminar	1 cr.; previously offered as experimental course SPCM 180A1.	Spring 2022
<a href="#">SPCM 278J</a>	Communication Skills: Leadership	1 cr.; partial semester.	Spring 2022
<a href="#">VM 779</a>	Rational Antimicrobial Therapy	1 cr.; requires admission to professional curriculum in veterinary medicine. Previously offered as experimental course VM 780A5.	Spring 2022
<a href="#">VS 655B</a>	Veterinary Echocardiography: Adv Topics in Veterinary Echocardiography	Requires admission to professional curriculum in veterinary medicine.	Spring 2022



### Major Changes to Courses

Course #	Course Title	Notes	Effective Term
<a href="#">HIST 432</a>	Sacred History in the Bible and the Qur'an	<ul style="list-style-type: none"> <li>Edit to course description.</li> <li>Edit to offering term: <del>As Needed</del> <b>Spring</b></li> <li>Edit to Add'l Reg Info: <del>Sophomore standing. Sections may be offered: Online. Completion of 45 credits.</del></li> <li>Addition of Distance/Online offering.</li> </ul> <i>Existing AUCC 4A course.</i>	Summer 2022
<a href="#">HIST 433</a>	Muhammad and the Origins of Islam	<ul style="list-style-type: none"> <li>Edit to course description.</li> <li>Edit to offering term: <del>As Needed</del> <b>Spring</b></li> <li>Edit to Add'l Reg Info: <del>Sophomore standing. Sections may be offered: Online. Completion of 45 credits.</del></li> <li>Addition of Distance/Online offering.</li> </ul> <i>Existing AUCC 4A course.</i>	Summer 2022
<a href="#">HIST 435</a>	Jihad <del>and Reform</del> in Islamic History	<ul style="list-style-type: none"> <li>Edits to course title and description.</li> <li>Edit to offering term: <del>As Needed</del> <b>Fall</b></li> <li>Edit to Add'l Reg Info: <del>Sophomore standing. Sections may be offered: Online. Completion of 45 credits.</del></li> <li>Addition of Distance/Online offering.</li> </ul>	Summer 2022
<a href="#">HIST 438</a>	The Modern Middle East	<ul style="list-style-type: none"> <li>Edit to course description.</li> <li>Edit to offering term: <del>As Needed</del> <b>Spring</b></li> <li>Edit to Add'l Reg Info: <del>Junior standing. Completion of 45 credits.</del></li> </ul> <i>Existing AUCC 4A course.</i>	Summer 2022
<a href="#">MU 250</a>	Music Therapy Practice	<ul style="list-style-type: none"> <li>Credit decrease (<i>from 3 to 2</i>)</li> <li>Change of Schedule Type (<i>from lecture/lab to lecture only</i>)</li> </ul>	Summer 2022
<a href="#">SOC 302</a>	Contemporary Sociological Theory	<ul style="list-style-type: none"> <li>Edit to course description.</li> <li>Edit to offering term: <del>Fall, Spring</del> <b>Every</b></li> </ul>	Summer 2022
<a href="#">SOC 311</a>	<del>Methods of</del> Sociological <del>Research</del> <b>Methods Inquiry</b>	<ul style="list-style-type: none"> <li>Edits to course title and description.</li> <li>Edit to offering term: <del>Fall, Spring</del> <b>Every</b></li> </ul>	Summer 2022
<a href="#">SOC 352</a>	Criminology	<ul style="list-style-type: none"> <li>Edit to course description.</li> <li>Addition of Distance/Online offering.</li> </ul>	Summer 2022
<del>VS 655</del> <a href="#">VS 655A</a>	<del>Echocardiography in Veterinary Medicine</del> <b>Echocardiography: Fundamentals of Veterinary Echocardiography</b>	<ul style="list-style-type: none"> <li>Course number change (<i>addition of subtopics – see new course VS 655B above</i>)</li> <li>Credit decrease (<i>from 3 to 2</i>)</li> <li>Edits to course title and description.</li> <li>Edit to offering year: <del>Even</del> <b>Odd</b></li> <li>Edit to offering term: <del>Fall</del> <b>Spring</b></li> <li>Addition of Reg Info: <b>Admission to professional curriculum in veterinary medicine.</b></li> <li>Removal of Add'l Reg Info: <del>DVM degree or equivalent professional medicine degree required.</del></li> </ul>	Fall 2022

### New Degrees

Program Title	Notes	Effective Term
<a href="#">Joint Master of Addictions Counseling in Psychology and Social Work</a>	Plan C Master's degrees; offered Main Campus Face-to-Face.	Fall 2022
<a href="#">Joint Master of Addictions Counseling in Psychology and Social Work, Advanced Standing Program</a>		

<b>CONSENT AGENDA</b>
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### Experimental Courses – 1st Offering

Course #	Course Title	Notes/Changes	Effective Term
<a href="#">MECH 480A9</a>	Intermediate Thermodynamics Applications		Spring 2022
<a href="#">MU 180A3</a>	Healthy Voice Techniques for Popular Music	2 cr.	Spring 2022

### Minor Changes to Courses

Course #	Course Title	Notes/Changes	Effective Term
<a href="#">ETST 324</a>	Asian-Pacific Americans and the Law	• Edit to prerequisites: <a href="#">ETST 100-299 – at least 3 credits.</a> <del>None.</del>	Summer 2022
<a href="#">MU 157</a>	Voice Skills for Music Therapists I	• Edit to offering term: <del>Spring</del> <b>Fall</b> • Addition of Reg Info: <a href="#">Audition required.</a> • Edit to Add'l Reg Info: Music therapy majors only. <a href="#">Credit not allowed for both MU 157 and MU 159.</a> <i>Submitted in CIM as a Major Change.</i>	Fall 2022
<a href="#">MU 158</a>	Voice Skills for Music Therapists II	• Edit to offering term: <del>Fall</del> <b>Spring</b> <i>Submitted in CIM as a Major Change.</i>	Fall 2022
<a href="#">MU 257</a>	Leading Group Ensembles	• Edit to offering term: <del>Fall</del> <b>Spring</b>	Summer 2022
<a href="#">MU 343</a>	Research Methods in Music Therapy	• Edit to offering term: <del>Fall</del> <b>Spring</b> <i>Submitted in CIM as a Major Change.</i>	Summer 2022
<a href="#">SOC 403</a>	Capstone Seminar	• Edit to prerequisites: (SOC 210 or STAT 200 to 499) and (SOC 301 or SOC 302) and (SOC 311) and ( <del>SOC 313 or</del> SOC 314 or SOC 315 <del>or CS-110</del> ).	Summer 2022

### Course Deactivations

Course #	Course Title	Notes/Changes	Effective Term
<a href="#">WS 370</a>	Feminist Friendship	Not listed in any programs or courses.	Spring 2022

Minutes approved by the University Curriculum Committee on 10/1/21.

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 **October 1, 2021** at 11:00 a.m. via Microsoft Teams.

The meeting adjourned at 11:37 a.m.

### Minutes

The minutes of September 24, 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
<a href="#">BC 598</a>	Research	1-9 var. cr.; requires written consent of instructor.	Spring 2022
<a href="#">SOWK 562</a>	Functional Behavior Assessment & Intervention	Graduate only; Distance/Online only.	Spring 2022

Major Changes to Courses			
Course #	Course Title	Notes	Effective Term
<a href="#">LFRE 300</a>	Reading and Writing for Communication-French	<ul style="list-style-type: none"> <li>Edit to course description.</li> <li>Addition of Distance/Online offering.</li> </ul>	Fall 2022
<a href="#">PBHL 560</a>	Quantitative Methods in Public Health I	<ul style="list-style-type: none"> <li>Edit to course title.</li> <li>Edit to offering term: <del>Fall</del> <del>Fall, Spring</del></li> </ul>	Fall 2022
<a href="#">MATH 301</a>	Introduction to Combinatorial Theory	<ul style="list-style-type: none"> <li>Edit to course description.</li> <li>Edit to offering term: <del>Every</del> <del>Fall</del></li> <li>Addition of Distance/Online offering.</li> </ul>	Fall 2022
<a href="#">SOWK 371A</a>	<del>Social Work with Selected Populations: Children and Families</del> <u>Fields of Practice: Child Protection</u>	<ul style="list-style-type: none"> <li>Edits to course title and description.</li> <li>Addition of Add'l Reg Info: <u>Completion of AUCC category 3C required.</u></li> </ul>	Spring 2022
<a href="#">SOWK 371B</a>	<del>Social Work with Selected Populations: Juvenile Offenders</del> <u>Fields of Practice: Juvenile Justice</u>	<ul style="list-style-type: none"> <li>Edits to course title and description.</li> <li>Addition of Add'l Reg Info: <u>Completion of AUCC category 3C required.</u></li> </ul>	Spring 2022
<a href="#">SOWK 371C</a>	<del>Social Work with Selected Populations: Adult Offenders</del> <u>Fields of Practice: Criminal Justice</u>	<ul style="list-style-type: none"> <li>Edits to course title and description.</li> <li>Addition of Add'l Reg Info: <u>Completion of AUCC category 3C required.</u></li> </ul>	Spring 2022

<b>CONSENT AGENDA</b>
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<b>Minor Changes to Courses</b>			
<b>Course #</b>	<b>Course Title</b>	<b>Notes/Changes</b>	<b>Effective Term</b>
<a href="#">ECE 102</a>	Digital Circuit Logic	<ul style="list-style-type: none"> <li>Edit to offering term: <del>Fall, Spring</del> <del>Fall</del> <i>Submitted in CIM as a Major Change.</i></li> </ul>	Fall 2022
<a href="#">ECE 251</a>	Introduction to Microcontrollers and IoT	<ul style="list-style-type: none"> <li>Edit to offering term: <del>Fall, Spring</del> <del>Fall</del> <i>Submitted in CIM as a Major Change.</i></li> </ul>	Fall 2022
<a href="#">ECE 565/ ENGR 565</a>	Electrical Power Engineering	<ul style="list-style-type: none"> <li>Edit to prerequisites: ECE 332 with a minimum grade of C; ECE 342 with a minimum grade of C <u>or</u> <u>ECE 340 with a minimum grade of C</u></li> </ul>	Fall 2022
<a href="#">ETST 320</a>	Ethnicity and Film: <del>—</del> Asian-American Experience	<ul style="list-style-type: none"> <li>Addition of prerequisite: <u>ETST 100-299 – at least 3 credits.</u></li> <li>Administrative edit to course title (<i>removal of subtopic</i>)</li> </ul>	Summer 2022
<a href="#">NRRT 665</a>	Survey Research and Analysis	<ul style="list-style-type: none"> <li>Edit to prerequisites: <del>NRRT 565 and</del> STAT 301</li> </ul>	Spring 2023
<a href="#">SOCR 210</a>	Microbiome Roles in a Sustainable Earth	<ul style="list-style-type: none"> <li>Removal of prerequisite: <u>None.</u> <del>CO 150</del></li> </ul>	Spring 2022

Minutes approved by the University Curriculum Committee on 10/8/21.

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 **October 8, 2021** at 11:00 a.m. via Microsoft Teams.

The meeting adjourned at 11:55 a.m.

### Minutes

The minutes of October 1, 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
<a href="#">AREC 419</a>	Commodity Market Trading Experience	Previously offered as experimental course AREC 480A2.	Spring 2022
<a href="#">ENGR 120</a>	Scott Scholars Freshman Seminar	1 cr.; Scott Scholars only; requires written consent of instructor. Previously offered as experimental course ENGR 181A2.	Fall 2022
<a href="#">CIVE 659</a>	Advanced Topics in Geo-Engineering		Fall 2022
<a href="#">SOCR 221</a>	Crop Production Systems	1 cr.; partial semester; required field trips.	Fall 2022
<a href="#">SOCR 335</a>	Plant Genetics		Fall 2022
<a href="#">SOCR 375</a>	Soil Biogeochemistry		Spring 2022

Major Changes to Courses			
Course #	Course Title	Notes	Effective Term
<a href="#">ECE 332</a>	Electronics Principles II	<ul style="list-style-type: none"> <li>Addition of AUCC 4A designation in the new Major in Electrical Engineering, Aerospace Concentration (<i>see new concentration below</i>).</li> </ul>	Spring 2022
<a href="#">ECE 401</a>	Senior Design Project I	<ul style="list-style-type: none"> <li>Addition of AUCC 4A/4B designation in the new Major in Electrical Engineering, Aerospace Concentration, and four new Computer Engineering concentrations (<i>see new concentrations below</i>).</li> </ul>	Spring 2022
<a href="#">ECE 402</a>	Senior Design Project II	<ul style="list-style-type: none"> <li>Addition of AUCC 4C designation in the new Major in Electrical Engineering, Aerospace Concentration, and four new Computer Engineering concentrations (<i>see new concentrations below</i>).</li> </ul>	Spring 2022
<a href="#">HIST 361</a>	<a href="#">Native American History Methods</a>	<ul style="list-style-type: none"> <li>Edits to course title and description.</li> </ul>	Fall 2022

	<del>American Indians in the Age of Conquest</del>	<ul style="list-style-type: none"> <li>• Edits to offering year: <del>Every Even</del></li> <li>• Edit to offering term: <del>As Needed Spring</del></li> <li>• Change of grade mode: <del>Traditional Student Option</del></li> </ul>	
<a href="#">HIST 362</a>	<a href="#">Native American History Topics</a> <del>American Indian Renaissance in Modern America</del>	<ul style="list-style-type: none"> <li>• Edits to course title and description.</li> <li>• Edit to offering year: <del>Every Odd</del></li> <li>• Edit to offering term: <del>As Needed Spring</del></li> <li>• Change of grade mode: <del>Traditional Student Option</del></li> </ul>	Fall 2022

### New Undergraduate Concentrations

Program Title	Notes	Effective Term
<a href="#">Major in Computer Engineering, Aerospace Systems Concentration</a>	Offered Main Campus Face-to-Face. AUCC 4A/4B: ECE 401 AUCC 4C: ECE 402	Spring 2022
<a href="#">Major in Computer Engineering, Embedded and IoT Systems Concentration</a>		
<a href="#">Major in Computer Engineering, Networks and Data Concentration</a>		
<a href="#">Major in Computer Engineering, VLSI and Integrated Circuits Concentration</a>		
<a href="#">Major in Electrical Engineering, Aerospace Concentration</a>	Offered Main Campus Face-to-Face. AUCC 4A: ECE 332 AUCC 4A/4B: ECE 401 AUCC 4C: ECE 402	Spring 2022

### Major Changes to Existing Programs

Program Title	Notes	Effective Term
<a href="#">SOCI-CRCZ-BA: Major in Sociology, Criminology and Criminal Justice Concentration</a>	• See CIM for all program changes.	Fall 2022
<a href="#">SOCI-ENSZ-BA: Major in Sociology, Environmental Concentration</a>		
<a href="#">SOCI-GNSZ-BA: Major in Sociology, General Sociology Concentration</a>		

### CONSENT AGENDA

### Experimental Courses – 1st Offering

Course #	Course Title	Notes/Changes	Effective Term
<a href="#">CON 380A3</a>	Temporary Structures for Construction		Spring 2022
<a href="#">MECH 580B3</a>	Orbital Mechanics		Spring 2022
<a href="#">MECH 580B4</a>	Trajectory and Performance		Spring 2022
<a href="#">MU 480A5</a>	New Approaches in Music Therapy		Spring 2022

### Change to Experimental Course – 2nd Offering

Course #	Course Title	Notes/Changes	Effective Term
<a href="#">CM 580A3</a>	Intro to Quantitative Cell and Molecular Bio	1 <sup>st</sup> offering: SP21.	Spring 2022

		<ul style="list-style-type: none"> <li>• Change of Schedule Type/Credit Distribution: <u>Lecture/Lab 2(1-2-0)</u> <del>Lecture/Recitation 2(1-0-1)</del></li> </ul>	
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### Minor Changes to Courses

Course #	Course Title	Notes/Changes	Effective Term
<a href="#">MGT 479</a>	Strategic Human Resource Management	<ul style="list-style-type: none"> <li>• Edit to offering term: <del>Fall</del>, Spring <i>Submitted in CIM as a Major Change.</i></li> </ul>	Fall 2022

### Course Deactivations

Course #	Course Title	Notes/Changes	Effective Term
<a href="#">RRM 415</a>	Catering Techniques and Culinary Arts	Not listed in any programs or courses.	Spring 2022

Minutes approved by the University Curriculum Committee on 10/15/21.

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 **October 15, 2021** at 11:00 a.m. via Microsoft Teams.

The meeting adjourned at 11:25 a.m.

### Minutes

The minutes of October 8, 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).

### Exception Request for Third Experimental Course Offering

Course #	Course Title	Notes/Changes	Effective Term
<a href="#">MECH 481A4</a>	Green Engineering--Materials and Environment	1 <sup>st</sup> offering: SP20; 2 <sup>nd</sup> offering: SP21. Permanent course proposal: MECH 436/MSE 436.	Spring 2022

### New Course

Course #	Course Title	Notes	Effective Term
<a href="#">NR 453</a>	Geospatial Field Methods in Natural Resources	2 cr., partial semester; required field trips. Previously offered as experimental course NR 481A1.	Summer 2022

### Major Changes to Existing Programs

Program Title	Notes	Effective Term
<a href="#">FRRS-RFMZ-BS: Major in Forest and Rangeland Stewardship, Rangeland &amp; Forest Management Concentration</a>	• Senior year: addition of F 335 to a ‘Select one course’ list.	Fall 2022
<a href="#">NRMG-BS: Major in Natural Resource Management</a>	• Junior year: replacing required course NR 326 with F 325.	Fall 2022
<a href="#">RECO-BS: Major in Restoration Ecology</a>	• Senior year: removal of NR 326 from a ‘Select one course’ list.	Fall 2022

## CONSENT AGENDA

### Experimental Courses – 1st Offering

Course #	Course Title	Notes/Changes	Effective Term
<a href="#">ATS 780A7</a>	Machine Learning for the Atmospheric Sciences	2 cr.	Spring 2022



<a href="#">POLS 580A3</a>	Theories of Political Communication	Graduate only.	Spring 2022
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### Minor Changes to Courses

Course #	Course Title	Notes/Changes	Effective Term
<a href="#">NR 310</a>	Ecosystem Services and Human Well-Being	• Edit to offering term: <del>Fall</del> Spring	Fall 2022
<a href="#">NR 510</a>	Ecosystem Services—Theory and Practice	• Edit to offering term: <del>Fall</del> Spring	Fall 2022

### Course Deactivations

Course #	Course Title	Notes	Effective Term
<a href="#">NR 326</a>	Forest Vegetation Management	<p><i>C&amp;C Unit will administratively remove from the following programs:</i></p> <ul style="list-style-type: none"> <li>• ECSS-BS (<i>elective list</i>)</li> <li>• FWCB-CNVZ-BS (<i>Junior year 'Select one' list</i>)</li> <li>• FWCB-FASZ-BS (<i>Junior year 'Select one' list</i>)</li> <li>• ECRQ (<i>Third year 'Select two' list</i>)</li> <li>• IEAQ (<i>elective list</i>)</li> </ul> <p><i>NR 326 will remain listed an 'or' prerequisite for NR 477 and NR 479 for a few years.</i></p>	Summer 2022

Minutes approved by the University Curriculum Committee on 10/22/21.

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

**BALLOT**  
**Academic Faculty Nominations to Faculty Council Standing Committees**  
*November 2, 2021*

**COMMITTEE ON LIBRARIES**

*Term Expires*

<u>FRANCK DAYAN</u> (Nominated by Committee on Faculty Governance)	CAS	2024
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**COMMITTEE ON NON-TENURE TRACK FACULTY**

*Term Expires*

<u>THOMAS CONWAY</u> (Nominated by Committee on Faculty Governance)	CLA	2024
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**BALLOT**  
**November 2021**  
*Graduate Student Positions on Faculty Council Standing Committees*  
**(One-Year Term)**  
**Nominations from the Committee on Faculty Governance**

**Committee on Intercollegiate Athletics**

<b>Rosaline Danzman</b>	Graduate Student Representative	2022
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**Committee on Libraries**

<b>Vaishnavi Sonarikar</b>	Graduate Student Representative	2022
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Date: October 7, 2021

To: Sue Doe  
Chair, Faculty Council

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

Subject: **Faculty Manual Section E.15 Disciplinary Action for Tenured Faculty**

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

MOVED, THAT SECTION E.15 OF THE ACADEMIC FACULTY AND ADMINISTRATIVE PROFESSIONAL MANUAL BE REVISED AS FOLLOWS:

**E.15 Disciplinary Action for Tenured Faculty** *(last revised xxx)*

The procedures set forth in this section of the Manual govern disciplinary action other than a Letter of Reprimand (see Section D.4.2) for tenured faculty members, including revocation of tenure and termination of appointment. These actions may occur in connection with either behavior or performance of professional duties. Disciplinary action other than a Letter of Reprimand for a tenured faculty member (hereinafter termed the “Tenured Faculty Member”) must follow the procedures outlined in this section of the Manual. These procedures shall be used in a manner that is consistent with the protection of academic freedom (see Section E.8) and confidentiality of all participants in such actions to the extent permitted by law. These procedures must not be used in an ~~arbitrary~~, unfair, unreasonable, arbitrary, capricious, or discriminatory manner. Participants shall conduct themselves in accordance with the Code of Ethical Behavior (see Section D.9).

Any member of the University community who knowingly makes false statements as a part of these proceedings shall be subject to disciplinary action appropriate to their position within the University.

The University Grievance Officer (UGO) shall be charged with assuring the integrity of the E.15 processes, including discussions to achieve a mutually agreeable resolution at any stage of the process, coordinating committee

appointments and duties, and certifying that appropriate individuals participate in the process. At the discretion of the UGO, any of the time limits in Section E.15 may be extended for reasonable periods. Such extensions shall be reported immediately to all parties concerned.

Either of the following conditions may lead to formal disciplinary action:

- a. Substantial neglect of assigned duties that prevents the Tenured Faculty Member from fulfilling their obligation to the University as stated in Section E.5.2 and impacts the department, college, or University; or actions that substantially impair the duties or responsibilities of others.
- b. Behavior of the Tenured Faculty Member that (1) presents significant risk to the safety or security of members of the University community (e.g., violence) and/or (2) represents a serious violation of ethics (see Section D.9) and/or University policy (including, but not limited to, unlawful discrimination, research misconduct, harassment, bullying, retaliation, or misappropriation of funds).

There are ~~three (3)~~ two (2) avenues for discipline:

- ~~a. Disciplinary action involving the issuance of a Letter of Reprimand. The Tenured Faculty Member's Academic Supervisor (see Section E.14) may formally sanction the Tenured Faculty Member by placing a Letter of Reprimand (officially labeled as such) in their file and providing a copy to the Tenured Faculty Member. This action does not require a Hearing, but it is grievable by the Tenured Faculty Member (see Section K). However, documentation of discussions by the Academic Supervisor with a faculty member regarding perceived problems is not considered a Letter of Reprimand and is not grievable. The Letter of Reprimand shall be reviewed by the appropriate college dean (or by the Provost if the Academic Supervisor is a dean). If the dean or Provost determines that the Letter of Reprimand is not appropriate, the dean or Provost shall refer the matter to the appropriate avenue below for action.~~

ëj. Acceptance of disciplinary action by the Tenured Faculty Member. The Tenured Faculty Member may agree to accept formal disciplinary action without a Hearing. In this case, there must be a written document stating that disciplinary action is being taken and detailing the disciplinary action and any agreements made. This document must be signed by both the Tenured Faculty Member and the Academic Supervisor to indicate their mutual agreement regarding the disciplinary action. The agreement by the Tenured Faculty Member to accept this action does not imply admission of responsibility for the charge. This action requires the approval of the Provost. If the Provost, after consultation with the UGO, determines that the disciplinary action is not appropriate, he or she shall direct that the matter be referred to a formal Hearing. This document stating the disciplinary action, if rejected, may not be used in the resulting Hearing.

ëj. Disciplinary Action resulting from a formal Hearing. The University may impose disciplinary action against the Tenured Faculty Member. Possible disciplinary actions resulting from a formal Hearing include, but are not limited to, one or more of the following: letter of reprimand, reassignment of duties, mandatory education or training, monitoring, reduction in pay, suspension with or without pay, revocation of tenure, and termination of employment. Since faculty rank is an academic credential, reduction in rank ~~should~~ may not be used as a disciplinary action unless the rank was obtained through fraudulent means. Some disciplinary actions may be for a specified period of time or until some condition is met, and some may be for an indefinite period of time, subject to later review. It is also possible that the Hearing will not result in any disciplinary action.

### **E.15.1 Initiating the Process**

The disciplinary process shall be initiated when a written and signed statement (hereinafter termed the "Statement"), which specifies with reasonable particularity the alleged grounds for disciplinary action, is filed with the UGO by one or more of the following individuals: the academic supervisor, the college dean, or the Provost. Anyone may write the Statement, but one or more of the individuals listed

in the previous sentence shall file it with the UGO in order to initiate the disciplinary process. Upon receipt of the Statement, the UGO shall notify the person(s) who filed the Statement that the disciplinary process has been initiated. Also, when the process has been completed, the UGO shall notify the person(s) who filed the Statement of the final outcome. In both cases, the person(s) who filed the Statement shall notify the person(s) who wrote the Statement.

### **E.15.2 Operational Procedures Prior to Completion of Formal Disciplinary Action**

The UGO shall review the Statement to ensure that it alleges the existence of one or more of the conditions for disciplinary action listed in Section E.15.a or E.15.b. If the UGO finds that the Statement alleges one or more of these conditions, then, no later than three (3) working days following receipt of the Statement, the UGO shall provide a copy of the Statement to the Tenured Faculty Member and inform the Academic Supervisor and the dean of the college (or the Provost if the Academic Supervisor is a dean) of the commencement of the disciplinary process. The Statement is deemed to have been received when it is delivered personally to the Tenured Faculty Member, or ten working days after it has been sent to the Tenured Faculty Member via email to their official CSU email address, or when receipt has been confirmed to the UGO by the Tenured Faculty Member.

Pending the outcome of this process, the Provost may assign the Tenured Faculty Member to other duties or take such other action as deemed appropriate, including suspension of duties, only if the Provost determines that the continued presence of the Tenured Faculty Member would threaten the safety or security of the Tenured Faculty Member or other persons or would substantially impair or disrupt the normal functioning of the University or one of its departments or divisions. Salary shall continue during the period of a suspension.

### **E.15.3 Discussions to Achieve a Resolution**

No later than three (3) working days after confirming the adequacy of the Statement and notifying the appropriate parties, the UGO shall direct the Academic Supervisor, the college dean, and/or the Provost to enter into discussions with the Tenured Faculty Member in an effort to come to a resolution as to possible disciplinary action to be taken against the Tenured Faculty Member by mutual agreement.<sup>3</sup> The agreement by the Tenured Faculty Member to accept such action does not imply admission of responsibility for the charge (s).

If an agreement is reached, it requires the approval of the Provost. If the Provost determines that the agreement is appropriate, and the agreement does not involve a demotion, reduction in pay, resignation, or other separation from the University, the Provost is authorized to approve the agreement. If the Provost determines that the agreement is appropriate, and the agreement involves a demotion, reduction in pay, resignation, or other separation from the University, the agreement must be approved by the President. If the Provost determines, after consultation with the UGO, that the agreement is not appropriate, the Provost shall direct that the matter proceed to a formal Hearing. This agreement that states the disciplinary action, if rejected, may not be used in the resulting Hearing. If no agreement can be reached within five (5) working days of the UGO's directive to enter into discussions, the matter shall proceed to a formal Hearing.

If the decision is made to proceed to a Hearing, the Tenured Faculty Member shall be notified of the decision and given ten (10) working days to submit a written response (hereinafter termed the "Response") to the allegations in the Statement.

#### **E.15.4 Hearing Process**

If the allegations in the Statement are limited to performance of professional duties (Section E.15.a), then the procedures specified in Section E.15.4.1 are to be followed. If the allegations in the Statement are limited to behavior (Section E.15.b), then the procedures specified in Section E.15.4.2 are to be followed. If the Statement contains allegations involving both performance of professional duties and behavior, then a single Hearing shall be conducted with the



participation of both of the Hearing Committees specified in Sections E.15.4.1 and E.15.4.2.

As appropriate, individuals appointed to serve on Hearing Committees assembled under the provisions of Section E.15 may have their effort distributions adjusted, as negotiated with their immediate supervisor, to reflect their involvement in the disciplinary process, or they may receive release time from some of their academic obligations, ~~or they may receive compensation if participation is required beyond their appointment periods, as determined by the Provost.~~

#### **E.15.4.1 Performance of Professional Duties**

For allegations involving performance of professional duties as described in Section E.15.a, ~~the charges shall be considered in a Phase II Review (see Section E.14.3.2) before they are considered in a formal disciplinary Hearing. The Phase II Review Committee shall determine whether or not a formal Hearing is warranted. The Provost may, for convincing reasons stated in writing, reverse the decision of the Phase II Review Committee. If the decision is made to conduct a formal disciplinary Hearing regarding allegations involving performance of professional duties, the Tenured Faculty Member's performance must be judged against the normal expectations within their department, taking into account the tenured faculty member's effort distribution (see Section E.9.1) and workload (see Section E.9.2). In this case, a Hearing Committee of at least six (6) members shall be formed, ~~that consists of~~ The persons eligible to serve on this Hearing Committee are the tenured faculty members of the Tenured Faculty Member's department who have the same or higher rank as the Tenured Faculty Member and who have no administrative duties (see Section K.12.a), but excluding the Tenured Faculty Member and their academic supervisor. ~~or a committee thereof, as specified by the Department Code. The Department Code may specify the process for selecting the eligible faculty members to serve on the Hearing Committee. If the Department Code does not specify the makeup of the Hearing Committee this process,~~ then it the Hearing Committee shall consist of six (6) ~~tenured~~ eligible faculty members~~

~~having no administrative duties (see Section K.12.a) drawn by lot by the college dean. In no case may this committee consist of fewer than six (6) members. If there are fewer than six (6) faculty members of the department eligible for the committee, then additional members shall be drawn by lot by the college dean from a pool consisting of all tenured faculty members of the college having who have the same or higher rank as the Tenured Faculty Member and who have no administrative duties (see Section K.12.a). Neither the Tenured Faculty Member nor the Tenured Faculty member's Academic Supervisor may be a member of this committee. The members of this Hearing Committee shall then select from their membership a chairperson who shall be a voting chair of the committee.~~

~~Members of a Hearing Committee who believe themselves sufficiently biased or interested that they cannot render an impartial judgment shall remove themselves from the case on their own initiative. Challenges for cause may be lodged with the UGO by the Tenured Faculty Member, the person(s) who submitted the Statement, or any member of the Hearing Committee. The UGO shall decide all challenges with such advice from legal counsel for the University or from the Colorado Department of Law (Office of the Attorney General) as the UGO deems necessary or advisable. The UGO may excuse a member of the Hearing Committee even though actual cause cannot be proven. The Tenured Faculty Member shall have a maximum of two (2) challenges without stated cause.~~

The Hearing Committee shall conduct a Phase II Review (see Section E.14.3.2) to determine by a majority vote whether or not a formal disciplinary Hearing is warranted. The Provost may, for convincing reasons stated in writing, reverse this decision of the Phase II Review Committee, but this must be done within five (5) working days of being notified of the decision. If the final decision is to conduct a formal disciplinary Hearing, then the Tenured Faculty Member's performance must be judged against the normal expectations within their department, taking into account the tenured faculty member's effort distribution (see Section E.9.1) and workload (see Section E.9.2). If the final decision is that a formal disciplinary

hearing is not warranted, then the Hearing Committee shall choose one of the three outcomes for the Phase II Review that are specified in Section E.14.3.2.

#### **E.15.4.2 Behavior**

If the Statement contains allegations involving behavior as described in Section E.15.b, then the UGO and the Chair of the Faculty Council shall jointly appoint a six (6) person Hearing Committee from the tenured faculty members of the Faculty Grievance Panel (see Section K.15). Neither the Tenured Faculty Member nor their Academic Supervisor may be part of this committee. The members of this Hearing Committee shall then select from their membership a chairperson who shall be a voting chair of the committee.

If the Statement involves allegations of sexual harassment, discrimination, bullying, retaliation, or research misconduct, the procedures appropriate to those allegations shall be followed (see Appendices 1, 2, 3, 6, and 7) before a Hearing Committee is formed.

This Hearing Committee shall conduct a Preliminary Review in which they discuss the allegations in the Statement, evaluate the Tenured Faculty Member's Response, and determine whether or not a Hearing is warranted. During this process, the Hearing Committee may request additional statements from the Tenured Faculty Member, the person(s) filing the Statement, and/or other persons deemed to have relevant information. The Hearing Committee shall then retire for private discussion, which shall be confidential. These deliberations shall be followed by a vote to determine if sufficient information exists to warrant a Hearing. The decision to conduct a Hearing requires a majority vote. ~~The Hearing Committee shall complete this Preliminary Review within five (5) working days after receiving the Statement and the Response.~~ The Provost may, for convincing reasons stated in writing, reverse this decision by the Hearing Committee, but this must be done within five (5) working days of being notified of the decision.

~~If the Statement involves allegations of sexual harassment, discrimination, retaliation, or research misconduct, the procedures appropriate to those allegations shall be followed before conducting a Hearing as described in Section E.15.4.3 (see Appendices 1, 4, and 5).~~

#### **E.15.4.3 Removal of Hearing Committee Members**

Members of a Hearing Committee who believe themselves sufficiently biased or interested that they cannot render an impartial judgment shall remove themselves from the ~~case~~ committee on their own initiative. Challenges for cause may be lodged with the UGO by the Tenured Faculty Member, the person(s) who submitted the Statement, or any member of the Hearing Committee. The UGO shall decide all challenges with such advice from legal counsel for the University or from the Colorado Department of Law (Office of the Attorney General) as the UGO deems necessary or advisable. The UGO may ~~excuse~~ remove a member of the Hearing Committee even though actual cause cannot be proven. The Tenured Faculty Member shall have a maximum of two (2) challenges without stated cause, but such challenges must be made within five (5) working days of receiving notification of the membership of the Hearing Committee. If a member is removed from the Hearing Committee, then a replacement member shall be chosen by following the same procedures as for the initial selection of the committee members in order to produce a Hearing Committee with six (6) members.

#### **E.15.4.3 Hearing**

a. The Hearing Committee(s) may hold organizational meetings which may include meetings with the Tenured Faculty Member, the Academic Supervisor, the person(s) filing the Statement, or other persons, as needed, to (1) clarify the issues, (2) effect stipulations of facts, (3) provide for the exchange of documentary or other information, (4) formulate a list of potential witnesses, and (5) achieve other pre-Hearing objectives as will make the Hearing fair, effective, and expeditious. The UGO shall be present at all meetings of the Hearing Committee(s).

b. The Tenured Faculty Member shall be notified in writing of the Hearing and the specific allegations within five (5) working days following the formal decision to proceed with the Hearing. The Hearing shall commence no ~~less~~ sooner than twenty (20) working days following receipt of the notice by the Tenured Faculty Member, unless the Tenured Faculty Member requests an earlier Hearing and the Hearing Committee concurs. A notice is deemed to have been received when it is delivered personally to a the recipient or ~~five (5) working days after it is deposited in campus mail for transmission to the recipient~~ when it has been sent to the Tenured Faculty Member via email to their official CSU email address.

c. The Hearing and recommendations for action shall be limited to the allegations specified in the Statement. Any additional allegations emerging during the Hearing may be considered only after a new Statement regarding such allegations has been filed with the Hearing Committee(s) and the Tenured Faculty Member has been given an opportunity to submit a new written Response.

d. The Hearing shall be closed, and the proceedings shall remain confidential to the extent permitted by law. During the Hearing, the Tenured Faculty member and the UGO shall be present at all times. In addition, the Tenured Faculty Member and the Hearing Committee(s) shall each be permitted to have a maximum of two (2) advisors present, consisting of academic advisors and/or legal counsel. These advisors may provide advice and assistance, but they may not actively participate in the proceedings, such as making objections or attempting to argue the case (however, if an advisor is called as a witness, the advisor is allowed to participate in this capacity). Advisors for any participant shall be free to advise the participant fully throughout the proceeding, including assisting the participant in formulating any required written documentation and helping the participant prepare for any oral presentations.

e. ~~A verbatim record of the Hearing shall be taken, and a printed~~ The Hearing shall be recorded, and a copy of the recording shall be made available, without cost, to

the Tenured Faculty Member at the Tenured Faculty Member's request. ~~The University shall bear the cost.~~

f. The Tenured Faculty Member and Hearing Committee(s) shall be ~~afforded an opportunity to obtain~~ provided at least five (5) working days prior to the Hearing with all written documents scheduled to be presented and the names of all witnesses scheduled to be heard in the proceedings, along with the nature of their proposed testimony ~~and documentary or other information.~~ The administration shall cooperate with the Tenured Faculty Member and the Hearing Committee(s) to the extent possible in securing witnesses and making documentary and other information available.

If the need arises, t~~The~~ Hearing Committee(s) may decide to request additional written documents or call additional witnesses during the Hearing. If so, the Tenured Faculty Member must be given the oppportunity to prepare a response to such changes, and this may include presenting new written documents and/or calling additional witnesses. This may require grant adjournments of ~~a~~ the Hearing ~~as they~~ for periods that the Hearing Committee(s) they deem appropriate ~~(e.g., to enable either the Tenured Faculty Member or the Hearing Committee(s) to investigate new information.~~

g. The Tenured Faculty Member and the Hearing Committee(s) shall have the right to see all written evidence presented, hear all testimony, and question all witnesses. Furthermore, the Tenured Faculty Member must be afforded the opportunity to question the person(s) filing the Statement. If any person filing the Statement refuses to appear as a witness, then the Hearing shall conclude immediately, and no disciplinary action shall be taken as a result of this Hearing (although the same allegations may be considered again in a newly initiated Hearing). However, harassment of witnesses by the Tenured Faculty Member, as determined by a concurrence of at least two-thirds (2/3) of the members of the Hearing Committee(s), is prohibited. Also, if it is deemed appropriate by at least two-thirds (2/3) of the members of the Hearing Committee(s), the questioning of

one (1) or more witnesses may occur with the parties being in different physical locations, but the questioning must occur in a real-time, spontaneous format (e.g., a video conference or a teleconference), unless at least two-thirds (2/3) of the members of the Hearing Committee concur that this is not feasible.

h. The person(s) filing the Statement shall not be present during the testimony of others, unless specifically invited by the Hearing Committee(s). Such an invitation must be agreed to by at least two-thirds (2/3) of the members of the Hearing Committee(s). Such an invitation does not include the right to question either the Tenured Faculty Member or any other witnesses, unless this right is included explicitly in the invitation. If such an invitation is made, the invited person shall be permitted to have a maximum of two (2) advisors present, consisting of academic advisors and/or legal counsel. These advisors may provide advice and assistance, but they may not actively participate in the proceedings (however, if an advisor is called as a witness, ~~he or she~~ the advisor is allowed to participate in this capacity).

i. The Hearing Committee is not bound by strict rules of legal evidence. Every possible effort shall be made to obtain the most reliable information available.

j. If one or more members of the Hearing Committee cannot complete the Hearing and reporting process, then this process shall continue without them. However, if fewer than five (5) members of the Hearing Committee are able to complete this process, then the process shall be terminated, a new Hearing Committee shall be formed, and a new Hearing shall be conducted.

#### **E.15.5 Procedures Following Completion of the Hearing**

After the completion of the Hearing, the Hearing Committee(s) shall retire for private discussion and review with the UGO being present. These deliberations shall remain confidential to the extent permitted by law. If there are two (2) Hearing Committees, they shall have separate deliberations and make separate recommendations.

Each Hearing Committee shall evaluate the information presented to determine if the condition required for disciplinary action exists related to its particular charge (behavior or performance of professional duties). If the Hearing Committee determines that the condition does not exist, then it shall issue a report stating that finding. If the Hearing Committee determines that the condition does exist, then it shall issue a report that states that finding and makes a recommendation for appropriate disciplinary action. In deciding upon appropriate disciplinary action, the Hearing Committee shall consider the totality of the circumstances, including the egregiousness of the Tenured Faculty Member's actions, the prior actions and history of the Tenured Faculty Member, and whether a pattern exists.

The written report of the Hearing Committee shall include a comprehensive and detailed summary of the relevant facts and the conclusions reached in assessing those facts. If any members of the Hearing Committee disagree with the Committee's recommendation, they shall jointly prepare a minority statement explaining their reasons for disagreement with the majority, and this shall be part of the Hearing Committee's report. The Hearing Committee shall issue its final report no later than ten (10) working days after the conclusion of the Hearing.

#### **E.15.6 Recommendations for Disciplinary Action**

If at least two-thirds (2/3) of the members of the Hearing Committee concur that disciplinary action is appropriate, a written report shall be prepared that states this conclusion, recommends specific sanctions, and specifies the reasons for this recommendation. The report must include a review of the information and an explanation of the grounds for the recommendation. The sanction(s) recommended must be reasonably related to the seriousness of the offense and may take into account the totality of the circumstances.

A recommendation for revocation of tenure and/or termination of appointment requires the concurrence on at least two-thirds (2/3) of the members of the Hearing Committee.



If less than two-thirds (2/3) of the members of the Hearing Committee concur that disciplinary action is appropriate, a written report shall be prepared that recommends that no disciplinary action be taken.

#### **E.15.7 Disposition of the Hearing Committee's Report**

The Hearing Committee's written report, which may include a minority statement, shall be transmitted to the Tenured Faculty Member and their Academic Supervisor, the person(s) filing the Statement, and, at successive steps, to the dean and the Provost.

The Tenured Faculty Member and the person(s) filing the Statement, shall have the right to object in writing to the recommendation of the Hearing Committee. Such an objection shall be limited to five (5) typed pages with normal font size, and it must be submitted to the Faculty Member's Academic Supervisor, no later than five (5) working days after receipt of the Hearing Committee's report. Any objections shall be attached to the recommendation of the Hearing Committee and considered together with this recommendation at each successive level in the administrative chain.

#### **E.15.8 Administrative Action on the Hearing Committee Recommendations**

After a recommendation is received from the Hearing Committee, the Academic Supervisor ~~and the dean~~ shall ~~each~~ review the Hearing Committee's report and recommendation and any written objections and make their own recommendation to the ~~next administrative level~~ dean, with copies sent to the Tenured Faculty Member and the person(s) filing the Statement. The dean shall then review the Hearing Committee's report and recommendation, any written objections, and the recommendation from the Academic Supervisor and make their own recommendation to the Provost, with copies sent to the Tenured Faculty Member, the person(s) filing the Statement, and the Academic Supervisor. If two (2) separate Hearing Committees have made two separate recommendations, each recommendation is considered separately until the two recommendations reach

the Provost. The Provost shall then combine the two separate recommendations and make a single recommendation to the President. If someone in the administrative chain fails to issue a recommendation within five (5) working days, the matter shall be forwarded to the next administrative level for review.

If the Provost must combine two separate recommendations into a single recommendation to the President, then the decision of the President is final. Otherwise, the decision of the Provost is final, unless the decision involves a demotion, reduction in pay, resignation, or other separation from the University. If the decision of the Provost involves a demotion, reduction in pay, resignation, or other separation from the University, then that decision shall be forwarded to the President as a recommendation, and the decision of the President is final.

An alternate recommendation or final decision that is either more or less severe than the recommendation ~~received~~ made by the Hearing Committee(s) shall be issued at a higher administrative level only for compelling reasons that shall be stated in writing to the Tenured Faculty Member, the person(s) filing the Statement, the Hearing Committee(s), and all previous administrators in the administrative chain. In the case of an alternate recommendation, the Tenured Faculty Member, the person(s) filing the Statement, the Hearing Committee(s), and the previous administrators in the administrative chain shall be given five (5) working days from the date of notification of the alternate recommendation to object in writing to the administrator's reasons for making the alternate recommendation, and the alternate recommendation could be reversed at an even higher administrative level. If the Provost must ~~combine two separate recommendations~~ make a recommendation to the President, the Provost's ~~combined~~ recommendation shall be communicated in writing to the Tenured Faculty Member, the person(s) filing the Statement, the Hearing Committee(s), and all previous administrators in the administrative chain, and it may be objected to the President in the same manner. Objections shall each be limited to five (5) typed pages with normal font size and shall be forwarded to each successive administrator along with the alternate recommendation and the rationale for it.

### **E.15.9 Written Records**

The recording of the Hearing and aAll written records of E.15 documents and proceedings, including the Statement and Response; ~~the verbatim record of the Hearing;~~ supporting documents; committee reports and recommendations, including any minority statement(s); administrative reviews of committee recommendations; alternate recommendations; objections to any recommendations; and final decisions, shall be kept on file in the archives of the UGO for the duration of the employment of the Tenured Faculty Member, and these shall be considered to be part of the Tenured Faculty Member's official Personnel File (see footnote #2 ~~regarding official~~ regarding the official Personnel File).

### **E.15.10 Term of Continuation of Faculty Salary and Benefits Following Termination of Appointment**

Employment, together with salary and benefits, shall terminate upon a final decision to terminate an appointment. However, employment may continue for a period not to exceed one (1) year if the President independently determines or concurs with a recommendation that employment be continued for that specified period to enable the Tenured Faculty Member to complete essential responsibilities.

### **E.15.11 Time Limit for Action by the Provost**

The Provost must act on the final decision regarding disciplinary action within ten (10) working days of the reporting of that decision.

### **Rationale:**

1. Changes have been made to clarify the process and to make sure that all appropriate persons are notified of decisions and have a chance to respond to them.
2. Changes have been made due to the addition of Section D.4 to the Manual.
3. Changes have been made to acknowledge that email is now a standard means of communication.
4. It is now stated that hearings shall be recorded, rather than having a written transcript typed.
5. In Section E.15.4.1, the Phase II Review committee and the Hearing committee have been combined into a single committee. There is no reason to have two separate committees, and smaller departments do not have enough faculty to populate two separate committees.
6. Since the University Grievance Officer (UGO) manages the Section E.15 process, it has been made clear that the UGO is present at all steps in the process.

Date: October 19, 2021

To: Sue Doe  
Chair, Faculty Council  
Executive Committee

From: Chair and Members of the Executive Committee—Sue Doe, Andrew Norton, Melinda Smith, Sharon Anderson, Mike Antolin, Linda Meyer, Rob Mitchell, Antonio Pedros-Gascon, Jennifer Peel, William Sanford, Sybil Sharvelle, Jane Stewart

Subject: Extension of Deadline for Completion of AUCC3E to 1C Curricular Change

The Executive Committee of the Faculty Council submits the following:

MOVED, that the Faculty Council extend the deadline for completion of the AUCC 3E to 1C curricular change, approved at the May 2020 Faculty Council meeting, from Fall 2022 to Fall 2024-Spring 2025. This motion acknowledges that progress has been made towards completing this curricular change but also reflects the impacts of pandemic on delays to planning and implementation as well as ongoing need for faculty leadership on continued, careful preparation for the rollout of this important curricular initiative.

**Rationale:**

The proposed change advanced by this motion recommends a new deadline for completion of the curriculum transition. This extension of deadline reflects that between the May 2020 Faculty Council meeting when the curriculum change was approved and today the pandemic has disrupted virtually every function of the university, including the ability to adequately address this significant curricular change. The Executive Committee expects that in the upcoming months, there will be greater involvement of faculty in the planning and execution of this initiative, including clarification of impacts from the move away from 3E. An ad hoc faculty committee is being formed to address this need. Also, in the immediate future, we anticipate that clarification will be provided about the specific expectations of courses that are already in the pipeline for approval as some faculty wish to offer experimental courses in Fall 2022. Any extensions that are needed to normal curricular proposal deadlines are thus requested and assumed. The Executive Committee anticipates regular (once-per-semester) updates from the Provost's Office on progress towards completion, beginning this semester.

**Board of Governors – Faculty Representative CSU-Fort Collins  
Report to Faculty Council  
5 October 2021**

Respectfully submitted by Dr. Melinda (Mendy) Smith

**Board of Governors (BOG) Meeting – September 28-29, 2021; Location: Fort Collins, CO**

The first day of the 2-day BOG meeting started with a breakfast with first generation students. The breakfast allowed for conversations and interactions with fifteen first-generation students from a range of departments. The morning session began with reports by the Audit and Finance Committee and Chancellor Frank. In the afternoon session, reports were given by VP for Engagement and Extension Blake Naughton on Engagement and Extension and CSU-Fort Collins. The BOG then toured Global Food Innovation Center; following the tour, Dean James Pritchett provided the Annual Ag Report and reports were given by CSU-Global. The second day of the meeting started with Board members attending remarks from the US Secretary of Agriculture Tom Vilsack (see Source article for details). Afterwards the morning session was devoted to reports by CSU-Pueblo, the Academic and Student Affairs Committee, and the Real Estate/Facilities Committee. See highlights of some of these reports below.

**Audit and Finance Committee** – Highlights: Recovery appears to be happening at the state level, with the general fund in healthy condition. This may bode well for state appropriation to higher education. The CSU budget proposal for FY23 was presented by VP for University Operations Lynn Johnson. The budget proposal includes 3% increase in state classified and graduate student salaries, as well as a 1.5% increase for faculty/admin pro (second half of the 3% increase that will begin Jan 2022). There is recognition by VP Lynn Johnson and President McConnell that many admin pro salaries are under market and a number of vacancies need to be filled.

**Chancellor Report** – Highlights: Chancellor Frank reported that the Spur Campus construction remains on-schedule and on-budget, with the opening of the campus planned for Jan 2022.

Dr. Sandy Baum (Urban Institute) gave an excellent presentation on Student Debt. Some key messages provided in her presentation include:

1. Despite what is often reported, student debt leveled off in 2017
2. Debt per undergraduate student has declined over the past decade, and grant aid has increased (55% of students have debt, with ~15k per degree earned)
3. Graduate students are taking increasing amount of loans - ~50% of federal student loans issued
4. Elimination of student loan debt does not necessarily make sense since the 2/3 of loan payments come from the top 40% income earners; need to improve income-driven repayment process – bottom line: “universal loan forgiveness is not a progressive idea”
5. Need to recognize that taking out loans for education is similar to taking out loans for vehicles/houses; need to emphasize that the income generated after receiving the degree offsets loans taken out

**CSU-Fort Collins Reports**

*Faculty Report* – In my verbal report, I emphasized that there are two key areas for investment in the future that should be considered as part of the BOG strategic planning. These include 1) increased graduate student compensation, particularly with respect to PhD students in both STEM and humanities, and 2) increased investment in infrastructure to support research activities. Both of these are inextricably linked to CSU’s Carnegie Tier 1 High Research Activity Status. The Carnegie rating is based on 10 variables, but two that have a big impact are the number of PhD students produced and the amount of

research dollars received by the University. My plan is to continue to advocate for both of these with the BOG.

*President's Report* – President McConnell reported that significant progress continues with the Courageous Strategic Transformation Plan. Presentation of the final plan would be given at the Feb 2022 BOG meeting.

**Annual Ag Report** – Highlights: Two future initiatives focused around climate resiliency that are being pursued are 1) agrivoltaics – State Senator Chris Hansen is partnering with CSU to secure investment in scalable agrivoltaics to be adopted by CO users. A plan is in development how agrivoltaics research can be expanded at CSU and integrated at CSU AES sites; 2) a proposal for AgCARES – a large investment in infrastructure at CSU by USDA-ARS to support agricultural resiliency to climate change.

Next BOG Meeting Dec 2-3, 2021; Location: Denver, CO

## **Resolution Regarding Graduate Student Compensation and Fees**

Whereas graduate education is an integral part of our land grant commitment, and impacts profoundly our undergraduate and graduate programs;

Whereas supporting and strengthening the experience of our graduate population should be a pivotal part of any Courageous Strategic Transformation of our institution;

Whereas improving the living conditions of graduates would reflect our institutional values, as stated in the Courageous Strategic Transformation University Planning Framework ([CSTUP](#)) points 2, 4, 5 and 6: commitment to access and success; commitment to scholarly excellence and commitment to diversity, equity, inclusion and justice; commitment to an international perspective;

Whereas graduate students account for an important part of the diversity of the institution;

Whereas CSU is a Carnegie Tier 1 Very High Research Activity (R1 status) institution, engaged in the highest levels of research, and to maintain and grow this capacity the institution must be competitive in recruiting and retaining outstanding graduate students;

Whereas housing expenses have increased significantly in recent years, greatly exceeding the 3% salary increase approved by the Board of Governors in June 2021, and offset by increases of activity fees that were approved at the same time;

Whereas graduate education through Graduate Assistantships should not come with a financial burden to our students;

Whereas low stipends paired with a high amount of fees compared to peer institutions ([Graduate Assistantship Compensation Proposal](#)) are having an impact on the capacity of our colleges and departments to attract and retain the best students;

Whereas the financial impact of fees and low salaries may affect graduate students' dedication to our programs, as it may compel them to find additional sources of income at the expense of their academic success;

**Be it resolved that Faculty Council** recommends, as part of the broad effort around improving compensation of all employees, and in line with the scenario recommended by the Graduate School GA Compensation Report, that CSU: 1) increase the minimum stipend 9-month effective income to that of our aspirational peer institutions adjusted for cost of living; 2) cover the full fees of Graduate Assistants; and 3) pursue the aspirational goal of covering 12-month salary for students with Graduate Assistantships.

November 2021



# LATE COURSE WITHDRAWAL

Faculty Council

## CoSS Recommends allowing W from Courses until $\frac{3}{4}$ through the course

- Regular course withdrawal policy: 8 weeks into course
- Especially now, given first 4 weeks recommendations, major assignments may not have occurred yet, so students may not have sufficient information about success
- During COVID semesters, course withdrawals were allowed until the final day of the semester
- This was associated with greater persistence and fewer failing grades
- Other universities allow later date for course withdrawal
- Problems with course withdrawal on final day of the semester: Students may stop participating; let down group members

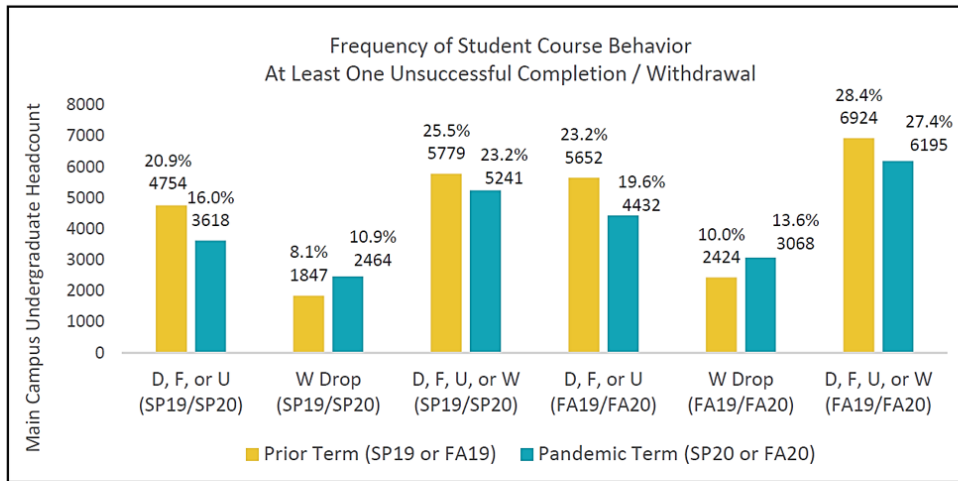
## Summary of outcomes for late course withdrawal during the COVID-19 pandemic

- During SP20 and FA20, there was a 30% increase in the students that withdraw from at least one course compared with prior terms.
- During these same semesters, students were less likely to earn D, F, or U than during 2019 (despite liberalized S/U policy)
- Students who did 4 or more late course withdrawals were more likely to stay at CSU than those who did university withdrawals in prior years

### Unsuccessful Course Completion (D, F, U grades and course withdrawal)

Figure 1 displays the headcount of students that earned at least one D, F or U grade and the headcount of students that withdrew (W) from at least one course during a policy-adjusted period compared to the prior term (SP20 compared to SP19 on the left, and FA20 compared to FA19 on the right).

Figure 1.



March 2021

SP20 & FA20 Academic Policy Review

Fewer students received D, F, or U in 2020, compared to 2019

## Decrease in full university withdrawals

- Full university withdrawals decreased significantly in SP20 compared to SP19 (30% lower in SP20 compared to SP19).
- This trend was not significant for FA20 compared to FA19. (full university withdrawals was only down 3% in FA20 compared to FA19).

## Course Withdrawal Correlations with Persistence

- The second fall persistence rate for students who do a full university withdrawal in their first spring semester is around 32% (FA16-FA18).
- The second fall persistence rate for FA19 students who withdrew from four or more courses in SP20 was considerably higher at 73%.
- Second spring persistence for students in the FA19 cohort that withdrew from 4 or more courses in SP20 was 60%, compared to the 38% second spring persistence rate among (FA16-FA18) students that do a full university withdrawal in their second fall semester.

## Discussion

- Your thoughts?