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

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

MINUTES
Faculty Council Meeting
September 7, 2021 – 4:00pm – Microsoft Teams

CALL TO ORDER

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

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

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

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

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

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

FACULTY COUNCIL AGENDA ITEMS:

I. <u>FACULTY COUNCIL AGENDA – September 7, 2021</u>

A. ANNOUNCEMENTS

a. Next Faculty Council Meeting – October 5, 2021 – Microsoft Teams – 4:00pm
b. Schedule of 2021-2022 Faculty Council Meeting Dates
c. Faculty Council Membership for 2021-2022
d. Faculty Council Standing/Advisory Committee Membership for 2021-2022
e. University Committees 2021-2022
f. Parliamentary Motions – Quick Reference
g. Parliamentary Motions – What They Mean

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

h. Housing Task Force Survey

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

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

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

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

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

B. MINUTES TO BE APPROVED

a. Faculty Council Meeting – May 4, 2021

Chair Doe: Our first items are the Faculty Council minutes from May 4th as seen in the agenda packet. Reminded members that what normally happens with these is that we ask if any corrections need to be made. Asked: Are there any corrections to be made to these minutes?

Hearing none, Faculty Council minutes from May 4th approved by unanimous consent.

C. UNFINISHED BUSINESS

D. CONSENT AGENDA

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

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

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

Chair Doe: Would like to elaborate on the final two items. These items were approved by Executive Committee on behalf of Faculty Council. This is not something done frequently, but typically during times when Faculty Council do not meet, such as during holiday breaks or summer, the Executive Committee will take up urgent matters and act on behalf of the Faculty Council. This is allowable by policy in the Faculty Manual. See item 3 of Section C.2.1.5.

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

Hearing none, consent agenda approved by unanimous consent.

E. ACTION ITEMS

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

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

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

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

Motion approved.

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

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

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

Motion approved.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

7. Proposed Revisions of Section E.10.5.1 of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Marie Legare, Chair

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

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

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

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

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

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

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

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

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

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

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

F. PRESIDENT'S REPORT – President Joyce McConnell

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

President Joyce McConnell: Thanked Chair Doe. Very excited to be back and seeing everyone.

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

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

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

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

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

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

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

President McConnell: Colorado State University Police Department and the CSU Health Network are partnering with UC Health to bring a co-responder mental health program to support the CSU Police Department on calls. The community support program will launch once we have fully executed the MOU and hired a behavioral health provider to be embedded with the CSU Police Department. Know this is something many have been concerned about and focused on. The dual responder program will connect those in crisis with immediate support and a long-term plan of care. Stated that Wendy Rich-Goldschmidt and Lisa Miller from CSU Health would be happy to present to provide more information about this program at a future meeting.

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

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

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

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

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

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

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

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

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

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

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

Vice President Beavers: Confirmed that this is the plan.

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

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

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

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

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

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

Pedros-Gascon: Requested permission to respond.

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

Pedros-Gascon: Feels the President's Office could have been more proactive and communicative with the Executive Committee. Would have given us a better understanding of what was going on, but currently feel these questions have not been addressed. Expressed hope that these will be addressed.

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

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

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

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

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

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

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

Vice Provost Susan James: Believe what is being asked about is the standing committee on the status of women faculty. This still exists, but has been renamed CoGen, which is the Committee for Gender Equity. There are two co-chairs and they are still actively working. The National Science Foundation grant starts mid-October. We are working on continuing that work and

incorporating it into Courageous Strategic Transformation. Will start to hear more about the programs probably in October or November.

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

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

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

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

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

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

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

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

Provost Pedersen: One of our student success initiatives is focused on student culture and student experience. There will be a town hall exploring trauma and the trauma-informed University on

Thursday, September 9th at 11:00 a.m. This is supported and coordinated by the co-chairs of this committee, Vice President Blanche Hughes and Associate Provost Steve Dandaneau.

Provost Pedersen: Want to highlight the top three priorities for this year. The first is our student success efforts, and we will be providing periodic updates on those efforts. We will be focusing on increasing our retention and graduation rates. We will engage many different colleges and units and will focus on eliminating equity gaps for all students, with a specific focus on first generation, limited income, and racial minoritized students.

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

a. Consultant Presentation – Linda Dalton

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

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

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

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

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

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

procedures for monitoring. We want to integrate this with Courageous Strategic Transformation as well as program reviews and accreditation.

Dalton: There will be an advisory committee of all the constituencies on campus, similar to the drafting groups for Courageous Strategic Transformation. We will have representation from both faculty and students. Their responsibility throughout the fall and early next year is to take input from faculty through their departments and colleges. Once we finish the process, at the end of the academic year, we will have the basis for drafting enrollment targets and more specific enrollment planning. This process will also inform future resource and investment strategies.

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

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

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

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

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

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

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

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

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

Vice Provost James: Responded in the chat. Understanding of the Academic Master Plan is that we begin by looking at the students we will be serving in the future so becoming a Hispanic

Serving Institution will be a central theme and guide to this process. Stated that all departments will be integrated into the process.

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

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

H. REPORTS TO BE RECEIVED

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

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

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

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

Chair Doe: Have submitted Chair's report in writing, and Smith has included report in writing in the agenda packet.

I. DISCUSSION

1. Retirement Plan Review Committee – Joseph DiVerdi

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

DiVerdi: The University has a retirement plan for all employees. The state classified are separate, but for faculty and administrative professionals, it is the defined contribution plan. Employees are required to contribute in lieu of Social Security. The University contributes 12%. There is also a second voluntary plan for those who want to be more aggressive in their investment planning.

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

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

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

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

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

DiVerdi: The pandemic altered our timeline for this project. We will be working to make a recommendation to the University administration, through Human Resources and the Vice President for University Operations. We hope to submit this recommendation by the middle of

the fall semester. We have been working with Human Resources and a contract consultant, Innovest, who have been helpful. There is more information on the Human Resources website, as well as for the review process. Encouraged members to look at the website and reach out with any questions.

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

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

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

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

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

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

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

Meeting was adjourned at 6:17 p.m.

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

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

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

ELECTED MEMBERS	REPRESENTING	TERM
Agricultural Sciences		
Stephan Kroll	Agricultural and Resource Economics	2022
Jennifer Martin	Animal Sciences	2024
Jane Stewart	Agricultural Biology	2024
Kelly Curl	Horticulture & Landscape Architecture	2022
Jim Ippolito	Soil and Crop Sciences	2023
Steve Fonte	College-at-Large	2023
(substituting for Marco Costanigro, on sabbatical 2021-2022)		
Bradley Goetz	College-at-Large	2022
Andrew Norton	College-at-Large	2023
Health and Human Sciences		
Ruoh-Nan (Terry) Yan	Design and Merchandising	2024
Raoul Reiser	Health and Exercise Science	2022
David Sampson	Food Science and Human Nutrition	2022
Lisa Daunhauer	Human Development and Family Studies	2023
Bolivar Senior	Construction Management	2023
Jennifer Weaver (Fall 2021)	Occupational Therapy	2023
(substituting for Aaron Eakman, on sabbatical Fall '21)		
Sharon Anderson	School of Education	2024
Shannon Hughes	School of Social Work	2022
Karen Barrett	College-at-Large	2024
Business		
Bill Rankin	Accounting	2023
Stephen Hayne	Computer Information Systems	2024
John Elder	Finance and Real Estate	2022
Rob Mitchell	Management	2024
Jonathan Zhang	Marketing	2023
Engineering		
Peter Jan van Leeuwen	Atmospheric Science	2024
Margarita Herrera-Alonso	Chemical and Biological Engineering	2022
TBD	Civil and Environmental Engineering	2024
Ali Pezeshki	Electrical and Computer Engineering	2022

Kirk McGilvray	Mechanical Engineering	2023
Thomas Bradley	Systems Engineering	2023
Sybil Sharvelle	College-at-Large	2023
Steven Reising	College-at-Large	2022
J. Rockey Luo	College-at-Large	2022

Liberal Arts

Mary Van Buren	Anthropology & Geography	2023
Jason Bernagozzi	Art	2022
Martin Carcasson (substituting for Ziyu Long)	Communication Studies	2022
Anders Fermstad (substituting for Ramaa Vasudevan)	Economics	2024
Tony Becker	English	2023
Albert Bimper	Ethnic Studies	2022
Maria Del Mar Lopez-Cabrales	Languages, Literatures, and Cultures	2022
Jared Orsi	History	2023
Michael Humphrey	Journalism and Technical Communication	2023
Wes Kenney	Music, Theatre, and Dance	2023
Moti Gorin	Philosophy	2022
Marni Berg	Political Science	2024
Tara Opsal	Sociology	2022

Ajean Ryan	College-at-Large	2023
Antonio Pedros-Gascon	College-at-Large	2023
Emily Morgan	College-at-Large	2023
Lisa Langstraat	College-at-Large	2024
Allison Goar	College-at-Large	2024
Abigail Shupe	College-at-Large	2024
John Carlo Pierce	College-at-Large	2024

Natural Resources

Randall Boone	Ecosystem Science and Sustainability	2023
Chad Hoffman	Forest and Rangeland Stewardship	2024
TBD	Fish, Wildlife, & Conservation Biology	2024
William Sanford	Geosciences	2023
Alan Bright	Human Dimensions of Natural Resources	2023

Natural Sciences

Olve Peersen	Biochemistry & Molecular Biology	2022
Mike Antolin	Biology	2021
Rob Paton	Chemistry	2023
Ross McConnell	Computer Science	2022
Emily Hardegree-Ullman	Physics	2024
Silvia Canetto (excused) (on sabbatical Fall 2021)	Psychology	2022

Ann Hess	Statistics	2022
(substituting for Mary Meyer, on sabbatical 2021-2022)		
Yongcheng Zhou	Mathematics	2023
Alan Van Orden	College-at-Large	2023
Anton Betten	College-at-Large	2022
Brad Conner	College-at-Large	2022
James Liu	College-at-Large	2023

Veterinary Medicine & Biomedical Sciences

DN Rao Veeramachaneni	Biomedical Sciences	2022
Kevin Haussler	Clinical Sciences	2022
Elizabeth Ryan	Environmental & Radiological Health Sciences	2023
Tony Schountz	Microbiology, Immunology and Pathology	2024
Candace Mathiason	College-at-Large	2022
Marie Legare (excused)	College-at-Large	2023
Doreene Hyatt	College-at-Large	2022
Seonil Kim	College-at-Large	2022
(substituting for Christianne Magee)		
Jennifer Peel	College-at-Large	2023
John Rosecrance	College-at-Large	2023
Sheryl Magzaman (excused)	College-at-Large	2023

University Libraries

Linda Meyer (excused)	Libraries	2022

***Ex Officio* Voting Members**

Sue Doe	Chair, Faculty Council/Executive Committee	2022
Andrew Norton	Vice Chair, Faculty Council	2022
Melinda Smith	BOG Faculty Representative	
2022		
Steven Reising, Chair	Committee on Faculty Governance	2022
Shane Kanatous, Chair	Committee on Intercollegiate Athletics	2022
Jerry Magloughlin, Chair	Committee on Libraries	2022
Jenny Morse, Chair	Committee on Non-Tenure Track Faculty	2022
Marie Legare, Chair (excused)	Committee on Responsibilities and Standing of Academic Faculty	2022
Melinda Smith, Chair	Committee on Scholarship, Research, and Graduate Education	2022
Karen Barrett, Chair	Committee on Scholastic Standards	2022
James Graham, Chair	Committee on Strategic and Financial Planning	2022
Shawn Archibeque, Chair	Committee on Teaching and Learning	2022
Jose Luis Suarez-Garcia, Interim Chair	Committee on University Programs	2022
Brad Goetz, Chair	University Curriculum Committee	2022
Susan (Suellen) Melzer	Committee on Non-Tenure Track Faculty	2024
Christine Pawliuk	Committee on Non-Tenure Track Faculty	2022

Ashley Harvey	Committee on Non-Tenure Track Faculty	2022
Jamie Neilson	Committee on Non-Tenure Track Faculty	2022
Annie Krieg	Committee on Non-Tenure Track Faculty	2022
Leslie Stone-Roy	Committee on Non-Tenure Track Faculty	2022
Mary Van Buren	Committee on Non-Tenure Track Faculty	2023
Steve Benoit	Committee on Non-Tenure Track Faculty	2022
Sean Bryan	Committee on Non-Tenure Track Faculty	2022
Pinar Omur-Ozbek	Committee on Non-Tenure Track Faculty	2023

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

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