

To Faculty Council Members: Your critical study of these minutes is requested. If you find errors, please call, send a memorandum, or E-mail immediately to Diane L. Maybon, ext 1-5693.

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

*MINUTES*  
*FACULTY COUNCIL*  
November 4, 2008

*CALL TO ORDER*

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

*ANNOUNCEMENTS*

- A. Next Faculty Council Meeting - December 2, 2008 - A203 Clark Building - 4:00 p.m.

Eykholt announced that the next Faculty Council meeting will be held on December 2, 2008 in Room A203 Clark Building. The meeting will begin at 4:00 p.m.

- B. *President's Fall Address to Faculty - Thursday, November 6, 2008 - 3:00 - 5:00 p.m. - Lory Student Center - Cherokee Park Ballroom*

*Eykholt announced that the President's Fall Address to Faculty will be held on Thursday, November 6, 2008 from 3:00 - 5:00 p.m. in the Cherokee Park Ballroom.*

- C. *Executive Committee Meeting Minutes*

*Eykholt announced that copies of the Executive Committee Meeting Minutes for September 23, and 30, October 14, 2008 can be found on pages 1-27 of the November 4, 2008 Faculty Council agenda materials.*

- D. *Work Life II Committee Announcement - F. C. 'Ted' Weston*

*Ted Weston announced that the Work Life II Committee formed a subcommittee for late career employees. This subcommittee is hosting a focus group to discuss retirement issues for faculty who are considering retirement in the near future.*

The meetings will be held on December 3, and 4, 2008 at 4:00 p.m. in the Provost Conference Room - 106 Administration. He noted that the Administrative Professional Council and the Classified Personnel Council are hosting focus groups on November 11, 2008. He asked that anyone planning to attend please notify Diane Maybon in the Faculty Council Office.

*MINUTES TO BE APPROVED*

- A. Faculty Council Meeting Minutes - October 7, 2008

The October 7, 2008 Faculty Council Meeting Minutes were approved by unanimous consent.

*REPORTS TO BE RECEIVED*

- A. Provost/Senior Executive Vice President

Tony Frank, Provost/Senior Executive Vice President reported that a preliminary draft budget from the Governor was released and it showed an increase in funding for higher education overall. The increase is less than last year but is good news. Frank noted that the budget is not final and the state revenues will continue to be monitored. He reported that all vice presidents and deans have been instructed to plan for possible budget reductions.

Frank announced that the planning and budget hearings will be held in late January. In addition, open fora for the renewal of the University strategic planning will be held. He explained that every three years the strategic plan must be renewed. He noted that the Faculty Council officers, the members of the Committee on Strategic and Financial Planning and Associated Students of Colorado State University officers will be invited to the FY10 budget hearings. In addition, the FY 10 budget hearings are open to everyone on campus to attend. This year the Committee on Strategic and Financial Planning and the Associated Students of Colorado State University will be asked to make presentations at the budget hearings regarding their budget priorities. This has not been done in past years.

Frank reported that, later this month, Allison Dineen, Vice President for Finance, will publish Colorado State University's inaugural Financial Accountability Report. This report will present specific, non-subjective information regarding the University's finances, including an overview of total University revenue and expenditures. The information will also look at a five-year history of University revenues and expenditures. This information is prepared annually in accordance with Generally Accepted Accounting Principles and is consolidated into the audited financial statements of the Colorado State University System. Frank noted that Dineen presented this information to the Executive Committee and will be presenting the same information to the Committee on Strategic and Financial Planning in the near future. Information regarding this will be emailed to the campus community.

Frank reported that searches for the Dean of Agricultural Sciences and the Senior Vice Provost for Faculty and Academic Affairs are on-going.

FRANK'S REPORT WAS RECEIVED.

B. Faculty Council Chair

Eykholt noted that he had been contacted the Benefits Committee regarding an issue that was a concern to the Benefits Committee. Eykholt explained that a

proposal was presented to the Finance Committee of the Board of Governors at its meeting on September 30, 2008. Eykholt explained that currently the CSU System has three different benefit plans and the Finance Committee is considering combining these three plans into one plan. The Benefits Committee was concerned that this could possibly diminish the benefits for non-classified employees at Colorado State University. This concern was presented to the Executive Committee and they wanted to make certain that Faculty Council and the Benefits Committee were involved in this process before anything was implemented.

Tim Gallagher reported that last Wednesday he sent an e-mail message to the Finance Committee of the Board, the Board Chair Doug Jones, President Penley, Provost/Senior Executive Vice President Tony Frank, and all the members of the Benefits Committee. In this email he indicated that it was very important that the Benefits Committee be fully engaged early in the process if any proposed changes to benefits for faculty and administrative professionals are contemplated. There was some material in documents presented to the Finance Committee to the Board that indicated changes were being contemplated. After Gallagher's message was sent, Frank sent a message to the Board that indicated he concurred with the request that the Benefits Committee be fully engaged if the Colorado State University System wide benefits are to be examined. Frank also expressed his belief that, if any changes are to be implemented to benefits for Colorado State University faculty and administrative professionals, such changes should at least maintain, and perhaps improve the benefits we currently have. Gallagher noted, that, it is possible that economies of scale could provide opportunities for improvement of benefits. The documents prepared for the Finance Committee of the Board did suggest that changes might be forthcoming soon and the Benefits Committee had not been consulted. There was understandable concern expressed by the members of the Benefits Committee. Gallagher added that the actions taken by the Faculty Council officers and by Frank have gotten "buy-in" from the Board on the importance of full engagement by the Benefits Committee before any changes to benefits are implemented and the idea that such changes should harm no one.

Eykholt added that the Board of Governors Finance Committee discussions were

*preliminary and Frank had provided assurances that they had every intention to include the Benefits Committee in the process. However, the documents that the Faculty Council office reviewed were not that explicit.*

EYKHOLTS' REPORT WAS RECEIVED.

C. Board of Governors Faculty Representative

Gallagher, Faculty Representative to the Board of Governors, noted that his written report for the September 30, and October 1, 2008 Board of Governors meeting could be found on pages 40-43 of the agenda materials.

Gallagher noted that, attached to his written report in the agenda packet, he included a draft of the Affidavit of Domestic Partnership that will be used by Colorado State University. He explained that this affidavit is very similar to that used by major private sectors and university employers offering benefits to domestic partners and their families. He added that he wanted Faculty Council to see that what Colorado State University is getting is what was asked for. The affidavit is how human resource departments handle such issues. Gallagher added that what Colorado State University is doing is in line with best practices by other employers.

GALLAGHER'S REPORT WAS RECEIVED.

**CONSENT AGENDA**

A. Changes in Curriculum to be Approved: University Curriculum Committee Minutes: September 22, 29 and October 6, 2008

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

MAKELA'S MOTION WAS ADOPTED.

**SPECIAL ACTIONS**

A. Proposed Revisions to the Manual, Code Section C.2.1.9.3 - The Standing Committees of Faculty Council - Membership and Organization - Committee on Faculty Governance

Richard Kitchener, Chair, Committee on Faculty Governance, MOVED, THAT FACULTY COUNCIL ADOPT THE PROPOSED REVISIONS TO *MANUAL*, SECTION C.2.1.9.3 – THE STANDING COMMITTEES OF FACULTY COUNCIL, TO BE EFFECTIVE UPON APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions are underlined - deletions are ~~strikeouts~~

### **C.2.1.9 The Standing Committees of Faculty Council**

#### *C.2.1.9.3 Membership and Organization (~~Last revised June 22, 2006~~)*

The membership of each standing committee is specified to fit the functions of the standing committee. Administrators, undergraduate student members representing the Associated Students of Colorado State University (ASCSU), and graduate student members representing the University Graduate Student Council shall be authorized for certain standing committees. Faculty membership on standing committees ~~will~~ shall be limited to regular full-time, regular part-time, and transitional academic faculty members ~~above the rank of instructor~~ who do not hold an administrative appointment of more than half-time (0.5) at the level of assistant/association dean or above. A member of a standing committee who becomes ineligible shall cease to hold this position.

Each standing committee shall have a chairperson whose term of office is twelve (12) months beginning July 1. Standing committee chairpersons must meet the requirements for elected members of Faculty Council as specified in Section C.2.1.3.1, but need not be elected members of Faculty Council. Standing committee chairpersons shall be elected by and from the membership of the standing committee of which he or she is a member. After members of standing committees are elected, as specified in Section C.2.1.9.4, the continuing and newly elected members of each standing committee, other than the Executive Committee, shall meet and elect a committee chairperson for the coming term before May 15. The committee members who are being replaced may attend this meeting, and they may speak, but they shall not cast votes for the new chairperson. However, if a newly elected committee member is unable to attend the meeting, then he or she may allow the committee member that he or she is replacing to cast a vote for the chairperson in his or her place.

Membership on standing committees of the Faculty Council shall be spread as widely as possible among academic faculty members so that newer members of the faculty may serve on these standing committees. Standing committee leadership shall be rotated as good judgment allows.

Standing committees are expected to consult regularly with those administrators, members of the faculty, or others who can provide

information necessary for effective deliberation. Each standing committee may name *ex officio* or associate members who are expected to attend standing committee meetings regularly. The appointments shall be reviewed by the standing committee annually. Each standing committee shall identify in its annual report to the Faculty Council its *ex officio* and associate members and others with whom it has regularly conferred. All *ex officio* and associate members shall be non-voting.

Standing committees shall convene subcommittees as needed to consider specific issues or perform specific tasks. These subcommittees shall exist to serve the standing committees. ~~A s~~ Subcommittees of a standing committee should shall be chaired by a members of that standing committees, but and may draw other members from throughout the University as appropriate.

The Chairperson of the Executive Committee shall be an *ex officio*, non-voting member of each standing committee of the Faculty Council.

Unless otherwise specified in the standing committee operating procedures, for transacting business at standing committee meetings, a quorum is defined as a simple majority of the voting members.

In the event that a standing committee member who is not a member of Faculty Council is elected ~~or appointed~~ chairperson of a standing committee, this individual shall serve as a member of the Faculty Council for the duration of his or her term of office.

Kitchener explained that the revision in the first paragraph is due to the fact that regular and transitional faculty members always have a rank of professor, associate professor, or assistant professor. The revision in the second paragraph clarifies that only the members of the new standing committee are eligible to cast votes for the new chairperson. The remaining revisions simply clarify the existing language.

*KITCHENER'S MOTION WAS ADOPTED BY THE NECESSARY TWO-THIRDS VOTE.*

B. *Proposed Revisions to the Manual, Code Section C.2.1.9.5.a - The Standing Committees of Faculty Council - Executive Committee - Committee on Faculty Governance*

*Kitchener, Chair, Committee on Faculty Governance, MOVED, THAT FACULTY COUNCIL ADOPT THE PROPOSED REVISIONS TO THE MANUAL CODE SECTION C.2.1.9.5.a - THE STANDING COMMITTEES OF FACULTY COUNCIL - EXECUTIVE COMMITTEE, TO BE EFFECTIVE UPON APPROVAL BY THE BOARD*



OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions are underlined - Deletions are ~~strikeouts~~

*C.2.1.9.5 Standing Committees: Membership and Function*

*a. Executive Committee (~~last revised May 2, 2007~~)*

The Executive Committee shall consist of the Chairperson of Faculty Council as Chairperson, the Vice Chairperson of Faculty Council as Vice Chairperson, the immediate past Chairperson of Faculty Council (*ex officio*), the Provost (*ex officio*), the faculty representative to the Board, and one (1) elected Faculty Council representative from each college and the Libraries. The continuing and newly-elected Faculty Council members from each college shall choose their representative from among themselves in April for a ~~two (2)~~ one (1) year term beginning July 1. The immediate past Chairperson of Faculty Council shall be a member of the Executive Committee for one (1) year immediately following the expiration of his or her term as Chairperson of the Faculty Council. ~~The terms of one-half (0.5) of the members should expire each year. Faculty Council members in the third (3<sup>rd</sup>) year of their term shall be ineligible for election to the Executive Committee.~~ The duties of the Executive Committee shall be:

No other changes to the remainder of this section.

Kitchener explained that having two-year terms for Executive Committee members makes Faculty Council members in the third year of their Faculty Council term ineligible for election to Executive Committee. In some cases, this limits severely the pool of eligible candidates from smaller colleges and the Libraries. In some years, there is only one eligible candidate from the Libraries. Sometimes, the only eligible candidates from a college are just beginning their first year as members of Faculty Council. In cases such as these, to the disservice of the units affected, the most qualified candidates may be precluded from service on Executive Committee.

Two-year staggered terms were intended to provide continuity in the membership of the Committee. History has shown that experienced members of Faculty Council are re-elected to Executive Committee often enough to provide continuity. Continuity is also provided by the *ex officio* members. Two-year staggered terms are not necessary to provide continuity on the committee.

*Eykholt noted that Executive Committee has approved the proposed revisions to Section C.2.1.9.5.a.*

Dan Turk asked when this would take effect. Eykholt explained it would be effective for the 2010 elections. He added that members already elected to Executive Committee would serve out terms as elected.

KITCHENER'S MOTION WAS ADOPTED BY THE NECESSARY TWO-THIRDS VOTE.

C. Proposed Revisions to the Manual, Code Section C.2.1.9.4 - The Standing Committees of Faculty Council - Election to Membership and Term of Service - Committee on Faculty Governance

Kitchener, Chair, Committee on Faculty Governance, MOVED, THAT FACULTY COUNCIL ADOPT THE PROPOSED REVISIONS TO THE MANUAL CODE SECTION C.2.1.9.4 - THE STANDING COMMITTEES OF FACULTY COUNCIL - ELECTION TO MEMBERSHIP AND TERM OF SERVICE, TO BE EFFECTIVE UPON APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions are underlined - Deletions are ~~strikeouts~~

**C.2.1.9 The Standing Committees of Faculty Council**

*C.2.1.9.4 Election to Membership and Term of Service (~~last revised January 27, 2006~~)*

Unless otherwise specified by the Code, the terms of service for all elected faculty members of standing committees of the Faculty Council shall be three (3) years with terms of approximately one-third (1/3) expiring each year. An exception is the Executive Committee, where faculty members serve one (1) year terms. The terms of service for all elected student members of standing committees of the Faculty Council shall be one (1) year. Terms of office for newly elected members of all standing committees are to begin July 1 for faculty members and October 25 for student members. Student members may serve on ~~only~~ at most two (2) standing committees at any given time. The Committee on Faculty Governance shall fill vacancies on standing committees of the Faculty Council occurring between normal elections in one (1) of the following ways:

- a. Immediate election in the same manner as the original position was filled.

- b. Temporary appointment by the Committee on Faculty Governance.

- c. Regular appointment with the appointee to be nominated by the Committee on Faculty Governance and approved by the Faculty Council.

Vacancies other than those occurring because of expiring memberships are to be filled for the unexpired terms only.

Nominations for the elected faculty membership on all standing committees other than the Executive Committee (see Section C.2.1.9.5.a) shall be made by the Committee on Faculty Governance, with the slate of nominees to be placed on the agenda of the April meeting of Faculty Council. Nominations may be made from the floor. Voting shall be by written ballot unless otherwise specified. If only one (1) candidate is nominated, voting can be by voice vote. Election shall be by plurality. In the event of a tie for any position, the Faculty Council shall ballot again at the next regular meeting.

Nominations of undergraduate students to standing committees of the Faculty Council shall be made by the ASCSU Director of Academics with the advice and consultation of the President and the Vice President of ASCSU. All such nominees shall be recommended to the ASCSU Senate and shall have majority approval of the ASCSU Senate before the nominations are forwarded to the Faculty Council Committee on Faculty Governance for inclusion on the ballot.

Nominations of graduate student members to Faculty Council standing committees shall be made by the University Graduate Student Council. Graduate student nominations shall be forwarded to the Faculty Council Committee on Faculty Governance for inclusion on the ballot.

Student nominations shall be submitted to the Faculty Council at its October meeting. After nominations have been closed, a vote will be taken on the floor of the Faculty Council. In the event of a tie, the Faculty Council shall vote again. Election shall be by plurality.

Kitchener explained that the election procedures for the members of the Executive Committee are different than for the other standing committees, and they are described in Section C.2.1.9.5.a.

**KITCHENER'S MOTION WAS ADOPTED BY THE NECESSARY TWO-THIRDS VOTE.**

- D. *Proposed Revisions to the Manual, Code Section C.2.1.9.5.c - The Standing*

*Committees of Faculty Council - Committee on Intercollegiate Athletics - Committee on Faculty Governance*

Kitchener, Chair, Committee on Faculty Governance, MOVED, THAT FACULTY COUNCIL ADOPT THE PROPOSED REVISIONS TO THE *MANUAL* CODE SECTION C.2.1.9.5.c – THE STANDING COMMITTEES OF FACULTY COUNCIL – COMMITTEE ON INTERCOLLEGIATE ATHLETICS, TO BE EFFECTIVE UPON APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions are underlined - Deletions are ~~strikeouts~~

*C.2.1.9.5 Standing Committees: Membership and Function*

*c. Committee on Intercollegiate Athletics* ~~(last revised June 15, 2005)~~

The Committee on Intercollegiate Athletics shall consist of one (1) academic faculty representative from each college, and the Libraries, the Faculty Athletics Representative<sup>1</sup> (*ex officio*), ~~two~~ one (1) of whom will be a graduate student, and the Director of Athletics (*ex officio*), one (1) graduate student, and one (1) undergraduate student.

The Committee on Intercollegiate Athletics shall recommend to the Faculty Council policies pertaining to intercollegiate athletics, review compliance with policies adopted, and act in an advisory capacity to the Director of Athletics. Specifically, the standing committee shall have the following responsibilities:

*No other changes to the remainder of this section.*

Kitchener explained that one of the students on this committee needs to be an undergraduate, and this change reflects the current practice. Eykholt noted that the Committee on Intercollegiate Athletics approved the proposed revisions to Section C.2.1.9.5.c.

**KITCHENER'S MOTION WAS ADOPTED BY THE NECESSARY TWO-THIRDS VOTE.**

E. *Proposed Revisions to the Manual, Code Section C.2.4.2 - Departmental Organization - Committee on Faculty Governance*

Kitchener, Chair, Committee on Faculty Governance, MOVED, THAT FACULTY COUNCIL ADOPT THE PROPOSED REVISIONS TO *MANUAL* SECTION C.2.4.2 – DEPARTMENTAL ORGANIZATIONS, TO BE EFFECTIVE UPON APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

*Additions are underlined - deletions are ~~strikeouts~~*

**C.2.4 Collegiate and Departmental Organization**

**C.2.4.2 Departmental Organization (~~last revised May 6, 1998~~)**

*Each academic department shall operate under a departmental code. The departmental code shall be consistent with the provisions of the University Code relating to departmental matters, and the University Code shall take precedence in all instances. A departmental code shall be prepared by a committee composed of the department head and the faculty members of the department who meet the eligibility qualifications listed below, or a subcommittee thereof, if so*

voted by the eligible faculty members. Faculty members eligible shall include all those who satisfy all of the following qualifications:

- a. Currently a faculty member with a regular full-time, regular part-time, or transitional appointment.
- ~~a b.~~ In residence at the University or on sabbatical leave.
- b. ~~Completion of at least one (1) year of service at the University as regular, regular part time, or transitional appointee with the rank above that of instructor or equivalent.~~
- c. Administratively responsible to the head of the department in question.
- d. Completion of at least one (1) year of service at the University as a regular full-time or regular part-time faculty member.

Each faculty member with an interdepartmental appointment shall be considered a member of the department contracting for the greater percentage of his or her time. In the case of a faculty member having equal time in two (2) or more departments, that faculty member must decide in which department he or she wants representation. The status of such a faculty member shall remain unchanged unless changes in his or her academic appointment require a change in departmental representation.

After the departmental code has been approved by a two-thirds (2/3) majority of the eligible faculty members of the department, a copy shall be provided to the dean of the college and the Provost, and, upon acceptance (as specified in Section C.2.4.3), the department shall begin to operate in accordance with the procedures of its code.

After amendments to a departmental code have been approved by the department, a copy of the amended code shall be provided to the dean of the college and the Provost, and, upon acceptance (as specified in Section C.2.4.3) of the amendments, the department shall begin to operate in accordance with its amended code.

Copies of the current departmental code shall be provided to each faculty member of the department concerned.

*C.2.4.2.1 Departmental Codes (~~last revised June 22, 2006~~)*

The departmental code shall provide for the following:

- a. Designation of the title of its administrative officer.
- b. Any administrative organization within the department if desired.<sup>3</sup>
- c. Statement of the departmental mission.
- d. Procedures relating to the review of candidates for new or vacated faculty member positions.



- e. Procedures relating to the review of recommendations for faculty members for acquiring tenure, for promotion in rank, and for reappointment.
- f. Procedures for appointing academic faculty members to graduate student advisory committees.
- g. Procedures for conducting annual and periodic comprehensive reviews of the performance of departmental faculty members as prescribed in Section E.14.
- h. Procedures relating to self evaluation of departmental operations.
- i. Procedures by which students may appeal academic decisions of their instructors or graduate committees. These procedures shall comply with guidelines approved by ~~the~~ Faculty Council (see Section I.7).
- j. A minimum of one (1) departmental faculty member meeting each semester of the academic year, with written notice given in advance by the department head.
- k. A periodic review of the departmental code ~~in the year prior to the end of each term of the department head~~ as specified in Section C.2.4.2.2.e.

- l. Procedures for amending the code. These procedures shall require approval of a two-thirds (2/3) majority of the eligible faculty members of the department, (as defined in Sections C.2.4.2). ~~a. b. and c.~~ to amend the department code.
  
- m. A clear specification of the voting rights of all members of the departments who do not hold regular tenure-track appointments shall be clearly specified.

*C.2.4.2.2 Operational Policies of Departments (~~last revised May 2, 2007~~)*

Major aspects of the policies relating to the operation of departments are the following:

- a. Duties of Department Head

The duties of the department head are those specified in Section C.2.6.2 of the Code of Colorado State University.

- b. Selection of a Department Head

Department heads shall be appointed in the manner described in Section E.4.3 of the *Manual*. An interim appointment of an acting department head is recommended by the dean of the college to cover periods of absence or vacancy of at least three (3) months.

c. *Term of Office of Department Head*

*In her or his capacity as the administrative officer in the department and the initial person in the administrative chain to the president, a department head is employed "at will" under Colorado law. Consequently, an appointment as department head may be terminated at any time, by either the department head or the University, for any reason or no reason. Any such proposed termination by the University shall normally be recommended by the dean to the Provost and the President and is subject to final action by the Board or its delegee.*

*To the extent that a department head holds a tenure-track or tenured appointment as a member of the academic faculty, the "at will" nature of her or his administrative appointment shall not modify or impair the rights otherwise associated with such an academic faculty member position.*

*For administrative planning and budget purposes only, an anticipated term of service, not to exceed five (5) years, shall be stipulated for each department head. Annually, however, the department head shall be evaluated in the manner described in Section C.2.7.a of the Manual. In the final year of the stipulated term, the department head shall undergo a Phase I Comprehensive Review (see Section E.14.3.1) by the dean of the college using expectations*

*described in Section E.11 of the Manual and based upon the department head's distribution of effort. In the final year of the stipulated term, the dean shall also conduct a review of the administrative performance of the department head, and, after consultation with the department faculty members, shall determine the desirability of continued service by the incumbent department head. If the incumbent department head is not reappointed, the dean shall initiate a search for a replacement department head in accordance with Section E.4.3 of the Manual.*

d. *Evaluations of Academic Programs and  
Departmental Operations*

*The purpose of the Evaluation of Academic Programs is to enable the departmental faculty members to assess the quality of the academic programs of the department: ~~the consistency of each program with the contribution to the goals of each program.~~ Academic programs are coherent sets of academic activities with specified goals. These programs, which are approved by the Colorado Commission on Higher Education, lead to a degree or certificate.*

*The purpose of the Evaluations of Departmental Operations is to enable the departmental faculty members to evaluate the human resources, facilities and other physical resources, work environment, organization and administration of the department, and other aspects of departmental operations in order to maintain and improve morale, effectiveness, and productivity. The Evaluation of Departmental Operations is not an evaluation of the performance of the department head, which is a responsibility of the dean, and is addressed in Section C.2.7.a of the Manual.*

*Evaluations of academic programs and departmental operations shall be conducted concurrently. Ordinarily, these evaluations shall be conducted at intervals of no less than five (5)*

years and no greater than seven (7) years according to a schedule established by the Provost in consultation with the department. However, if members of departmental faculty or the department head are acutely dissatisfied with the operations of the department, they may initiate a request for an interim evaluation of the department. If the request comes from the departmental faculty members, at least one-half (0.5) (but not less than three (3) members) of those eligible must sign the request for an interim evaluation before it can be conducted. This request is to be submitted to the dean, who ~~will~~ shall follow the procedure outlined for the regular evaluation after notifying the department head and the eligible faculty members of the request for an interim evaluation.

Evaluations shall be conducted by the ~~qualified~~ eligible faculty members of the department (as defined in Section C.2.4.2) or by a committee selected by and from the ~~qualified~~ eligible faculty members of the department. The results of the evaluation shall be presented to the department head and the dean in a report prepared in a format approved by the Provost. The dean shall transmit the report to the Provost. The dean and/or Provost may submit this report to internal and/or external reviewers. Reports of internal and external reviewers shall be transmitted to the department head and the review committee, who may respond to the

reviewers' report in writing. The reviewers' reports and the responses from the department head and review committee, if there be such, shall become part of the report of the evaluation.

The evaluation process ~~will~~ shall culminate in an action plan developed by the department. After approval by the departmental faculty members, the dean and the Provost, the action plan, together with an executive summary of the report of the evaluation, ~~will~~ shall be forwarded for consideration in the university strategic planning process. The Committee on Strategic and Financial Planning shall receive a copy of the action plan and the executive summary of the evaluation report.

e. Periodic Review of Departmental Code

The departmental code shall be reviewed in connection with the evaluations of academic programs and departmental operations. Whether or not amendments are made to the code, copies of the new code shall be provided to the dean of the college and the Provost, and, upon acceptance (as specified in Section C.2.4.3) of the new code, the department shall begin to operate in accordance with its new code.

This review of the departmental code may occur during the year of the evaluations of academic programs and departmental operations, in the year prior to these evaluations, or in the year

after the evaluations, as specified in the departmental code.

<sup>3</sup> Throughout the Code, the term department head is used and is meant to include department chairs and/or heads of academic departments and the directors of schools.

Kitchener explained that these revisions align the periodic review of the departmental code with the evaluations of academic programs and departmental operations, rather than with the appointment of the department head. Also, the change to items C.2.4.2.a-d clarifies the intent of these conditions and takes into account the fact that regular and transitional faculty members can only have ranks of professor, associate professor, and assistant professor. The remaining changes simply clean up the language and punctuation. Kitchener added that the Committee on Faculty Governance was presented with two proposals one deleted C.2.4.2.d and the other included the language in C.2.4.2.d. After considerable discussion the Committee on Faculty Governance unanimously agreed to keep the language in C.2.4.2.d. The rationale for keeping the language was that newly hired faculty members would lack history in the department and the University and could not make informed decisions. The Committee on Faculty Governance agreed that one year of service is necessary for newly hired faculty members for this reason.

Thaddeus Sunseri moved to amend the main motion as follows:

**C.2.4.2 Departmental Organization (~~last revised May 6, 1998~~)**

- ~~d. Completion of at least one (1) year of service at the University as a regular full time or regular part time faculty member.~~

Sunseri explained that all regular faculty should be included in the preparation of a departmental code and be allowed to vote on the departmental code. He noted that new faculty are included on search committees and advise graduate students. This one year requirement is awkward and should be deleted.



Kirk Hallahan noted that the faculty eligibility refers to the committee who prepares the departmental code, not the faculty members who vote on the departmental code. Eykholt pointed out that, in the third paragraph, a reference is made to eligible faculty members voting on the departmental code. He explained that leaving this requirement in Section C.2.4.2.d would disallow faculty members with less than one year of service from voting on the departmental code. Turk noted that the language is unclear as to if a faculty member with less than one year of service would be eligible to vote or to be on the committee preparing the departmental code. Sunseri noted that the language may be unclear but the deletion of this section would define eligible faculty even though the language is vague. Kitchener stated that he thought the language was applicable only to faculty eligible to serve on the committee. Phil Chapman noted that he was confused but agrees that the one year requirement should be deleted. Gallagher noted that there is a problem with the language. However this discussion is not germane to the motion and the Committee on Faculty Governance should clarify the language in the first paragraph later. Matt Malcolm asked if a department head has less than one year of service, would the department head be ineligible to serve on the committee or vote. Eykholt noted that he could not interpret this.

SUNSERI'S MOTION TO AMEND THE MAIN MOTION WAS ADOPTED.

Hallahan moved to refer this proposed motion back to the Committee on Faculty Governance with instructions to clarify the language in the first paragraph to discern if the eligibility requirements are for faculty members serving on the committee or voting.

Eykholt noted that deleting Section C.2.4.2.d allows service on the committee and voting rights for all departmental faculty regardless of years of service. Ken Klopfenstein noted another ambiguity in the language. He noted in the third paragraph it states: ". . . a copy shall be provided to the dean of the college and the Provost. . . ." Klopfenstein noted that, if there are no changes, a copy should not need to be sent to the dean. Eykholt explained that this revision aligns the periodic

review of the departmental code with the evaluations of academic programs and departmental operations rather than with the appointment of the department head. He added that the departmental code must be updated to conform with the requirements in the University Code and if the departmental code submitted to the dean and Provost does not meet these requirements it may not be approved by the administration. Julie Gionfriddo asked what is the definition of an amendment? Lola Fehr, Parliamentarian, responded that an amendment is any formal change. Klopfenstein asked if eligible faculty was defined elsewhere in the Manual and if so, should that definition be included in this section. Eykholt explained that the eligibility requirements in this section are pertinent to requirements for departmental code revisions and voting and would not be applicable elsewhere in the Manual. Chapman stated he was opposed to the motion to refer back to the committee. Turk agreed but recommended that the Committee on Faculty Governance review the ambiguity in the language. Karrin Anderson noted that if this was referred back to the Committee on Faculty Governance the old language would still be in effect.

HALLAHAN'S MOTION TO REFER BACK TO THE COMMITTEE WAS NOT ADOPTED.

KITCHENER'S AMENDED MAIN MOTION WAS ADOPTED BY THE NECESSARY TWO THIRDS VOTE.

The amended main motion reads as follows:

Additions are underlined - deletions are ~~strikeouts~~

#### **C.2.4 Collegiate and Departmental Organization**

##### **C.2.4.2 Departmental Organization (~~last revised May 6, 1998~~)**

Each academic department shall operate under a departmental code. The departmental code shall be consistent with the provisions of the

University Code relating to departmental matters, and the University Code shall take precedence in all instances. A departmental code shall be prepared by a committee composed of the department head and the faculty members of the department who meet the eligibility qualifications listed below, or a subcommittee thereof, if so voted by the eligible faculty members. Faculty members eligible shall include all those who satisfy all of the following qualifications:

- a. Currently a faculty member with a regular full-time, regular part-time, or transitional appointment.
- ~~a~~ b. In residence at the University or on sabbatical leave.
- b. ~~Completion of at least one (1) year of service at the University as regular, regular part time, or transitional appointee with the rank above that of instructor or equivalent.~~
- c. Administratively responsible to the head of the department in question.

Each faculty member with an interdepartmental appointment shall be considered a member of the department contracting for the greater percentage of his or her time. In the case of a faculty member having equal time in two (2) or more departments, that faculty member must decide in which department he or she wants representation. The status of such a faculty member shall remain unchanged unless changes in his or her academic appointment require a change in departmental representation.

After the departmental code has been approved by a two-thirds (2/3) majority of the eligible faculty members of the department, a copy shall be provided to the dean of the college and the Provost, and, upon acceptance (as specified in Section C.2.4.3), the department shall begin to operate in accordance with the procedures of its code.

After amendments to a departmental code have been approved by the department, a copy of the amended code shall be provided to the dean of the college and the Provost, and, upon acceptance (as specified in Section C.2.4.3) of the amendments, the department shall begin to operate in accordance with its amended code.

Copies of the current departmental code shall be provided to each faculty member of the department concerned.

*C.2.4.2.1 Departmental Codes (~~last revised June 22, 2006~~)*

The departmental code shall provide for the following:

- a. Designation of the title of its administrative officer.
- b. Any administrative organization within the department if desired.<sup>3</sup>
- c. Statement of the departmental mission.
- d. Procedures relating to the review of candidates for new or vacated faculty member positions.
- e. Procedures relating to the review of recommendations for faculty members for acquiring tenure, for promotion in rank, and for reappointment.
- f. Procedures for appointing academic faculty members to graduate student advisory committees.
- g. Procedures for conducting annual and periodic comprehensive reviews of the performance of

departmental faculty members as prescribed in Section E.14.

- h. Procedures relating to self evaluation of departmental operations.
- i. Procedures by which students may appeal academic decisions of their instructors or graduate committees. These procedures shall comply with guidelines approved by ~~the~~ Faculty Council (see Section I.7).
- j. A minimum of one (1) departmental faculty member meeting each semester of the academic year, with written notice given in advance by the department head.
- k. A periodic review of the departmental code ~~in the year prior to the end of each term of the department head as specified in Section C.2.4.2.2.e.~~
- l. Procedures for amending the code. These procedures shall require approval of a two-thirds (2/3) majority of the eligible faculty members of the department, (as defined in Sections C.2.4.2).~~a. b. and e.~~ to amend the department code.
- m. A clear specification of the voting rights of all members of the departments who do not hold regular tenure-track appointments ~~shall be clearly specified.~~

*C.2.4.2.2 Operational Policies of Departments (~~last revised May 2, 2007~~)*

Major aspects of the policies relating to the operation of departments are the following:

a. *Duties of Department Head*

The duties of the department head are those specified in Section C.2.6.2 of the Code of Colorado State University.

b. *Selection of a Department Head*

Department heads shall be appointed in the manner described in Section E.4.3 of the *Manual*. An interim appointment of an acting department head is recommended by the dean of the college to cover periods of absence or vacancy of at least three (3) months.

c. *Term of Office of Department Head*

In her or his capacity as the administrative officer in the department and the initial person in the administrative chain to the president, a department head is employed "at will" under Colorado law. Consequently, an appointment as department head may be terminated at any time, by either the department head or the University, for any reason or no reason. Any such proposed termination by the University shall normally be recommended by the dean to the Provost and the President and is subject to final action by the Board or its delegee.

*To the extent that a department head holds a tenure-track or tenured appointment as a member of the academic faculty, the "at will" nature of her or his administrative appointment shall not modify or impair the rights otherwise associated with such an academic faculty member position.*

*For administrative planning and budget purposes only, an anticipated term of service, not to exceed five (5) years, shall be stipulated for each department head. Annually, however, the department head shall be evaluated in the manner described in Section C.2.7.a of the Manual. In the final year of the stipulated term, the department head shall undergo a Phase I Comprehensive Review (see Section E.14.3.1) by the dean of the college using expectations described in Section E.11 of the Manual and based upon the department head's distribution of effort. In the final year of the stipulated term, the dean shall also conduct a review of the administrative performance of the department head, and, after consultation with the department faculty members, shall determine the desirability of continued service by the incumbent department head. If the incumbent department head is not reappointed, the dean shall initiate a search for a replacement department head in accordance with Section E.4.3 of the Manual.*

*d. Evaluations of Academic Programs and Departmental Operations*

*The purpose of the Evaluation of Academic Programs is*

to enable the departmental faculty members to assess the quality of the academic programs of the department: ~~the consistency of each program with the contribution to the goals of each program.~~ Academic programs are coherent sets of academic activities with specified goals. These programs, which are approved by the Colorado Commission on Higher Education, lead to a degree or certificate.



The purpose of the Evaluations of Departmental Operations is to enable the departmental faculty members to evaluate the human resources, facilities and other physical resources, work environment, organization and administration of the department, and other aspects of departmental operations in order to maintain and improve morale, effectiveness, and productivity. The Evaluation of Departmental Operations is not an evaluation of the performance of the department head, which is a responsibility of the dean, and is addressed in Section C.2.7.a of the Manual.

Evaluations of academic programs and departmental operations shall be conducted concurrently. Ordinarily, these evaluations shall be conducted at intervals of no less than five (5) years and no greater than seven (7) years according to a schedule established by the Provost in consultation with the department. However, if members of departmental faculty or the department head are acutely dissatisfied with the operations of the department, they may initiate a request for an interim evaluation of the department. If the request comes from the departmental faculty members, at least one-half (0.5) (but not less than three (3) members) of those eligible must sign the request for an interim evaluation before it can be conducted. This request is to be submitted to the dean, who ~~will~~ shall follow the procedure outlined for the regular evaluation after notifying the department head and the eligible faculty members of the request for an interim evaluation.

Evaluations shall be conducted by the qualified eligible

faculty members of the department (as defined in Section C.2.4.2) or by a committee selected by and from the ~~qualified~~ eligible faculty members of the department. The results of the evaluation shall be presented to the department head and the dean in a report prepared in a format approved by the Provost. The dean shall transmit the report to the Provost. The dean and/or Provost may submit this report to internal and/or external reviewers. Reports of internal and external reviewers shall be transmitted to the department head and the review committee, who may respond to the reviewers' report in writing. The reviewers' reports and the responses from the department head and review committee, if there be such, shall become part of the report of the evaluation.

The evaluation process ~~will~~ shall culminate in an action plan developed by the department. After approval by the departmental faculty members, the dean and the Provost, the action plan, together with an executive summary of the report of the evaluation, ~~will~~ shall be forwarded for consideration in the university strategic planning process. The Committee on Strategic and Financial Planning shall receive a copy of the action plan and the executive summary of the evaluation report.

e. Periodic Review of Departmental Code

The departmental code shall be reviewed in connection with the evaluations of academic programs and departmental operations. Whether or not amendments are made to the code, copies of the new code shall be provided to the dean of the college and the Provost.

and, upon acceptance (as specified in Section C.2.4.3) of the new code, the department shall begin to operate in accordance with its new code.

This review of the departmental code may occur during the year of the evaluations of academic programs and departmental operations, in the year prior to these evaluations, or in the year after the evaluations, as specified in the departmental code.

<sup>3</sup> Throughout the Code, the term department head is used and is meant to include department chairs and/or heads of academic departments and the directors of schools.

Eykholt noted that the Committee on Faculty Governance should review the language as recommended.

F. Proposed Revisions to the Manual, Code Sections C.2.5 - Evaluation of Performance of Faculty and C.2.6.2 - Department Heads - Committee on Faculty Governance

Kitchener, Chair, Committee on Faculty Governance, MOVED, THAT FACULTY COUNCIL ADOPT THE PROPOSED REVISIONS TO MANUAL CODE SECTION C.2.5 - EVALUATION OF PERFORMANCE OF FACULTY, AND C.2.6.2 DEPARTMENT HEADS, TO BE EFFECTIVE UPON APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions are underlined - Deletions are ~~strikeouts~~

**C.2.5 Evaluation of Performance of Faculty** (~~last revised January 27, 2006~~)

- g. Each department head shall develop procedures to solicit formal input from the tenured faculty members (or their duly elected committee) as the annual evaluation of non-tenured faculty members is prepared and prior to making recommendations for ~~contract renewals~~ reappointments.

**C.2.6.2 Department Heads**

Specific responsibilities of the department head are:

- d. Initiation of recommendations for appointments, advancement, tenure, and dismissal of staff members, including incorporation

of input from students and faculty members ~~input~~ relating to the teaching and advising effectiveness of faculty members being recommended for ~~contract renewal~~ reappointment, promotion, tenure, dismissal, and salary increase.

Kitchener explained that the use of the term “contract” in these contexts is inappropriate. The term “contract” suggests a particular agreement negotiated between two or more parties. Contract employees at CSU are generally not tenured or tenure-track faculty. The Manual serves as the contract between academic faculty members and the institution, rather than individually negotiated agreements. While, faculty members are appointed and reappointed, they do not generally negotiate individual employment contracts.

KITCHENER’S MOTION WAS ADOPTED BY THE NECESSARY TWO-THIRDS VOTE.

- G. Proposed Revisions to the *Graduate and Professional Bulletin - Graduate Study - “Graduate School Appeals Procedure”* (page 20) and *“Academic Dishonesty”* (page 22) - Committee on Scholarship, Research, and Graduate Education

Anderson, Vice Chair, Committee on Scholarship, Research, and Graduate Education, MOVED THAT FACULTY COUNCIL ADOPT THE PROPOSED REVISIONS TO THE *GRADUATE AND PROFESSIONAL BULLETIN - SECTION ENTITLED, “GRADUATE STUDY - Graduate School Appeals Procedure”* PAGE 20 and *“Academic Dishonesty”* PAGE 22 TO BE EFFECTIVE UPON FACULTY COUNCIL ADOPTION AS FOLLOWS:

Additions are underlined - Deletions are ~~overseored~~

**GRADUATE STUDY** (*Graduate and Professional Bulletin Page 20*)

**Graduate School Appeals Procedure**

Graduate students may appeal decisions concerning *unsatisfactory performance on graduate preliminary or final examinations (see this section), academic probation for reasons of unsatisfactory progress toward the degree (other than insufficient grade point average), termination of or election to void an assistantship for reasons set forth in the terms and conditions applicable to graduate assistant appointments, or dismissal from the graduate program for academic reasons.* Grading decisions in courses are subject to appeal according to the University's policy on Appeals of Grading Decisions, as set forth in Section 1.7.1 of the Academic Faculty and Administrative Professional Staff Manual. Decisions related to Disciplinary Action are subject to the University Discipline Process, which is outlined in the Student Conduct Code and the Academic Integrity policy contained in the General Catalog. Procedures related to Research Misconduct can be found on the Office of the Senior Vice President for Research web site.

Informal resolution of appeals concerning *unsatisfactory performance on preliminary or final examinations, academic probation for reasons of unsatisfactory progress toward a degree, termination of or election to void assistantships, or dismissal from the graduate program for academic reasons* is encouraged whenever possible. Before initiating a formal appeal, the student should discuss the problem with the person or persons whose actions are challenged ("academic officer") within 10 business working days following the adverse recommendation or decision. For matters concerning *performance on graduate preliminary or final examinations, academic probation for reasons of unsatisfactory progress toward a degree, or termination of or election to void an assistantship*, the appropriate academic officers are the student's adviser, graduate committee, and/or supervisor. If the matter is not resolved to the student's satisfaction within 20 business working days following the informal discussion between a student and academic officer(s), the student may initiate a formal appeal by submitting the matter in writing to the Vice Provost for Graduate Studies. The student shall have five additional working days to file this appeal. In the written appeal, the student must clearly identify the actions being challenged, the

person(s) against whom the complaint is made, and the redress sought. ~~A decision shall be deemed final on the expiration of the period for filing an appeal, or, if an appeal is filed, upon issuance of a decision in such an appeal, whichever is later.~~ If an appeal is not filed within 35 working days following the adverse recommendation or decision, then this recommendation or decision will become final. If an appeal is filed within 35 working days, then the decision regarding the appeal is final. No adverse recommendation or action shall be effective until such date.

The Vice Provost for Graduate Studies, together with the Director of ~~Conflict Resolution~~ Conflict and Student Conduct Services, shall examine the appeal. These two officers shall jointly determine whether the actions complained of were disciplinary or academic. If the challenged action is deemed to be disciplinary, the Vice Provost for Graduate Studies shall refer the complainant to the University Discipline Process, which is outlined in the Student Conduct Code ~~Rights and Responsibilities Policy in the Graduate and Professional Bulletin~~, within 20 working days. If the challenged action is deemed to be an academic matter other than a grading decision, the Vice Provost for Graduate Studies shall implement the procedures below, keeping all records of the case. Grading decisions are subject to appeal according to the University's policy on Appeals of Grading Decisions, as set forth in Section 1.7.1 of the *Academic Faculty and Administrative Professional Staff Manual*.

A review panel, composed of two faculty members and a graduate student, will be appointed. One faculty member will be appointed by the Vice Provost for Graduate Studies and another by the dean of the college in which the student's program is located. These appointees will be from departments other than that of the student appellant. In the event that either of these two deans is a principal in the case, the Provost/~~Academic Vice President~~ will appoint appropriate faculty members. The Graduate Student Council will provide a list of graduate students who are willing to serve on review panels from which the Vice Provost for Graduate Studies will appoint a student from a department other than that of the student appellant. In the event

that the Vice Provost for Graduate Studies is a principal in the case, the Provost/~~Academic Vice President~~ will appoint the student member.

The Review Panel will consider the case in detail. It must review any written record of the case. It must afford the student appellant an opportunity to appear in person before it and consider any relevant written materials the student may wish to bring to its attention. The panel will hear from the academic officer(s) whose action is being appealed and may confer with other involved parties. It shall evaluate any other information it deems important to its deliberations. Written summaries of the deliberations will be kept. To overcome the presumption of good faith in the performance judgment by the adviser, supervisor, and/or graduate committee, an appeal must demonstrate that the evaluation was based upon matters that are inappropriate or irrelevant to academic performance and applicable professional standards and that consideration of those matters was the deciding factor in the evaluation. If the panel finds in favor of the student, it will make appropriate recommendations to the Vice Provost for Graduate Studies such as reassignment to another adviser and/or graduate committee, administration of another examination, or alternative assistantship assignment. The Vice Provost for Graduate Studies and the dean of the college involved shall jointly review the case, giving due consideration to the panel's report and recommendations. Following consultation with the Provost/~~Academic Vice President~~, as appropriate, the Vice Provost for Graduate Studies shall make the final decision of the University. In the event where the Vice Provost for Graduate Studies is a principal in the case, the duties of the Vice Provost for Graduate Studies, with respect to this case, shall be transferred to the Provost/~~Academic Vice President~~. In the event that the decision recommends termination of an assistantship due to unavailability of funds or other conditions beyond the University's control or due to a lack of performance of assigned duties and functions as set forth in the terms and conditions applicable to graduate assistant appointments, the ~~such~~ terminations must be approved by the Board of Governors or the President, as its delegated representative.



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...

*ACADEMIC DISHONESTY (Graduate and Professional Bulletin Page 22)*

~~ACADEMIC DISHONESTY~~

~~A student's individual graduate advisory committee or an appropriate departmental graduate committee may recommend immediate dismissal or appropriate lesser penalty where the committee determines that the student has engaged in academic dishonesty including but not limited to such acts as cheating, plagiarism, and falsification of data or documents. Such a recommendation must be documented in writing with substantive justification for the recommended action. It must be referred to the Department Head for approval and the Vice Provost for Graduate Studies for final action. The Vice Provost for Graduate Studies shall secure the concurrence of the Director of Conflict Resolution and Student Conduct Services for any penalty imposed. The student may appeal such action through the existing Graduate School appeals procedure.~~

Eykholt explained that the revisions to the first paragraph are necessary to update the *Graduate and Professional Bulletin* to comply with changes made to Section 1.7.2 of the *Academic and Administrative Professional Staff Manual* regarding student appeal processes. The revisions will distinguish academic appeals processes from disciplinary/misconduct appeals processes. The Graduate School appeals address academic issues only (other than GPA and individual course grades). Appeals and disciplinary procedures regarding misconduct, etc., appear elsewhere as indicated in these revisions. The section *ACADEMIC DISHONESTY* on page 22 in the *Graduate and Professional Bulletin* is no longer applicable, as these issues are now addressed in the *Student Conduct Code*. Several additional revisions have been made to clarify the language. The Graduate School, General Counsel, and the

*Committee on Scholarship, Research, and Graduate Education have approved these revisions.*

*ANDERSON'S MOTION WAS ADOPTED.*

*The Faculty Council meeting adjourned at 5:15 p.m.*

Richard Eykholt, Chair  
Paul Laybourn, Vice Chair  
Diane L. Maybon, Secretary

*ATTENDANCE*

*BOLD INDICATES PRESENT AT MEETING*

*UNDERLINE INDICATES ABSENT AT MEETING*

**Agricultural Sciences**

Stephen Koontz	Agricultural and Resource Economics
<u>TBD</u>	<u>Animal Sciences</u>
William Jacobi	Bioagricultural Sciences & Pest Management
Harrison Hughes,	Horticulture & Landscape Architecture
Excused	
Craig Butters	Soil and Crop Sciences
Dennis Lamm	College-at-Large
Louis Bjostad	College-at-Large

**Applied Human Sciences**

Kenneth Tremblay for	Design and Merchandising
Molly Eckman	
Robert Gotshall	Health and Exercise Science
David Sampson	Food Science and Human Nutrition
Thao Le	Human Development and Family Studies
Mary Nobe	Construction Management
Matthew Malcolm	Occupational Therapy
Carole Makela	School of Education
<u>Kim Bundy-Fazioli</u>	<u>School of Social Work</u>

**Business**

Bill Rankin	Accounting
Daniel Turk	Computer Information Systems
Patricia Ryan	Finance and Real Estate
Ray Hogler (Substitute	Management
for J. Hartman Fall 2008)	
Joe Cannon	Marketing

## Engineering

<u>Chris Kummerow</u>	<u>Atmospheric Science</u>
David Dandy	Chemical and Biological Engineering
<u>Tom Sanders (Fall 2008)</u>	<u>Civil and Environmental Engineering</u>
Steve Reising	Electrical and Computer Engineering
Hiroshi Sakurai	Mechanical Engineering
Xianghong Qian	College-at-Large
James Warner	College-at-Large

## Liberal Arts

<u>Christopher Fisher</u>	<u>Anthropology</u>
Catherine Dicesare	Art
Kirsten Broadfoot	Communication Studies
<u>Elissa Braunstein</u>	<u>Economics</u>
<u>TBD</u>	<u>English</u>
Irene Vernon for Ernesto Sagas	Ethnic Studies
Frederique Grim	Foreign Languages and Literatures
Thaddeus Sunseri	History
Kirk Hallahan for for Cindy Christen	Journalism and Technical Communication
Joel Bacon	Music, Theater, and Dance
Michael McCulloch	Philosophy
John Straayer	Political Science
(Substitute for Bradley MacDonald Fall 2008)	

Ken Berry                      Sociology

## Liberal Arts - Continued

Karrin Anderson	College-at-Large
Eric Aoki	College-at-Large
<u>Phil Cafaro</u>	<u>College-at-Large</u>

### **Natural Resources**

<u>Barry Noon</u>	<u>Fish, Wildlife, and Conservation Biology</u>
Mark Paschke	Forest, Rangeland, and Watershed Stewardship
<u>John Ridley</u>	<u>Geosciences</u>
Alan Bright	Human Dimensions of Natural Resources

### **Natural Sciences**

Eric Ross	Biochemistry and Molecular Biology
David Steingraeber	Biology
<u>George Barisas</u>	<u>Chemistry</u>
<u>Dale Grit</u>	<u>Computer Science</u>
Ken Klopfenstein	Mathematics
Raymond Robinson	Physics
<u>Patricia Aloise-Young</u>	<u>Psychology</u>
Philip Chapman	Statistics
Steve Stack	College-at-Large
Zinta Byrne	College-at-Large
<u>TBD</u>	<u>College-at-Large</u>

### **Veterinary Medicine & Biomedical Sciences**

James Madl	Biomedical Sciences
Juliet Gionfriddo	Clinical Sciences
Howard Ramsdell	Environmental & Radiological Health Sciences
<u>Ramesh Akkina</u>	<u>Microbiology, Immunology and Pathology</u>
Hana VanCampen	College-at-Large
Gerry Callahan	College-at-Large
C. W. Miller	College-at-Large
Julie Inamine	College-at-Large
<u>Paul Morley</u>	<u>College-at-Large</u>
Jeffrey Wilusz	College-at-Large

## University Libraries

Dawn Bastian Paschal *Libraries*

Louise Feldmann *At-Large*

## Officers

Richard Eykholt	Chair Faculty Council
Paul Laybourn	Vice Chair Faculty Council
Tim Gallagher, Excused	BOG Faculty Representative
Diane Maybon	Executive Assistant/Secretary
Lola Fehr	Parliamentarian

## *Ex Officio Voting Members* (\*Indicates Elected Member of Faculty Council)

Richard Kitchener (Fall 2008), Chair	Committee on Faculty Governance
Susan LaRue, Chair, Excused	Committee on Intercollegiate Athletics
<u>Oren Anderson, Chair</u>	<u>Committee on Libraries</u>
Steven Newman, Chair	Committee on Responsibilities & Standing of Academic Faculty
<u>Tony Maciejewski, Chair</u>	<u>Committee on Scholarship Research and Graduate Education</u>
Dan Turk, Chair*	Committee on Scholastic Standards and Awards
David Dandy, Chair*	Committee on Strategic and Financial Planning
Andrew Norton, Chair	Committee on Teaching and Learning
Frank Peairs, Acting Chair, Excused	Committee on University Programs
Carole Makela, Chair*	University Curriculum Committee

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

Larry Edward Penley, Excused	President
Anthony Frank	Senior Executive Vice President/Provost
<u>Bill Farland</u>	<u>Senior Vice President for Research and Engagement</u>
<u>Robin Brown</u>	<u>Vice President for Enrollment and Access</u>
<u>Blanche M. Hughes</u>	<u>Vice President for Student Affairs</u>
Sandra Woods	Interim Vice Provost for Faculty Affairs
Peter Dorhout, Excused	Vice Provost for Graduate Affairs
<u>Lou Swanson</u>	<u>Vice Provost for Outreach and Strategic Partnerships</u>
Alan Lamborn	Vice Provost for Undergraduate Affairs
<u>Lee Sommers</u>	<u>Interim Dean, College of Agricultural Sciences</u>
<u>April Mason</u>	<u>Dean, College of Applied Human Sciences</u>
<u>Ajay Menon</u>	<u>Dean, College of Business</u>
Sandra Woods	Dean, College of Engineering
<u>Ann Gill</u>	<u>Dean, College of Liberal Arts</u>
Rick Miranda	Dean, College of Natural Sciences
<u>Pat Burns</u>	<u>Interim Dean, University Libraries</u>
<u>Lance Perryman</u>	<u>Executive Dean and Dean, College of Veterinary</u> <u>Medicine and</u> <u>Biomedical Sciences</u>
<u>Joseph O'Leary</u>	<u>Dean, Warner College of Natural Resources</u>
Courtney Butler	Chair, Administrative Professional Council