

MINUTES

Executive Committee

Tuesday, September 17, 2024

3:00pm – Microsoft Teams/Administration 106

Present: Melinda Smith, Chair; Joseph DiVerdi, Vice Chair; Jennifer Martin, BOG Representative; Sue Doe, Immediate Past Chair; Marion Underwood, Provost/Executive Vice President; Amy Barkley, Executive Assistant; Catie Cramer, Agricultural Sciences; Rob Mitchell, Business; Peter Jan van Leeuwen, Engineering; Svetlana Olbina, Health and Human Sciences; Antonio Pedros-Gascon, Liberal Arts; Christine Pawliuk, Libraries; Randall Boone, Natural Resources; Steve Benoit, Natural Sciences

Guests: Brad Goetz, Chair University Curriculum Committee; Susan James, Vice Provost for Faculty Affairs; Richard Eykholt, Committee on Responsibilities and Standing of Academic Faculty; Shane Kanatous, Chair Committee on Intercollegiate Athletics

Absent: Brian Geiss, Veterinary Medicine and Biomedical Sciences (excused)

Chair Melinda Smith called the meeting to order at 3:01 p.m.

September 17, 2024 EXECUTIVE COMMITTEE AGENDA ITEMS:

I. Minutes to be Approved

A. Faculty Council Minutes – September 3, 2024

Hearing no suggested corrections or edits, minutes approved by unanimous consent.

B. Executive Committee Minutes – September 10, 2024

Hearing no suggested corrections or edits, minutes approved by unanimous consent.

II. Items Pending/Discussion Items

A. *Announcements*

1. The Next Executive Committee Meeting will be held on September 24, 2024 – Microsoft Teams/Administration 106 – 3:00 p.m.
2. The Next Faculty Council meeting will be held on October 1, 2024 – Microsoft Teams/Eddy 212 – 4:00 p.m.

B. *Provost/Executive Vice President Report – Provost Marion Underwood*

Provost Underwood: Provided update about the transition of Dean Janice Nerger to a new role in the System Office. Nerger will be supporting Chief Academic Officer Rick Miranda. That

transition will occur on October 1st. Jacob Roberts, the long-time head of Physics, has been named the interim dean and will start on October 1st.

Provost Underwood: Currently preparing for the Board of Governors meeting in early October. Will be presenting a report on student success, which has been a collaborative effort between our team and Student Affairs. There will also be an informal presentation on a new program we are working on, which is a joint 3+2 Masters in Nursing program with CSU Pueblo. CSU Pueblo has a School of Nursing, and students will get a chance to come to CSU Fort Collins and major in one (1) of three (3) academic majors—Human Development and Family Studies, Health and Exercise Science, or Food and Nutrition—and then apply to a Masters program in nursing that will be offered here in Fort Collins, under the leadership of CSU Pueblo.

Provost Underwood: We are preparing the initial stages of rolling out Academic Analytics, which will start with deans and associate deans. We are working on a user agreement for the tool, which will specify what it should and should not be used for.

Provost Underwood: The other big announcement from this week is the Athletics transition in 2026 into the newly re-formed PAC 12.

An Executive Committee member asked for more clarification around the move to the PAC 12 and the expectations around the financial commitment of this decision.

Provost Underwood: That is not clear. There is a certain exit fee, which will be litigated. There is every reason to expect that the PAC 12 has some resources to help pave the way for us, but the actual cost remains unclear.

Chair Smith: Have reached out to Director of Athletics John Weber, who has agreed to come to the Faculty Council meeting on October 1st to provide more context around the move from a fiduciary standpoint. They also mentioned they are working on having someone else come to discuss the academic side as part of the decision-making process.

Executive Committee members asked about the transition of Dean Nerger into the new role. Provost Underwood indicated it was a personnel issue and there is not much that can be discussed.

Chair Smith: We had a faculty member ask about the hiring of administration, for example, the newly expanded Vice Provost and Dean for Undergraduate Affairs. Think it would be helpful for faculty to understand what roles are being replaced in upper administration versus which ones are new and how that balances with the faculty hiring that is planned for this coming year, as well as how it relates to the ability to increase compensation.

Provost Underwood: Can only speak for own team. Explained the rationale behind the decision to hire for the Vice Provost and Dean for Undergraduate Affairs, the expansion behind the role for the Assistant Vice Provost for Academic Advising and Student Success, and a Chief of Staff for the Provost's Office. Explained that the first two (2) are replacements and slight expansions, and the third is new and was requested as part of hire.

Chair Smith: There is a perception that there is a growth in administration and that it could potentially come at the expense of faculty hiring or faculty compensation. Think it would be helpful for faculty to know why these decisions are being made.

Provost Underwood: Can only speak for own team. Expressed agreement that if we are going to have position control, it has to be at all levels of the University. On the faculty side, we will do what we did last spring as ask that before any offers are extended that they be approved by the Provost's Office, and that is how we will help carry out that part of position control.

An Executive Committee member repeated a question that had been asked in the past. The question was asked to previous administrators, asking them to look at how much their administration cost the year prior to them coming into the role and how much it costs now.

Hearing no further questions or discussion, concluded Provost's report.

C. Old Business

D. Action Items

1. UCC Minutes – September 6, 2024

Hearing no discussion, Chair Smith requested a vote.

Motion passed. Will be placed on Faculty Council agenda for October 1st.

Chair Smith: Asked Brad Goetz if he was aware of what the process is for approving new departments.

Brad Goetz: Unsure. Will check on this.

2. Proposed Revisions to Section E.13 of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Bharad Kannan, Chair

Jennifer Martin: Presented the motion on behalf of the Committee on Responsibilities and Standing of Academic Faculty. These revisions update the Manual to align with the current process for promotion and tenure for Extension faculty. This is a new section. This was done in collaboration with the Provost's Office and the Vice President for Engagement and Extension. These revisions ensure that the Manual reflects the process currently followed by Extension, which was not in alignment with the process that is in place for tenure-track faculty or contract, continuing, and adjunct faculty (CCAF).

Executive Committee members discussed the titles of "Extension" in front of the faculty ranks, with one member expressing concerns around the titles being used. Richard Eykholt stated that

these titles are already in the Manual and were negotiated with Extension, who indicated that this is what they wanted.

Executive Committee members asked about the section regarding the promotion committee and why it was not mandated that someone with a conflict of interest recuse themselves, but rather expected that they do so. Eykholt explained that faculty have a right to vote on promotion of their peers and it cannot be taken away, even in conflicts of interest. They are expected to do the right thing and recuse themselves. If you were to take away that right, it would be the chair to take that away, which would give the chair control over promotions when the chair makes their own recommendations. This is a legal restriction.

Executive Committee members asked for clarification around tenure for Extension faculty and how they are represented. Martin clarified that Extension faculty are not on the tenure-track and are not considered continuing, contract, and adjunct faculty (CCAF). It was also stated that Extension has their own council for faculty representation.

Chair Smith: The Committee on Faculty Governance is currently working on this question of representation on Faculty Council for Extension faculty. Suggested a minor edit regarding the committee referenced in one section.

Martin stated that a reference would be added to direct people to the appropriate section.

Hearing no further discussion, Chair Smith requested a vote.

Motion passed. Will be placed on the Faculty Council agenda for October 1st.

Executive Committee members suggested some explanation around Extension faculty to help them understand these revisions.

Chair Smith: Will reach out to the Vice President for Engagement and Extension to see if they are able to attend and help speak to this.

3. Proposed Revisions to Section E.2.2.1 of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Bharad Kannan, Chair

Martin: These revisions are partnered with the revisions from Section E.13 regarding Extension faculty. These revisions clarify the names and ranks.

Hearing no further discussion, Chair Smith requested a vote.

Motion passed. Will be placed on Faculty Council agenda for October 1st.

4. Proposed Revisions to Section E.3.1 of the Academic Faculty and Administrative Professional Manual – Committee on

Responsibilities and Standing of Academic Faculty – Bharad
Kannan, Chair

Martin: Made the motion on behalf of the Committee on Responsibilities and Standing of Academic Faculty. This is a follow up to our recent conversation about emeritus/emera/emerit status. These revisions address cases in which administration may recommend to the Board of Governors that a request be denied and what that process would look like.

Executive Committee members discussed the revisions. One member asked whether the Board of Governors would deny a request of their own accord. Eykholt indicated that this is unlikely, but administration could make a negative recommendation.

Hearing no further discussion, Chair Smith requested a vote.

Motion passed. Will be placed on the Faculty Council agenda for October 1st.

5. Manual Typo Discussion

Chair Smith: A typo in the Manual has been brought to our attention by Eykholt. In Section F.3.7.2, one of the paragraphs starts with “If the Provost decides that the unpaid administrative leave should continue...” and it should say “: If the Provost decides that the Employee shall be placed on unpaid administrative leave...”

Eykholt: Explained the error was a result of copying and pasting incorrectly. The person cannot be put on unpaid leave prior to the appeal, so the sentence as it stands does not make sense. It was indicated that this error was pointed out by the Office of General Counsel.

A motion was made to correct this minor error on behalf of Faculty Council. The motion was seconded and approved by Executive Committee members.

E. Reports

1. Faculty Council Chair Report – Melinda Smith

Chair Smith: At the Cabinet and Provost Leadership Council meetings on September 11th, Vice President for Human Resources Eric Ray presented the strategic plan that they are developing in Human Resources, which will be released in the near future. Raised a question about exit interviews and how that played a role in attracting, developing, engaging, and retaining top talent. Asked if Vice Provost Susan James could speak to this topic as part of Faculty Success.

Vice Provost Susan James: As part of the National Science Foundation grant, we said we would look at exit interviews. There was a time where we did do exit interviews, which were undertaken by the Office of Equal Opportunity, and they did not have the FTE to continue doing these interviews. We are doing a pilot this year where we will do exit interviews of faculty that are leaving to see if there is value from what we learn from it. It is an ongoing project.

Chair Smith: The cybersecurity training was also discussed and how important it is for everyone to do that. The update to Duo has been implemented as of today.

Chair Smith: The Executive Leadership Retreat is this Friday. That will be focused on enrollment. Will bring back a report from that retreat.

Chair Smith: Attended the Colorado Faculty Advisory Council (CFAC). There was a report from the Colorado Commission of Higher Education on their strategic plan. Their strategic plan focuses on ensuring that students receive a positive financial return on their educational investment. A rebuttal was put together by faculty and now it is being called “minimum value threshold.” The question now becomes what we do with degrees that do not meet this minimum value threshold. This is related to a new House bill, House Bill 22-1349, which gives them power to collect data informing this minimum value threshold of degrees that students are earning in Colorado. Provided slides with information about the bill and the metrics used to determine the Colorado minimum value threshold.

Executive Committee members discussed the implications of the bill if degrees are determined to not meet the minimum value threshold. One member indicated that we cannot control earnings following college. Another member emphasized taking service to the community and implementation of our mission into our curriculum into consideration.

A member asked for clarification about the House Bill and whether it discusses what happens when a degree or program does not meet the minimum value threshold. Chair Smith indicated that the bill was specifically for the gathering of data and does not have language around how the minimum value threshold will be applied.

Chair Smith: Another presentation was from Crystal Collins, who is the Colorado Department of Higher Education’s Chief Financial Officer. One of the legislative declarations was wanting to increase the number of Coloradoans getting higher education. The way they are doing that is through a higher education allocation model, which is supposed to incentivize institutions to align with the master plan. Discussed the House Bill 20-1366 that goes over this and the funding model steps. It boils down to the fact that if you are performing better than the average, you get incrementally more money. Explained the formula and metrics, which are going to be revised in the next year. This is something that faculty should have a voice in.

Chair Smith: We have also received an update on the syllabus bank project. The Director of Academics in the Associated Students of CSU (ASCSU) stated that they are securing funding, and it is being worked on.

Hearing no further discussion or questions, concluded report.

2. Board of Governors Report – Jennifer Martin

Martin: We received feedback for our request for Executive Committee to interact with the Board of Governors in October. The feedback was that if they did our Executive Committee, they would need to do the same for the other employee councils. As a compromise, they have

invited the officers of each council to have dinner with the Board of Governors on that Thursday. Will continue to ask for engagement with the Executive Committee with the Board of Governors.

Martin: As part of report, will be highlighting the work of the task forces, especially the work in the task force around interdisciplinary programs. Will also be addressing compensation and the challenges we are facing and starting that work in the fall rather than the spring.

F. Discussion Items

1. FCCIA Annual Report & Concerns – Shane Kanatous, Chair

Chair Smith: Explained the charge of the Faculty Council Committee on Intercollegiate Athletics. We would like to discuss the committee given the current landscape, as well as thoughts around the committee's charge.

Shane Kanatous: Expanded on some of the charges of the committee. As indicated in the annual report, the Committee on Intercollegiate Athletics was not consulted about the change in leadership partway through the semester last year.

Chair Smith: Asked about consultation around the Faculty Representative to Athletics.

Kanatous: Indicated that Kyle Saunders was appointed to that position prior to becoming chair, so unsure of whether the committee was consulted.

Executive Committee members asked for context around the current collegiate athletics landscape.

Kanatous: About thirty (30) years ago, some universities negotiated deals with TV to be paid to exclusively have the football teams on NBC. They went on to make a lot of money, but just the coaches. We are watching the pendulum swing in the opposite direction with Name, Image and Likeness (NIL). Any college athlete can profit off their name. There was a lawsuit that was just completed against the Atlantic Coast Conference (ACC) and the Big 10 Conference. The settlement states that student athletes will be paid up to 20% of the game. Football is the only sport that makes money. We are not sure if it will be equitably distributed across all sports. Indicated that Georgia just passed a law that states that universities can pay their athletes, and Virginia recently passed a similar law.

An Executive Committee member asked about the transfer portal.

Kanatous: The National Collegiate Athletic Association (NCAA) now has unlimited transfers. There is a prediction that there will be a separation between the really major conferences because of the amount of money the programs generate. Explained that students have five (5) years of eligibility, and there are some students going on their fifth school. Discussed some issues they saw last year around traveling. Football may be a short travel time, but other teams don't travel like that and may be required to be off campus for an extended period of time and how it affects

the student athlete. The travel as part of the PAC 12 is more reasonable but these are decisions made by the Presidents looking at only one sport and not taking into consideration the effect on the overall student athlete population.

Chair Smith: Asked Kanatous how Faculty Council and Executive Committee can support the Committee on Intercollegiate Athletics. Indicated that Director of Athletics Weber has agreed to come to Faculty Council in October.

Executive Committee discussed the Committee on Intercollegiate Athletics and its role, as well as recent decisions made by administration. Kanatous expressed that more education around Athletics, especially around budget, would be helpful. Would like to keep working to create understanding around the value of sports and the student athletes.

Chair Smith: Asked about the committee's participation in the creation of policies, if any, that they may be adopting and whether those are reflected in the Manual. A key role of this committee is to act in an advisory capacity and connect the Director of Athletics in the shared governance construct.

Kanatous: Indicated that he has met with Director of Athletics Weber and that the relationship is being established. Director of Athletics Weber is an alumnus and is retired, so he is not going anywhere. He is also a businessman, which will be needed.

Chair Smith: It would be good to have either the chair of the Committee on Intercollegiate Athletics or a designee attend the Coalition on Intercollegiate Athletics conference.

2. Budget Remodel Update – Sue James, Vice Provost for Faculty Affairs

Vice Provost James: Six (6) budget forums are planned, and those dates will be available soon. At our last meeting, we saw real numbers of an initial model based on simple metrics and had a good discussion about that.

3. Executive Committee Operating Procedures

Executive Committee members discussed proposed revisions to operating procedures and approved them.

Executive Committee adjourned at [time].

Melinda Smith, Chair
Joseph DiVerdi, Vice Chair
Jennifer Martin, BOG Representative
Amy Barkley, Executive Assistant