

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

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

**MINUTES**  
**Faculty Council Meeting**  
**October 1, 2024 – 4:00pm – Eddy 212/Microsoft Teams**

**CALL TO ORDER**

Chair Melinda Smith called the meeting to order at 4:02 p.m.

Chair Smith: Reminded members of the rules of engagement for the meeting.

**FACULTY COUNCIL AGENDA ITEMS:**

**I. FACULTY COUNCIL AGENDA – October 1, 2024-**

**A. ANNOUNCEMENTS**

1. Next Faculty Council Meeting – November 5, 2024 – Eddy 212/Microsoft Teams – 4:00pm
2. Next Faculty Council Meet & Greet – Thursday, November 7 – Lory Student Center Room 312 – 3:30pm-5:00pm
3. The [2023-2024 Faculty Council Annual Report](#) is now available on the [Faculty Council website](#).

Chair Smith: In addition to these announcements, there are a few others.

- Reminded members that the President’s Fall Address will be tomorrow, October 2<sup>nd</sup>, starting at 11:00 a.m. on the Oval.
- There are two forums scheduled for the annual evaluation ratings and process for faculty that will take place on Thursday, October 10<sup>th</sup> from 12:00 p.m. to 1:30 p.m. and Wednesday, October 16<sup>th</sup> from 11:30 a.m. to 1:00 p.m. Registration links are available online for both [Thursday, October 10<sup>th</sup>](#) and [Wednesday, October 16<sup>th</sup>](#).
- The Provost’s Ethics Colloquium on Mental Health in Higher Education will be held in the Lory Student Center on Tuesday, October 29<sup>th</sup> from 9:00 a.m. to 11:00 a.m. Will be participating as a panelist.

**B. ATHLETICS UPDATE –President Amy Parsons, Director of Athletics John Weber, & Provost Marion Underwood**

President Amy Parsons: Was asked to attend to speak specifically to the Pac-12 and athletic conference realignment. For those following athletics and conference realignment, there was a significant development today in bringing in Gonzaga as the eighth member of the Pac-12.

President Parsons: There have been a lot of seismic shifts in the collegiate landscape around sports in the last few years. The Pac-12 was one of the conferences left behind a bit in realignment. Our job, as well as the job of our predecessors, as part of conference realignment was to make sure that everyone knows how great CSU is with our academic and research trajectory. We have been making investments in CSU with not just our academic and research portfolio, which is meaningful, but also our student athletes, our programs, our coaches, and our facilities. The Pac-12 is a storied conference that is known for champions and excellence. The schools that were left in this conference decided to rebuild and we moved to make sure that CSU was in consideration for joining the league. There was a choice for CSU to try to get the invitation to the Pac-12 and go with other top properties from a media standpoint to help rebuild the Pac-12. We received an invitation to join the Pac-12, and we went along with four (4) of our colleagues from the Mountain West and Gonzaga to now make eight (8) schools.

President Parsons: From a financial standpoint, there was risk on either side of this equation. When it comes to conference realignment, there was risk staying behind in the Mountain West, and the downward risk of staying behind was greater than the risk of going into the Pac-12. There are not as much value in the media rights as those top properties leave. It will affect our ability to recruit and our enrollment and would affect our fan base and attendance. We do not know what media rights will look like in terms of value. Explained that discussions are ongoing about exit fees and poaching fees. Do not think these fees will affect either the Athletics budget or the University budget.

Provost Marion Underwood: Have worked at four (4) universities, two (2) of which did not have an athletics program. Believe it is better for those of us on the academic side of the university to serve a university with an athletics program for the opportunities it provides to raise the university profile, to connect with alumni, and what it provides for current students. It also provides opportunities to make academic connections, and we have the opportunity to strengthen connections with the other universities in the Pac-12.

Director of Athletics John Weber: Introduced himself to Faculty Council. Stated that his vision and purpose of athletics is to amplify what we are achieving from an academic and research perspective. Athletics is the single biggest marketing arm that the University has and certainly the most public one. There is a lot we can do to help elevate what is being accomplished at the University academically and research-wise, as well as supporting our students and student athletes. Athletics are a community and student engagement tool. We have been working hard on our community and student experience. From a Pac-12 perspective, this is an opportunity to step up that experience and our branding, and an opportunity to step up support for the academic mission.

Dan Regan (CVMBS): Came from the University of Georgia, and as their athletics program grew, they endowed professorships through the Athletic Association. Wondering if there has been any discussion about this as a potential initiative to go along the lines of what was said here about this being a two-way street and interaction, as well as the value-building that it adds to the academic mission.

Director of Athletics Weber: This has not been in our conversations, but that is an interesting situation. We will look into this.

President Parsons: This is a great idea and one we can explore with our Pac-12 colleagues.

Provost Underwood: Moving to the Pac-12 is a step forward to our joining with those universities that have the revenue and resources to share on the academic side.

Antonio Pedros-Gascon (CLA): Congratulated Director of Athletics for being appointed to the position. Expressed hope to have productive conversations as part of our governance. Have a question for President Parsons. It has been acknowledged that this realignment will be expensive, and CSU is in a constrained budget situation in which units are being asked to reduce expenses. Asked if administration had reached an approximate figure or number for additional financial investment that they would be willing to compromise as a ceiling that CSU will incur and whether that money will come exclusively from donations or if investment will be expanded.

President Parsons: To clarify, asked if the question was how much the University is willing to commit through our E&G budget to Athletics related to the realignment.

Pedros-Gascon (CLA): Confirmed. Wondering how much additional money administration is willing to compromise as a ceiling for investment to make the realignment happen or whether it will all be coming through donations.

President Parsons: Joining the Pac-12 will certainly come with greater media rights, and these enhanced media rights will go into the Athletics budget to help them compete at that higher level. Anticipate that new money through fundraising will occur. The hope is that through these two (2) revenue streams, in addition to increased viewership and attendance at our games, those revenues will be what we need for athletics to compete in the Pac-12 going forward. It should be a virtuous cycle and that is what we are aiming for. We are not putting enhanced money in the E&G budget right now for realignment.

Pedros-Gascon (CLA): Reiterated the question in the chat. Asked if there was a commitment for a max investment for the E&G budget.

President Parsons: Believe this question was answered.

Pedros-Gascon (CLA): Indicated that he felt the question was not addressed in her response.

Martin Shields (CLA): Curious if there is a pro forma financial agreement or arrangement that has been calculated that can be shared with faculty in terms of projected revenues from various sources and projected expenditures. Noted that there was an indication in the media that the cost of this was around \$17 million.

President Parsons: As well as the additional revenues mentioned, we will have additional expenditures around more coaches and salary to be competitive. We do not have that level of

detail yet. The \$17 million is related to the exit fees. Stated that discussions and settlements are ongoing regarding the exit fees and poaching fees.

Mary Van Buren (CLA): Asked what media rights value means and how this is calculated.

President Parsons: Now that Gonzaga has joined the Pac-12, we can go to market. We have projections from consultants. This gives us a chance to negotiate with the networks to determine how much money they are willing to pay for our schedule, and then within the league, it is divided among the eight (8) schools.

Director of Athletics Weber: We get a check each year for our media rights deal with the Mountain West, and it will be similar with the Pac-12. We are in the process of going to market right now to determine what that value will be. We are going to be aggressive in terms of how we go out there and talk about ourselves and schedule ourselves.

Sue Doe (TILT): Curious about the relationship of name, image, and likeness (NIL) to this shift and to our ability to be competitive in that realm.

President Parsons: Support for NIL right now comes from donors and sponsorships, as well as individual business working with the student athletes, so this is something that we will need to continue to grow.

Hearing no further questions or discussion, concluded report.

### **C. MINUTES TO BE APPROVED**

1. Faculty Council Meeting – September 3, 2024

Hearing no corrections or discussion, Faculty Council minutes approved by unanimous consent.

### **D. UNFINISHED BUSINESS**

### **E. CONSENT AGENDA**

1. UCC Minutes – August 23 & 30, September 6 & 13, 2024

Hearing no discussion or questions, University Curriculum Committee minutes approved by unanimous consent.

### **F. ACTION ITEMS**

1. Academic Faculty Representatives to Faculty Council Standing Committees – Committee on Faculty Governance – Steve Reising, Chair

Steve Reising (CoFG): On behalf of the Committee on Faculty Governance, move the nomination of Monica Latham as the University Libraries representative to the Committee on Libraries as shown in the agenda packet.

Hearing no questions or comments, Chair Smith requested a vote by hands for those in the room and through a poll for those on Microsoft Teams.

Motion passed.

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

Reising (CoFG): On behalf of the Committee on Faculty Governance, move the election of the undergraduate and graduate student representatives to Faculty Council standing committees. Not all standing committees have student representatives, which is spelled out in the Code.

Hearing no questions or discussion, Chair Smith requested a vote by hands for those in the room and through a poll for those on Microsoft Teams.

Motion passed.

3. Undergraduate and Graduate Student Representatives to University Committees – Committee on Faculty Governance – Steve Reising, Chair

Reising (CoFG): On behalf of the Committee on Faculty Governance, move the election of Adam Scherer as the graduate student representative to the University Policy Review Committee. University committees are separate because they are broader than just faculty and are defined in Section D.2 of the Manual.

Hearing no questions or discussion, Chair Smith requested a vote by hands for those in the room and through a poll for those on Microsoft Teams.

Motion passed.

4. Proposed Revisions to Section B.2.6 of the Academic Faculty and Administrative Professionals Manual – Committee on Responsibilities and Standing of Academic Faculty – Bharad Kannan, Chair

Bharad Kannan (CoRSAF): The proposed amendments to Section B.2.6 help align the Manual with current processes used to approve and evaluate centers, institutes, and other special units. The changes do not propose any changes to the process.

Kannan (CoRSAF): On behalf of the Committee on Responsibilities and Standing of Academic Faculty, move to amend Section B.2.6 of the Academic Faculty and Administrative Professional Manual as seen in the agenda packet.

Hearing no questions or discussion, Chair Smith requested a vote by hands for those in the room and through a poll for those on Microsoft Teams.

Motion passed. Will be sent to the Office of General Counsel for review.

5. Proposed Revisions to Section E.6 of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Bharad Kannan, Chair

Kannan (CoRSAF): The proposed changes to Section E.6 clarify that a tenure-track faculty member whose contract is not renewed cannot apply for tenure. The changes also make it clear that a non-renewal of a contract can be grieved, which is described in Section E.17.

Kannan (CoRSAF): On behalf of the Committee on Responsibilities and Standing of Academic Faculty, move to amend Section E.6 of the Academic Faculty and Administrative Professional Manual as described in the agenda packet.

Hearing no questions or discussion, Chair Smith requested a vote by hands for those in the room and through a poll for those on Microsoft Teams.

Motion passed. Will be sent to the Office of General Counsel for review.

6. Proposed Revisions to Section E.2.1.6 of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Bharad Kannan, Chair

Kannan (CoRSAF): The proposed revisions to Section E.2.1.6 make it clear that transitional appointments are indicative of retirement and as such, application for emeritus/emerita/emerit status must be made at the time the transitional appointment begins. This is current practice at CSU, but the process is not adequately described in the Manual.

Kannan (CoRSAF): On behalf of the Committee on Responsibilities and Standing of Academic Faculty, move to amend Section E.2.1.6 of the Academic Faculty and Administrative Professional Manual as seen in the agenda packet.

Hearing no questions or discussion, Chair Smith requested a vote by hands for those in the room and through a poll for those on Microsoft Teams.

Motion passed. Will be sent to the Office of General Counsel for review.

7. Proposed Revisions to Section E.11 of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Bharad Kannan, Chair

Kannan (CoRSAF): The revisions to Sections E.11, E.16, and E.17 are all similar, clarifying that advisors may be present during appeal interviews. The proposed changes also clarify who receives the Appeal Committee report, which varies by section. In Section E.11, the revisions state that the Appellant, Recommender, and Provost receive the Appeal Committee report.

Kannan (CoRSAF): On behalf of the Committee on Responsibilities and Standing of Academic Faculty, move to amend Section E.11 of the Academic Faculty and Administrative Professional Manual as seen in the agenda packet.

Hearing no questions or discussion, Chair Smith requested a vote by hands for those in the room and through a poll for those on Microsoft Teams.

Motion passed. Will be sent to the Office of General Counsel for review.

8. Proposed Revisions to Section E.16 of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Bharad Kannan, Chair

Kannan (CoRSAF): The proposed revisions to Section E.16 make it clear that the Appellant, Recommender, and the Provost receive the Appeal Committee report.

Kannan (CoRSAF): On behalf of the Committee on Responsibilities and Standing of Academic Faculty, move to amend Section E.16 of the Academic Faculty and Administrative Professional Manual as seen in the agenda packet.

Hearing no questions or discussion, Chair Smith requested a vote by hands for those in the room and through a poll for those on Microsoft Teams.

Motion passed. Will be sent to the Office of General Counsel for review.

9. Proposed Revisions to Section E.17 of the Academic Faculty and Administrative Professional Manual – Committee on Responsibilities and Standing of Academic Faculty – Bharad Kannan, Chair

Kannan (CoRSAF): The proposed revisions to Section E.17 clarify that the Appellant, Department Head, and the Provost receive the Appeal Committee report.

Kannan (CoRSAF): On behalf of the Committee on Responsibilities and Standing of Academic Faculty, move to amend Section E.17 of the Academic Faculty and Administrative Professional Manual as seen in the agenda packet.

Hearing no questions or discussion, Chair Smith requested a vote by hands for those in the room and through a poll for those on Microsoft Teams.

Motion passed. Will be sent to the Office of General Counsel for review.

10. 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

Kannan (CoRSAF): The rationale for these proposed changes reflects the updates made two (2) years ago regarding faculty status for Extension. Extension faculty have a promotion process that is different from the one currently described in the Manual, as they do not have a department or college. The current version of Section E.13 does not reflect a process that represents the one used by Extension, which is also clarified in their code. These updates align the Manual with the process used by Extension.

Kannan (CoRSAF): On behalf of the Committee on Responsibilities and Standing of Academic Faculty, move to amend Section E.13 of the Academic Faculty and Administrative Professional Manual as seen in the agenda packet.

Hearing no questions or discussion, Chair Smith requested a vote by hands for those in the room and through a poll for those on Microsoft Teams.

Motion passed. Will be sent to the Office of General Counsel for review.

11. 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

Kannan (CoRSAF): The proposed revisions to Section E.2.2.1 clarify the names and ranks of Extension faculty as articulated in the Extension code.

Kannan (CoRSAF): On behalf of the Committee on Responsibilities and Standing of Academic Faculty, move to amend Section E.2.2.1 of the Academic Faculty and Administrative Professional Manual as seen in the agenda packet.

Hearing no questions or discussion, Chair Smith requested a vote by hands for those in the room and through a poll for those on Microsoft Teams.

Motion passed. Will be sent to the Office of General Counsel for review.

12. 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

Kannan (CoRSAF): The proposed revisions to Section E.3.1 offer an appeal process for faculty who are denied their application for emeritus/emerita/emerit status by the President.

Kannan (CoRSAF): On behalf of the Committee on Responsibilities and Standing of Academic Faculty, move the amend section E.3.1 of the Academic Faculty and Administrative Professional Manual as seen in the agenda packet.

Hearing no questions or discussion, Chair Smith requested a vote by hands for those in the room and through a poll for those on Microsoft Teams.

Motion passed. Will be sent to the Office of General Counsel for review.

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

Kannan (CoRSAF): The proposed revisions to Section K incorporate grammatical revisions. The substantive changes reflect a modification of the grievance process. Asked Richard Eykholt to describe the proposed revisions.

Kannan (CoRSAF): On behalf of the Committee on Responsibilities and Standing of Academic Faculty, move to amend Section K of the Academic Faculty and Administrative Professional Manual as seen in the agenda packet.

Richard Eykholt (UGO): Before we go to a grievance hearing, we attempt to resolve things informally. We started many years ago with a formal mediation process that proved to work rather poorly, so more recently, we created an informal mediation process that we called “conciliation.” Have not had a situation where informal conciliation failed and formal mediation worked. All formal mediation has done is delay the ability of the grievance to get a resolution to the problem. We are proposing eliminating this formal mediation process. We will still have the informal process, but we can now call that mediation, which eliminates a large source of confusion for grievances. We will still have the hearing process.

Chair Smith: Asked whether this revision would eliminate the need for formal mediators.

Eykholt (UGO): That is correct. That will be struck from the Manual. Right now, the formal mediators are just faculty and administrative professionals who have volunteered to do mediation. They are not trained mediators from an outside organization. There is a section about their selection and all that is being removed with this revision.

Hearing no further questions or discussion, Chair Smith requested a vote by hands for those in the room and through a poll for those on Microsoft Teams.

Motion passed. Will be sent to the Office of General Counsel for review.

### **G. BUDGET UPDATE – Vice President for University Operations and Chief Financial Officer Brendan Hanlon**

Vice President Brendan Hanlon: President Parsons recently hosted a retreat around enrollment to talk about how we grow enrollment and strategic enrollment strategies. What comes with enrollment growth is revenue, but costs as well. We want to have a dynamic conversation about that. Was asked to give an overview of the interface of enrollment, tuition rate increases, and state appropriations. These are the three (3) major elements of revenue in our budget and there are interfaces between these. With state appropriations, an increase there typically means a limitation on our tuition rate, and there is interplay between tuition rate increases and enrollment. The more we rely on tuition rate increases to solve revenue challenges, the more likely that enrollment will be suppressed. That is why we want to spend time talking about the demographic cliff and the competitive nature of enrollment nationally.

Vice President Hanlon: Compensation is a significant priority for President Parsons. A 3% increase in compensation for administrative professionals, faculty, and state classified employees is approximately \$16.7 million. Explained how this would be achieved using only enrollment and only tuition rate. Noted that state appropriations are not included here. The numbers shown here are two (2) extremes and we typically end up bouncing somewhere in the middle of these, and we do not attribute our enrollment growth or tuition rate only to compensation. It was a helpful conversation to have in a larger group to talk about the importance of all these revenue streams working together, because one of them individually can't support all the things we want to do at the University.

Vice President Hanlon: Indicated that there were questions sent from faculty by Chair Smith around why we need cuts if enrollment and state funding are up, why CU was able to provide a 3% increase, and if budget cuts would still be necessary if support to Athletics was eliminated. The impact of state funding, enrollment growth, and tuition rate increases will have to work together simultaneously to provide us financial capacity to avoid budget cuts. For the question around CU, there is a significant difference in the composition of their budget compared to ours. We have a different profile of in-state and out-of-state students, as well as volume of students.

Vice President Hanlon: This is the budget we know the least about. We have not received a budget proposal from the governor's office and have not received feedback from the state legislature. The only thing we have is the state economic report and the financial forecast of the state. Went over the highlights of the budget and the three (3) scenarios listed.

A Faculty Council member asked about the impact that the CSU Spur budget has on this budget.

Vice President Hanlon: The CSU Spur budget in total is around \$17 million and is funded through the strategic investment fund held by the CSU System. They are subsidizing the operations and programs at that campus. Although they have come under the umbrella of CSU Fort Collins, that financial arrangement remains in place.

A follow up question was asked about where the revenue comes from for the strategic investment fund.

Vice President Hanlon: That is primarily from two (2) sources. One is the Global initiative has had additional capacity that has been transferred into the strategic investment fund, and then there are also investment returns that have been pledged into that strategic investment fund that provide revenue.

Pedros-Gascon (CLA): Believe it is a fair representation of many of the faculty in this community that faculty are not asking for the suppression of athletics. Faculty are asking for a non-continued expansion of investment that is at a different rate than the rest of the institution. Indicated that it is sad that any critique against how the budget is being allocated toward athletics is considered as being anti-athletics, or even worse, anti-athletes or anti-student.

Van Buren (CLA): First comment is that the strategic investment fund is paying for one thing, which means it is not paying for other things that might be advantageous to the campus and to faculty specifically. Second question is, given that the administration has indicated that they are committed to compensation and the financial forecast does not look great, wondering what new and creative ways the administration has come up with to address faculty compensation this upcoming year.

Vice President Hanlon: There is a 3% compensation increase placeholder in the budget scenarios, but do not have any structural proposals at this point in terms of how we can change that number. Welcome any ideas from Faculty Council or others about how that structure could be different and provide that increase that would be less impactful on the budget itself.

Van Buren (CLA): Have mentioned this before, but it seems like the strategic investment fund could be used to cover one-time costs, such as for maintenance of facilities, to free up budget for compensation.

Chair Smith: Asked about the budget reallocation line on the budget sheet, which had no numbers indicated.

Vice President Hanlon: We had an initial number on there last year, and the methodology changed around that in the December period. Would feel better having that conversation after we get the budget from the governor's office. We could then discuss reallocation, which we likely would have, especially if we want to preserve the 3% and talk to campus about what our priorities would be around the reallocation process.

Marni Berg (CLA): Asked if this was the budget without support from the state.

Vice President Hanlon: This is the incremental budget. The base remains the same. This shows the incremental change. The first scenario shows 5% less in state support, the second scenario sees us seeing the same support, and the last scenario is us receiving 5% more support than last year.

Berg (CLA): Assuming that the budget has to be balanced. Wondering how CSU can operate with the shortfalls seen on the budget sheet and how we go forward with any of the scenarios.

Vice President Hanlon: This is the most stressed version of the budget. When presenting this for the last two (2) years, the range of the first budget was a shortfall of \$40 million to \$22 million. This is not unusual for the first version of the budget. We need to get more information from the state as to their level of support because it makes a material difference.

Madeline Harvey (CLA): Wondering if faculty retention is considered, with the cost of searches, new hires, and the talent hemorrhage. Asked if there is a set of data related to this that parallels the considerations for student gains and losses.

Vice President Hanlon: That is something we budget for. It is a shared cost between the college as well as central. There are retentions and startups that are elements inside this budget, and specifically show up in the “quality enhancement” line. If we have a base increase that is related to retention, it would end up in that line. Can follow up on what statistics look like, especially post-pandemic with high turnover to figure out the reasoning.

Steve Shulman (Guest-CLA): Wondering where research funding is in the budget. It seems there are other sources of revenue that are not reflecting in this brief budget summary.

Vice President Hanlon: This only focuses on the E&G budget, not the base budget. This is just the increment of growth or loss in the E&G budget. Our research grants are not reflected here. For next time, can come back to discuss budget and give an overarching view of all University resources.

Shulman (Guest-CLA): Asked if it was conceivable that some of the research funding could be used to close these deficits.

Vice President Hanlon: Would say that it would not. Think the one place it could show up is in the budget line “Facilities & Administrative overhead,” which reflects indirect costs that is budgeted into our budget. It has been used in the past to close budget gaps. A question that has been frequently asked about facilities and administrative overhead is why we aren’t investing more in facilities and in shops like procurement to make that process better. When we use those funds to close the gap, they close the gap, but do not go into a line item. This is something that we have looked at in the past but think we should be cautious about this because while our research expenditures have increased, it takes money to support that research.

Vice Provost Susan James: Wanted to comment on the discussion on faculty retention data. Losing faculty costs us money beyond just what we pay to retain faculty, and there are various statistics around that. This is really what the Faculty Success program is about. Every time we lose faculty, it is a significant financial loss to the institution, in addition to the loss of talent, culture, and climate affects. We are going to do everything we can to mitigate those budget impacts.

Vice President Hanlon: We will have an open forum on the budget model on October 17<sup>th</sup> and will be getting more information out about that soon. We will have a series of those updates as well, and if you are not able to make October 17<sup>th</sup>, we will have a few other roundtables.

Hearing no further questions or discussion, concluded report.

## **H. OFFICE OF INCLUSIVE EXCELLENCE UPDATES – Vice President for Inclusive Excellence Kauline Cipriani**

Vice President Kauline Cipriani: The Office of Inclusive Excellence exists on campus to lead, catalyze, and support initiatives and efforts that help ensure that we are an inclusive campus, particularly with an eye for increasing the recruitment and retention of underrepresented people and people from marginalized backgrounds.

Vice President Cipriani: There are several ongoing initiatives.

- Education and Training
  - We host a Symposium for Inclusive Excellence every fall.
  - Peer education group called Dialogue for Inclusion, Advocacy and Learning (DIAL) where we train students to facilitate difficult dialogue with their peers.
- Student Success
  - Cultural Resources Centers that report to the Office of Inclusive Excellence.
  - There is an undergraduate leadership and research program called the Multicultural Undergraduate Research, Art, and Leadership Symposium (MURALS).
  - We also support our employee resource groups, because we believe that employee success fuels student success.
- K-12 Initiatives
  - Black Issues Forum (BIF)
  - Native Education Forum (NEF)
- Emerging Hispanic-Serving Institution (HIS) initiatives
- Employee Climate Survey

Vice President Cipriani: There are also education and training offerings that are staff-specific, faculty-specific, and student specific.

Vice President Cipriani: Have gotten the question about what success looks like frequently. For 21<sup>st</sup> century inclusive excellence or diversity, excellence, and inclusion work, believe we need to reflect our society or at least the state of Colorado, we need to eliminate equity gaps where we find them, and match our espoused values to our lived values. Discussed the national discourse around diversity, equity and inclusion, including the Supreme Court rulings and anti-transgender laws. There is a lot of churning around the country as to what the future of this work will look like. Discussed opportunities in this work for faculty.

Vice President Cipriani: Shared information about upcoming events and updates for the Cultural Resource Centers.

- A search has been launched for the director of the Black African American Cultural Center and we will launch a search soon for the director of the Asian Pacific American Cultural Center director.
- October is Relationship Violence Awareness Month, as well as LGBTQIA History Month, and there are programs available through the Pride Cultural Resource Center.
- November is Native American Heritage Month.
- The Student Disability Center has had some issues accommodating people in a timely manner. With support from the President's and Provost's offices, we have been able to hire additional accommodation specialists and have been informed by Center Director Justin Dove that the wait for students to discuss their accommodation(s) is just over a week.
- The Women and Gender Advocacy Center has changed their name to the Survivor Advocacy and Feminist Education (SAFE) Center.
- The Symposium for Inclusive Excellence is scheduled for the week of October 21<sup>st</sup>.

[Vice President Cipriani's slides](#) are available on the Faculty Council website.

Peter Jan van Leeuwen (WSCOE): Asked what it means to be a Hispanic-Serving Institution and whether this meant that CSU was moving toward being a bilingual university.

Vice President Cipriani: Hispanic-Serving is a federal term and is linked to the percentage of undergraduate students who are enrolled at the institution. Believe the number is 25%, and a certain number of those students must be Pell-eligible. The part that we want to be intentional about is the serving, because we are on track to become a Hispanic-Serving Institution in terms of numbers, but we also want to be prepared to support these students. Not aware of conversations about us being bilingual, but we are trying to be more inclusive for families and students for whom Spanish is their primary language.

John Slater (CLA): It seems like we are still lagging behind the University of Northern Colorado and CSU Pueblo, as well as other universities in Colorado, in terms of readiness. In the department of Languages, Literatures, and Cultures, when we continue to fail to bring in bilingual students, it changes our workload, so we are excited about the Hispanic-Serving institution readiness. Asked if Vice President Cipriani could speak to where we are in terms of those initiatives and our readiness.

Vice President Cipriani: An advisory group chaired by Associate Vice President Shannon Archibeque-Engle has been meeting and are creating a paper with some recommendations for the Office of the Provost and Executive Vice President and the President's Office. That paper is currently being reviewed by those offices.

Pedros-Gascon (CLA): The concept of serving is different than the concept of accepting. We are already a Hispanic-accepting institution, not a Hispanic-serving. Believe there is room for a more bilingual approach in some disciplines. Wondering if Spanish is completely out of the equation or whether it is something that could be part of the equation strategically and depending on the situation.

Vice President Cipriani: The short answer is that it is part of the equation. We have created the Spanish website. We need to have a campus-wide conversation about what can and should be translated into Spanish. Understanding is that units are deciding that on their own based on individual unit needs and college needs, but think we should have a campus conversation.

van Leeuwen (WSCOE): Expressed concern about creating two (2) separate communities at CSU and that we make sure people can communicate with everyone else. Have seen situations where this can go wrong.

Vice President Cipriani: Expressed appreciation for the concern. Think we can and must figure out how to grow while still supporting individual groups within our community and campus that need different types of support.

## **I. REPORTS TO BE RECEIVED**

### **1. Faculty Council Chair Report – Melinda Smith**

Chair Smith: Attended a recent meeting of the Colorado Faculty Advisory Council. There is a push to accumulate data to calculate minimum value threshold values for degrees and the implications that may have in the future. Right now, they are at the data building stage and that data will be made public. The public will then be able to put a number on degrees in their minimum value threshold. This is something to keep an eye on.

Chair Smith: There was also a report that provided context for state appropriations and the formulas they are using to calculate how they appropriate funds each year. There's a three-stage process that the state uses, as well as metrics. There is a move to modify the metrics in the next year or so.

[Chair Smith's slides](#) are available on the Faculty Council website.

### **2. Board of Governors Report – Jennifer Martin**

Jennifer Martin: The Board of Governors are meeting at CSU Fort Collins at the ARDEC campus on Thursday, October 3<sup>rd</sup>, and Friday, October 4<sup>th</sup>. There is an opportunity for public comment at 9:00 a.m. on Thursday. CSU Fort Collins updates will be before noon on Thursday, and the Ag report will be Thursday afternoon. Encouraged members to attend or to livestream the meeting.

[Board of Governors Representative Jennifer Martin's report](#) is available on the Faculty Council website.

## **J. DISCUSSION**

### **1. Annual Cybersecurity Training – Steve Lovaas, Chief Information Security Officer**

Steve Lovaas: Last year's required security awareness training was a success. We had limited it to the people we felt had significant access to sensitive information. This year, we have expanded it to all employees. We have 100% participation from those for which it was required, as well as a handful of other people as well. We are targeting all full-time employees at this time, and not students. We are piloting a different curriculum this year with students. Completion is due by December 20<sup>th</sup>, so we encourage people to get it done as soon as possible.

Lovaas: We are also doing some other training pieces, such as a phishing email test. Attackers are getting more creative, and technology is advancing, so we are doing everything we can to educate and catch up. October is National Cybersecurity Awareness month, so we are launching several activities and will be on the Plaza giving out swag and talking to students.

Joseph DiVerdi (Vice Chair): Asked if they were looking at other communication styles.

Lovaas: The focus of the annual training is not just email, but the focus of the supplemental items is email. Statistically speaking, email is the top vector for attack and is the lowest common denominator for communication around the country. Students may use social media more but not for communication with their universities. Other types of communication such as text and voicemail, as well as contacts over social media, are mentioned in the annual training.

Hearing no further discussion, Chair Smith called the meeting adjourned.

Meeting was adjourned at 6:07 p.m.

Melinda Smith, Chair  
Joseph DiVerdi, Vice Chair  
Andrew Norton, BOG Representative  
Amy Barkley, Executive Assistant

**ATTENDANCE**  
**BOLD INDICATES PRESENT AT MEETING**  
**UNDERLINE INDICATES ABSENT AT MEETING**  
**2024-2025**

<b>Chair: Melinda Smith</b>	<b>Vice-Chair: Joseph DiVerdi</b>
<b>Executive Assistant: Amy Barkley</b>	<b>BOG Representative: Jennifer Martin</b>
<b>Professional Registered Parliamentarian: Lola Fehr</b>	

ELECTED MEMBERS	REPRESENTING	TERM
<b>Agricultural Sciences</b>		
<b>Stephan Kroll</b>	Agricultural and Resource Economics	2025
<u>Catie Cramer</u>	Animal Sciences	2027
<u>Lisa Blecker</u>	Agricultural Biology	2027
<b>Kelly Curl</b>	Horticulture & Landscape Architecture	2025
<b>Esten Mason</b>	Soil and Crop Sciences	2026



<b>Bradley Goetz</b>	College-at-Large	2026
<b>Andrew Norton</b>	College-at-Large	2026
<b>Stephen Coleman</b>	College-at-Large	2027
<b>Health and Human Sciences</b>		
<b>Kevin Kissell</b>	Design and Merchandising	2027
<b>Neha Lodha</b>	Health and Exercise Science	2025
<u>Susan Baker</u>	Food Science and Human Nutrition	2026
<b>Day Halsey</b>	Human Development and Family Studies	2026
<u>Svetlana Olbina</u>	Construction Management	2027
<b>Aaron Eakman</b>	Occupational Therapy	2026
<u>Daniel Birmingham</u>	School of Education	2027
<b>Elizabeth Kiehne</b>	School of Social Work	2025
<b>Leann Kaiser</b>	College-at-Large	2027
<b>Business</b>		
<b>Nate Nguyen</b>	Accounting	2026
<b>Seth Kinnett</b>	Computer Information Systems	2027
<b>Bharadwaj Kannan</b>	Finance and Real Estate	2025
<b>Rob Mitchell</b>	Management	2027
<u>Jonathan Zhang</u>	Marketing	2026
<b>Engineering</b>		
<b>Peter Jan van Leeuwen</b>	Atmospheric Science	2027
<b>Ashok Prasad</b>	Chemical and Biological Engineering	2025
<u>Hussam Mahmoud</u>	Civil and Environmental Engineering	2027
<b>Steven Reising</b>	Electrical and Computer Engineering	2025
<b>Soheil Fatehiboroujeni</b>	Mechanical Engineering	2026
<b>Thomas Bradley</b>	Systems Engineering	2026
<u>Sybil Sharvelle</u>	College-at-Large	2026
<b>Pinar Omur-Ozbek</b>	College-at-Large	2026
<b>Liberal Arts</b>		
<b>Mary Van Buren</b>	Anthropology & Geography	2026
<b>Emily Moore</b>	Art & Art History	2027
<u>Mark Saunders</u>	Communication Studies	2025
<b>Martin Shields</b>	Economics	2027
<u>Genesea Carter</u>	English	2026
<b>Ernesto Sagas</b>	Ethnic Studies	2025
<b>John Slater</b>	Languages, Literatures, and Cultures	2025
<b>Tracy Brady</b>	History	2026
<b>Marilee Long</b>	Journalism and Media Communication	2025
<b>Madeline Harvey</b>	Music, Theatre, and Dance	2025
<b>Eirik Harris</b>	Philosophy	2026
<b>Marni Berg</b>	Political Science	2027
<b>Laura Reynolds</b>	Sociology	2025

TBD	College-at-Large	2026
<b>Antonio Pedros-Gascon</b>	College-at-Large	2025
<b>Daniela Castillo</b>	College-at-Large	2026
(substituting for Emily Morgan, on sabbatical Fall 2024)		
<b>Abigail Shupe</b>	College-at-Large	2027
<b>Frankie Wilcox</b>	College-at-Large	2027
<b>Sanam Emami</b>	College-at-Large	2026
<b>Fabiola Ehlers-Zavala</b>	College-at-Large	2026
<u>Mohammed Hirchi</u>	College-at-Large	2026
<b>Natural Resources</b>		
<b>Randall Boone</b>	Ecosystem Science and Sustainability	2026
<b>Troy Ocheltree</b>	Forest and Rangeland Stewardship	2027
<b>David Koons</b>	Fish, Wildlife, & Conservation Biology	2027
<b>William Sanford</b>	Geosciences	2026
<b>Christina Cavaliere</b>	Human Dimensions of Natural Resources	2026
<b>Natural Sciences</b>		
<b>Olve Peersen</b>	Biochemistry & Molecular Biology	2025
<b>Mike Antolin</b>	Biology	2027
<b>Brittney Morgan</b>	Chemistry	2026
TBD	Computer Science	2026
<b>Julia Gehrlein</b>	Physics	2027
<b>Silvia Canetto</b>	Psychology	2025
<b>Ander Wilson</b>	Statistics	2025
<b>Steve Benoit</b>	Mathematics	2026
<b>Alan Van Orden</b>	College-at-Large	2026
<b>James Liu</b>	College-at-Large	2026
<b>Kim Henry</b>	College-at-Large	2026
<b>Veterinary Medicine &amp; Biomedical Sciences</b>		
<u>DN Rao Veermachaneni</u>	Biomedical Sciences	2025
<b>Shari Lanning</b>	Clinical Sciences	2025
<b>Del Leary</b>	Environmental & Radiological Health Sciences	2026
<u>Christie Mayo</u>	Microbiology, Immunology and Pathology	2027
<b>Katriana Popichak</b>	College-at-Large	2025
<u>Fiona Hollinshead</u>	College-at-Large	2025
<u>Doreene Hyatt</u>	College-at-Large	2027
<b>Tara Nordgren</b>	College-at-Large	2025
<b>RoxAnn Karkoff-Schwiezer</b>	College-at-Large	2026
<b>Dan Regan</b>	College-at-Large	2026
<u>Zaid Abdo</u>	College-at-Large	2025
<u>Brian Geiss</u>	College-at-Large	2025
<u>Jennifer Rawlinson</u>	College-at-Large	2026

<b>University Libraries</b>		
<b>Christine Pawliuk</b>	Libraries	2025

***Ex Officio Voting Members***

<b>Melinda Smith</b>	Chair, Faculty Council/Executive Committee	2025
<b>Joseph DiVerdi</b>	Vice Chair, Faculty Council	2025
<b>Jennifer Martin</b>	BOG Faculty Representative	2025
<b>Steve Reising, Chair</b>	Committee on Faculty Governance	2025
<b>Gregg Griffenhagen, Chair</b>	Committee on Information Technology	2025
<u>Shane Kanatous, Chair</u>	Committee on Intercollegiate Athletics	2025
<u>Jon Clark, Chair</u>	Committee on Libraries	2025
<b>Ryan Brooks, Chair</b>	Committee on Non-Tenure Track Faculty	2024
<b>Bharadwaj Kannan, Chair</b>	Committee on Responsibilities and Standing of Academic Faculty	2025
<b>William Sanford, Chair</b>	Committee on Scholarship, Research, and Graduate Education	2025
<u>Alan Kennan, Chair</u>	Committee on Scholastic Standards	2025
<b>Gamze Cavdar, Chair</b>	Committee on Strategic and Financial Planning	2025
<u>Lumina Albert, Chair</u>	Committee on Teaching and Learning	2025
<b>Day Halsey, Co-Chair</b>	Committee on University Programs	2025
<u>Tian Wang, Co-Chair</u>	Committee on University Programs	2025
<b>Brad Goetz, Chair</b>	University Curriculum Committee	2025
<u>Karen Montgomery Moore</u>	Committee on Non-Tenure Track Faculty	2027
<u>Olivia Arnold</u>	Committee on Non-Tenure Track Faculty	2025
<b>Sean Bryan</b>	Committee on Non-Tenure Track Faculty	2025
<b>Ann Hess</b>	Committee on Non-Tenure Track Faculty	2025
<u>Jennifer Reinke</u>	Committee on Non-Tenure Track Faculty	2025
<b>Scott Weibensohn</b>	Committee on Non-Tenure Track Faculty	2025

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

<b>Amy Parsons</b>	President
<b>Rico Munn</b>	Chief of Staff
<b>Marion Underwood</b>	Provost/Executive Vice President
<b>Kyle Henley</b>	Interim Vice President for Advancement
Brett Anderson	Interim Vice President for Advancement
<b>James Pritchett</b>	Vice President for Engagement & Extension
Kevin MacLennan	Vice President for Enrollment and Access
<b>Susan James</b>	Vice Provost for Faculty Affairs
Eric Ray	Vice President for Human Resources
<b>Kauline Cipriani</b>	Vice President for Inclusive Excellence
Brandon Bernier	Vice President for Information Technology
<b>Kathleen Fairfax</b>	Vice Provost for International Affairs
<b>Laura Jensen</b>	Vice Provost for Planning and Effectiveness
<b>Cassandra Moseley</b>	Vice President for Research
Blanche M. Hughes	Vice President for Student Affairs
<b>Michelle Stanley</b>	Interim Vice Provost for Undergraduate Affairs

**Kyle Henley**

Vice President for University Marketing & Communications

**Brendan Hanlon**

Vice President for University Operations

Carolyn Lawrence-Dill

Dean, College of Agricultural Sciences

Beth Walker

Dean, College of Business

Allen Robinson

Dean, College of Engineering

**Lise Youngblade**

Dean, College of Health and Human Sciences

**Colleen Webb**

Dean, Graduate School

**Kjerstin Thorson**

Dean, College of Liberal Arts

**Karen Estlund**

Dean, Libraries

**Janice Nerger**

Dean, College of Natural Sciences

Susan VandeWoude

Dean, College of Vet. Medicine & Biomedical Sciences

**A. Alonso Aguirre**

Dean, Warner College of Natural Resources

**Matt Klein**

Administrative Professional Council

**Kyle Saunders**

NCAA Faculty Athletics Representative