

(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**

December 4, 2001

CALL TO ORDER

The Faculty Council meeting was called to order at 4:15 p.m. by Ms. Sue Ellen Charlton, Chair.

ANNOUNCEMENTS

Ms. Charlton announced that the next regularly scheduled Faculty Council meeting will be held on Tuesday, February 5, 2002 in Room A205 Clark Building beginning at 4:15 p.m.

Ms. Charlton announced the Administrative/Faculty Dialogue and Current Issues Topic for February 5, 2002 will be announced at a later date.

Ms. Charlton recognized Mr. David Mogen, Chair, Committee on Faculty Governance. Mr. Mogen announced that the nomination letter for nominations for Faculty Council officers will be mailed on December 6, 2001. Nominations are due to the Committee on Faculty Governance on February 15, 2001.

Ms. Charlton recognized Mr. Mogen, Chair, Committee on Faculty Governance. Mr. Mogen announced that the proposed revisions to the Code, Section C.2.1.9.3 - Membership and Organization and Code, Section C.2.1.3.3 - Officers will action items at the February 5, 2002 Faculty Council meeting.

Ms. Charlton announced that the proposed revisions to the *Manual*, Sections D.5.3 - Appointments of Administrative Professionals and D.5.4 - Position Titles to be presented by the Committee on Responsibilities and Standing of Academic Faculty have been withdrawn from the agenda.

MINUTES TO BE APPROVED

A. **FACULTY COUNCIL MEETING MINUTES - NOVEMBER 6, 2001**

Mr. F. Brent Reeves MOVED TO APPROVE THE FACULTY COUNCIL MEETING MINUTES OF NOVEMBER 6, 2001.

THE NOVEMBER 6, 2001 FACULTY COUNCIL MINUTES WERE APPROVED.

REPORTS TO BE RECEIVED

A. REPORT - PROVOST/ACADEMIC VICE PRESIDENT - MR. A. ALLEN DYER, INTERIM PROVOST/ACADEMIC VICE PRESIDENT

Ms. Charlton recognized Mr. A. Allen Dyer, Interim Provost/Academic Vice President to present the Provost/Academic Vice President's Report.

Mr. Dyer reported on the search for the position of Vice Provost for Educational Outreach and Instructional Technology. He explained that three candidates were recently interviewed on campus. It was decided that an offer should not be made at this time and the search terminated. Mr. Dyer added that he has organized and charged a committee to provide recommendations on the organization of the Division of Educational Outreach. He explained that Mr. Tom Maher, who has been serving as the Interim Vice Provost, will return to his regular position of Director of Office of Instructional Services. Mr. Dallas Everhart will assume the title of Interim Director of the Division of Educational Outreach.

Mr. Dyer reported that Mr. James Fry, Dean, Graduate School is chairing the search committee for the Dean of Natural Sciences. Mr. Neal Gallagher has agreed to chair the search committee for the Dean of Business and Mr. Robert Hoffert will chair the search committee for the Dean of Libraries. All these searches will be scheduled so that the new Provost can be involved in the process. He urged faculty participation in all of these searches.

Mr. Dana Hoag asked if the University would be wasting its time looking for a Dean of Natural Resources when there could be a merger of the Colleges of Natural Resources and Agricultural Sciences. Mr. Dyer explained that Mr. Tony Frank, Vice President for Research and Information Technology has been charged to review the "appropriate relationship" between the Colleges of Natural Resources and Agricultural Sciences to determine if the University should look for a dean of the combined colleges or separate deans.

MR. DYER'S REPORT WAS RECEIVED.

B. ATHLETIC DEPARTMENT REPORT - MR. JEFF HATHAWAY, COLORADO STATE UNIVERSITY ATHLETIC DIRECTOR

Ms. Charlton recognized Mr. Jeff Hathaway, Colorado State University Athletic Director to present a report on the Athletic Department.

Mr. Hathaway reported that he has meet with the Committee on Intercollegiate Athletics twice this year. The first meeting was spent reviewing his philosophy for the Department of Athletics, NCAA compliance, and his vision for athletics. Mr. Hathaway reported that at the second meeting student athletics were invited to participate and interact with the faculty members on the committee. He explained that his primary goal for the athletic program at Colorado State University are the well-being of the 350 student athletes and the fiscal health of the program.

Mr. Hathaway said he had a recent meeting with his staff regarding the death of a student athlete at Northwestern University. The meeting was held to learn from this tragedy and implement procedures to help avoid the same circumstances happening at Colorado State University.

Mr. Hathaway reported on the academic successes of the program. The GPA for student athletes during the 2000-01 academic year was 2.96 compared to 1999-2000 2.88 and 1998-1999 2.91. He reported on the student athlete graduate rate. He explained that the graduation rate is based upon NCAA regulations. In 2000 the graduation rate was 56 percent compared to all student graduation rates of 62 percent. He noted that student athletes who have exhausted their eligibility have a graduation rate of 85 percent. He noted that student athletes are asked to be role models to Colorado State University students and to the community.

Mr. Hathaway reported that Colorado State University is ranked as a NCAA Division IA school. He explained that 117 schools play in Division IA. The NCAA is strengthening its standards to be rated Division IA, which may affect Colorado State University. Currently, Colorado State University has 15 varsity sports. If the new NCAA proposal is passed, Colorado State University will need to add one additional varsity sport. He noted that the department will know in April if an additional varsity sport will need to be added.

Mr. Hathaway noted there are still many needs in the athletic program. He pointed out that the football stadium needs renovation, as well as the track facilities. He explained he is in the process of working with facilities to create a long-range facilities maintenance program for upkeep of the sport facilities. He is also working on efforts to increase fund-raising and marketing for the athletic department.

Mr. Hathaway reported on the successes of the athletic program. He noted that the football team will be participating in its third consecutive bowl game in New Orleans on December 18. The women's volleyball team will be participating in the Sweet Sixteen tournament. The women's basketball team were conference champions in 2001.

Mr. John Rash asked if a 16th sport needs to be added, will it be women's or men's sport. Mr. Hathaway responded that it most likely would be a woman's sport. Mr. Gene Abkarian asked if the athletic department will make any money on the football bowl trip. Mr. Hathaway explained that the athletic department cannot make a profit on a \$750,000 bowl game. But, the exposure is an excellent marketing and recruitment tool. He noted that there has been a proliferation of college bowl games. Mr. Hoag asked if Mr. Hathaway could share what was discussed at the Committee on Intercollegiate Athletics meeting when the student athletes were invited to participate. Mr. Hathaway responded that basically the student athletes want to be treated the same as other students, but need the opportunity to make up missed assignments due to absences because of sports. He suggested that faculty members contact members of the Committee on Intercollegiate Athletics to discuss this issue in more detail.

MR. HATHAWAY'S REPORT WAS RECEIVED.

C. UNIVERSITY DIVERSITY REPORT - MR. ALAN TUCKER, INTERIM VICE PROVOST FOR FACULTY AFFAIRS

Ms. Charlton recognized Mr. Alan Tucker, Interim Vice Provost for Faculty Affairs to present a report on University Diversity.

Mr. Tucker noted that the written report submitted to the State Board of Agriculture at its December 3, 2001 meeting could be found on pages 12-32 of the agenda materials. Mr. Tucker noted that Ms. Dana Hiatt, Director, Equal Opportunity Office, prepared the narrative of the report and the Office of Budgets and Institutional Analysis prepared the data reports. Mr. Tucker reported that the Affirmative Action/Diversity Plan report follows five goals. Mr. Tucker pointed out that the Diversity Advisory Committee has been reorganized and renamed. It is now the Diversity Coordinating Council and all five vice presidents have been added to the membership. As a coordinating council it has the ability to coordinate diversity actions.

Mr. Robert Lawrence asked how the ethnic background of mixed race children is determined. Mr. Tucker noted that membership in a certain ethnic category is self reported. Mr. Patrick Pellicane asked about the difference between Equal Opportunity Employer and Affirmative Action. Ms. Hiatt explained that affirmative action is a process that employers can use to generate a broader base of applicants. It is not necessarily used as a hiring tool. Mr. Norberto Valdez asked if there was a process in place for faculty of color exit interviews. Mr. Tucker explained that exit interviews are used at the department and college level, but not at the University level. He said that this could be a helpful process. Mr. Valdez asked if there were plans to implement exit interviews. Mr. Tucker responded not at the present time, but this was a good suggestion to consider. Mr. Philip Chapman noted that the undergraduate data is not broken down by gender. Mr. Tucker noted that this was not done in the charts, but can be found elsewhere in the report.

MR. TUCKER'S REPORT WAS RECEIVED.

SPECIAL ACTIONS

A. CHANGES IN CURRICULUM TO BE APPROVED: UNIVERSITY CURRICULUM COMMITTEE MINUTES - OCTOBER 19, AND NOVEMBER 2, 2001

Ms. Sally Sutton, Chair, University Curriculum Committee, MOVED THAT FACULTY COUNCIL APPROVE THE CHANGES IN CURRICULUM IN THE UNIVERSITY CURRICULUM COMMITTEE MINUTES OF OCTOBER 19 AND NOVEMBER 2, 2001.

MS. SUTTON'S MOTION WAS ADOPTED.

B. BALLOT - UNDERGRADUATE STUDENT REPRESENTATIVE - COMMITTEE ON LIBRARIES - COMMITTEE ON FACULTY GOVERNANCE

Mr. Mogen, Chair, Committee on Faculty Governance, MOVED THAT FACULTY COUNCIL ELECT MR. JOHN MARKHAM, AS THE UNDERGRADUATE STUDENT REPRESENTATIVE TO THE FACULTY COUNCIL COMMITTEE ON LIBRARIES.

Ms. Charlton asked for nominations from the floor. There were no nominations from the floor and the nominations were closed.

MR. JOHN MARKHAM, UNDERGRADUATE STUDENT REPRESENTATIVE TO THE FACULTY COUNCIL COMMITTEE ON LIBRARIES, WAS ELECTED FOR ONE YEAR 2001-2002.

C. PROPOSED REVISIONS TO THE *MANUAL*, CODE, SECTION C.2.3.1 - COLLEGES AND ACADEMIC DEPARTMENTS - COMMITTEE ON FACULTY GOVERNANCE

Mr. Mogen, Chair, Committee on Faculty Governance, MOVES THAT THE PROPOSED REVISIONS TO THE *MANUAL*, CODE, SECTION C.2.3.1 - COLLEGES AND ACADEMIC DEPARTMENTS BE ADOPTED AND THAT THE REVISIONS BECOME EFFECTIVE JULY 1, 2002 AS FOLLOWS:

Deletions ~~overscored~~ Additions underlined

C.2.3.1 Colleges and Academic Departments

The colleges, each organized under their respective academic dean, have general charge over their respective undergraduate and/or professional degree programs. These are:

- a. No changes.
- b. No changes.
- c. No changes.
- d. No changes.
- e. College of Engineering: Comprising the Departments of Atmospheric Science, ~~Chemical and Bioresource Engineering~~, Chemical Engineering, Civil Engineering, Electrical and Computer Engineering, and Mechanical Engineering.

Mr. Mogen explained that the Department of Chemical and Bioresource Engineering is requesting to change its name to the Department of Chemical Engineering. The Department of Chemical and Bioresource Engineering has been undergoing a reorganization for over a year, beginning with the movement of the bioresource and agricultural engineering faculty to the

Department of Civil Engineering in the Fall semester 2000. This proposal, along with others, finalizes the process. Mr. Mogen noted that the University Curriculum Committee and the Committee on Scholarship, Research and Graduate Education have also approved this proposal.

MR. MOGEN'S MOTION WAS ADOPTED.

- D. PROPOSALS TO MOVE THE B.S. IN BIORESOURCE AND AGRICULTURAL ENGINEERING, INCLUDING THE AGRICULTURAL ENGINEERING AND BIORESOURCE ENGINEERING CONCENTRATIONS, THE M.S. IN BIORESOURCE AND AGRICULTURAL ENGINEERING, AND THE Ph.D. IN BIORESOURCE AND AGRICULTURAL ENGINEERING FROM THE DEPARTMENT OF CHEMICAL AND BIORESOURCE ENGINEERING TO THE DEPARTMENT OF CIVIL ENGINEERING EFFECTIVE SUMMER SESSION 2002 - UNIVERSITY CURRICULUM COMMITTEE

Ms. Sutton, Chair, University Curriculum Committee, MOVED THAT THE PROPOSALS TO MOVE THE B.S. IN BIORESOURCE AND AGRICULTURAL ENGINEERING, INCLUDING THE AGRICULTURAL ENGINEERING AND BIORESOURCE ENGINEERING CONCENTRATIONS, THE M.S. IN BIORESOURCE AND AGRICULTURAL ENGINEERING, AND THE Ph.D. IN BIORESOURCE AND AGRICULTURAL ENGINEERING FROM THE DEPARTMENT OF CHEMICAL AND BIORESOURCE ENGINEERING TO THE DEPARTMENT OF CIVIL ENGINEERING BE ADOPTED BY FACULTY COUNCIL AND BECOME EFFECTIVE SUMMER SESSION 2002.

MS. SUTTON'S MOTION WAS ADOPTED.

- E. PROPOSAL TO MOVE SELECTED COURSES FROM THE CB (CHEMICAL AND BIORESOURCE ENGINEERING) PREFIX TO THE CH (CHEMICAL ENGINEERING) AND CE (CIVIL ENGINEERING) PREFIXES EFFECTIVE SUMMER SESSION 2002 - UNIVERSITY CURRICULUM COMMITTEE

Ms. Sutton, Chair, University Curriculum Committee, MOVED THAT THE PROPOSAL TO MOVE SELECTED COURSES FROM THE CB (CHEMICAL AND BIORESOURCE ENGINEERING) PREFIX TO THE CH (CHEMICAL ENGINEERING) AND CE (CIVIL ENGINEERING) PREFIXES BE ADOPTED BY FACULTY COUNCIL AND BECOME EFFECTIVE SUMMER SESSION 2002.

MS. SUTTON'S MOTION WAS ADOPTED.

CURRENT ISSUES TOPIC

- A. FACULTY SEARCH PROCEDURES - Mr. A. Allen Dyer, Interim Provost/Academic Vice President, Ms. Dana Hiatt, Director, Equal Opportunity Office, Mr. Douglas Ernest, Chair, Committee on Responsibilities and Standing of Academic Faculty and Mr. James Sites, Interim Associate Dean, College of Natural Sciences.

Ms. Charlton explained that the Faculty Council office received questions and complaints regarding faculty search procedures. Ms. Charlton met with Mr. Dyer, Ms. Judy Schmidt, Deputy General Counsel, and Ms. Dana Hiatt, Director, Equal Opportunity Office regarding these concerns. The Faculty Council office also received a request from the Committee on Responsibilities and Standing of Academic Faculty to place this issue on a Faculty Council agenda as a Current Issues Topic. Executive Committee agreed that "faculty search procedures" should be a Current Issues Topic at the December 4, 2001 Faculty Council meeting.

Ms. Charlton introduced Mr. A. Allen Dyer, Interim Provost/Academic Vice President, Ms. Dana Hiatt, Director, Equal Opportunity Office, Mr. Douglas Ernest, Chair, Committee on Responsibilities and Standing of Academic Faculty and Mr. James Sites, Interim Associate Dean, College of Natural Sciences as the participants in this Current Issues Topic and explained that each participant would be given a short time to give a preliminary presentation.

Mr. Ernest explained that the Committee on Responsibilities and Standing of Academic Faculty (CORSAF) was informed last September of search procedures changes in regard to the hiring of faculty within departments. He noted that an informal investigation showed changes in the Colorado Statutes (CRS 24-72-204 [3]). The Committee on Responsibilities and Standing of Academic Faculty understands the changes to the statute to apply to hiring of Chief Executive Officers, and does not understand how this could be applied to hiring of faculty members. The search procedures have been changed and have become more restrictive in regard to letters of reference, transcripts and curriculum vitae. The Committee on Responsibilities and Standing of Academic Faculty are concerned with the recent changes in the faculty search procedures because there was no apparent consultation with faculty regarding the changes, and it appears that Colorado State University is the only higher education institution in the state with these new procedures.

Mr. Sites noted that the College of Natural Sciences has a long tradition of broad-based faculty involvement in faculty searches. He feels this creates faculty ownership and creates a stronger pool of candidates, broader recruitment, and more faculty input, which makes for a better search process. He noted that Section E.3.2 of the *Manual*, and the departmental codes have been the guides for their faculty searches. He explained that it is the job of the search committee to narrow the pool of applicants to a manageable number and then allow faculty participation to ensure faculty ownership. Mr. Sites added that Faculty Council needs to ensure the continuation of this process in academic faculty searches to preserve broad-based faculty participation.

Mr. Dyer stated there are three areas of concern regarding academic faculty searches: 1) maintaining confidentiality; 2) maintaining an ethical search; and 3) maintaining equitable treatment of all applicants. He explained that letters of reference must be kept confidential, as they could become evidence in law suits. He also noted that notes taken during telephone interviews also become University records and can be subpoenaed in court actions, especially in discrimination law suits. In order to maintain an ethical search all parties involved in search committees must have completed the full search committee training given by the Equal Opportunity Office. Mr. Dyer explained equitable treatment is necessary, and the more people involved in a search, the more difficult it is to guarantee equity.

Ms. Hiatt explained that the changes in the academic faculty search process were the result of recommendations made to her office by the Office of the General Counsel regarding its interpretation of the Open Records Law, Family Law and rights to privacy and confidentiality. All of the recommendations received from General Counsel suggested that expanding faculty searches to include broad-based faculty participation would diminish the applicants' rights. She explained that the old search processes opened the University up to legal liabilities. She noted that her office must operate under the guidelines of the General Counsel for Colorado State University and that attorney interpretations can differ.

Mr. Rash asked if faculty can still vote in the hiring process of academic faculty. Mr. Dyer responded that faculty can vote, but they cannot view the applicant file unless they are a search committee member, and have completed the necessary training offered by the Equal Opportunity Office. Mr. Rash noted that this would be limiting his right to vote and did not think this was legal. Mr. Dyer responded that to ensure applicant confidentiality and protection you must limit access to applicant files.

Mr. Paul Kugrens noted that this is a "recycled" issue. He noted that this issue was brought up several years ago. The *Manual*, Section E.3.2 was revised in 1998 adding a section regarding confidentiality and to specify that members of the search committee as well as other personnel involved in employment recommendations will have access to applicant files. It was also changed to reflect that recommendations at each level can be reversed only with sufficient reasons. Mr. Kugrens added that department heads had been evoking more confidentiality regarding searches before the Open Records Law was revised. He added that there are non-faculty participants on search committees who see confidential information, such as students. Also, information is distributed to the Council of Deans and they are not part of the process.

Mr. Abkarian asked what triggered this change and asked if confidentiality has been broken. Mr. Dyer responded yes, it has been. Mr. Richard Eykholt noted that Mr. Dyer pointed out that there is concern about potential harm and lawsuits to the University if searches are not conducted properly and to the letter of the law. Mr. Eykholt pointed out that there could be other potential harms that have not been addressed: the new process could harm recruitment of applicants, cause faculty members to have less information, and allow people to side with candidates known to the University and strengthen the "old boy" network. Also, if everyone on a small search committee must look at all applicant files, serious consideration could not be given to qualified candidates due to the time constraints because of the number of files that would need to be reviewed. These issues could cause searches to be less equitable and ethical.

Mr. Kirk Hallahan asked why there was a rush to implement the new process and why academic faculty were not involved in the process. He noted that the new process makes it very difficult to recruit candidates. Mr. Hallahan stated that some process needs to be developed to address this issue. Mr. Reeves asked why transcripts are confidential. He explained that in order to get a transcript the candidate has to obtain it and forward it. A transcript cannot be obtained without the candidate's permission. Ms. Hiatt responded that if a transcript is requested, it would be for specific purposes of the search committee. Mr. Dyer responded that if a lawsuit is brought and an issue goes to trial this could be considered a breach in confidentiality. Mr. Reeves noted that he has written letters of recommendations for applicants in California and has been asked to write the letters so they contain no reference within the body that could identify who wrote it. These letters then have information blocked out so the applicant can read them. He asked if this could be possible in Colorado. Ms. Hiatt said she would look into this possibility.

Mr. Ray Hogler stated that there is too much emphasis put on excessive legality which prohibits good searches. He asked that, if possible, CORSAF could work on a wavier form from applicants so that information can be broadly available. He added that General Counsel needs to assist faculty in doing a good job but not hinder them. Mr. Duane Jansen added that academic faculty have a responsibility to screen applicants carefully. He recommended that all faculty members in every department go through the Equal Opportunity Office training so they would be eligible to participate in the search process, if that is what is necessary.

Mr. David Mogen stated that the whole process has departed from common sense because the procedure is based upon what General Counsel is interpreting the law to be and other institutions may have a different interpretation, causing the process to be inconsistent across the state. He added that the process could cause Colorado State University to be at a disadvantage with other institutions. Ms. Charlton asked if it would be possible for General Counsel to provide information on how other institutions are handling this issue.

Mr. Valdez noted that emphasis has been on faculty ownership of the search process. However, equity concerns are eroding faculty ownership. He asked what is the official University policy of search committees acting as a whole for the hiring process. Mr. Dyer said he had no answer to that question. Ms. Charlton asked if some search committees are operating as a committee of the whole. Ms. Hiatt responded, yes, some search committees are empowered to do so by departmental codes.

Mr. Chapman asked why this new information regarding the changes to the faculty search procedures has not been communicated to faculty. Ms. Charlton explained that Ms. Judy Schmidt, Deputy General Counsel was invited to attend the Faculty Council meeting, but was unable to do so. She explained that the Office of the General Counsel is working on something in writing to be distributed campus wide. Ms. Charlton is hopeful that something will be forthcoming soon. Mr. Hallahan asked to clarify that only the search committee can review applicant files. Ms. Hiatt responded that was correct. She added that if the University moves to full departments as search committees, all faculty will need additional training to participate.

Mr. Reeves pointed out that until a formal change is made to the *Manual*, the process in the *Manual* should be followed. Mr. Jay Bodine asked if lawsuits have been filed over faculty searches. Mr. Dyer responded that no lawsuits have been filed in the last seven months.

Mr. Rash stated that when candidates apply for a position they expect everyone in the department to read the applicant file information and do not expect confidentiality. Ms. Hiatt responded that some applicants have expectations of privacy. Mr. Eykholt explained he was member of CORSRAF and CORSRAF thought a simple solution would be to send a form to each applicant asking permission for broad-based reviews of the candidates' files. However, the Office of the General Counsel said that this would not be sufficient. Ms. Charlton explained that CORSRAF has invited General Counsel to attend a CORSRAF meeting to discuss Section E.3.2 of the *Manual*. Ms. Charlton read Section E.3.2 of the *Manual* to the Faculty Council members as follows:

“E.3.2 Selection of Academic Faculty *(last revised June 10, 1998)*

Selection of academic faculty is a responsibility of individual departments but must be made within the spirit and intent of University policy. Specific hiring procedures employed within the department shall be included in the departmental code. Confidentiality during the hiring process must be maintained to the extent required by law. However, all members of search committees, as well as other personnel involved in employment recommendations, shall have access to the complete information contained in all applicants' files. Recommendations at each level (department, department head/chair, and dean) shall be reversed at higher levels only for convincing reasons that shall be stated in writing to each of the recommending bodies.”

Mr. Sites said that the conflicting information needs to be reconciled in the very near future.

THE MEETING WAS ADJOURNED AT 6:00 P.M.

Sue Ellen Charlton, Chair
David Allen, Vice Chair
Diane L. Maybon, Recording Secretary

ATTENDANCE
BOLD INDICATES PRESENT AT MEETING
UNDERLINE INDICATES ABSENT AT MEETING

AGRICULTURAL SCIENCES

<u>Jerry Eckert</u>	<u>Agricultural and Resource Economics</u>
David Ames	Animal Sciences
Rajinder Ranu	Bioagricultural Sciences & Pest Management
<u>Stephen Wallner</u>	<u>Horticulture & Landscape Architecture</u>
<u>Greg Butters</u>	<u>Soil and Crop Sciences</u>
Stephen Davies	College-at-Large
Dana Hoag	College-at-Large
G. Schmidt for Dennis Lamm	College-at-Large

APPLIED HUMAN SCIENCES

Molly Eckman	Design, Merchandising, and Consumer Sciences
Robert Gotshall	Exercise and Sport Science
<u>David A. Sampson</u>	<u>Food Science and Human Nutrition</u>
Gene G. Abkarian	Human Development and Family Studies
<u>Charles W. Smith</u>	<u>Manufacturing Technology and Construction Management</u>
David Greene	Occupational Therapy
Duane Jansen	School of Education
Robert Jackson	Social Work
Victor Baez	College-at-Large

BUSINESS

Laurence Johnson	Accounting
F.C. "Ted" Weston	Computer Information Systems
Timothy Gallagher	Finance and Real Estate
Raymond Hogler	Management
Kathleen Kelly	Marketing

ENGINEERING

Roger Pielke	Atmospheric Science
Vincint G. Murphy	Chemical and Bioresource Engineering
<u>Paul Heyliger</u>	<u>Civil Engineering</u>
<u>Gary Y. Robinson</u>	<u>Electrical Engineering</u>
<u>Frederick W. Smith</u>	<u>Mechanical Engineering</u>
<u>Luis Garcia</u>	<u>College-at-Large</u>
<u>Ramchand Oad</u>	<u>College-at-Large</u>

LIBERAL ARTS

Norberto Valdez	Anthropology
<u>Peter Jacobs</u>	<u>Art</u>
Steven J. Shulman	Economics
David Mogen	English
Jay Bodine	Foreign Languages and Literatures
Diane C. Margolf	History
<u>Michael Thaut</u>	<u>Music, Theater, and Dance</u>
Grant Lee	Philosophy

LIBERAL ARTS (Continued)

Robert Lawrence	Political Science
Evan C. Vlachos	Sociology
Eric Aoki	Speech Communication
Kirk Hallahan	Journalism and Technical Communication
Ruth Alexander	College-at-Large
Holmes Rolston	College-at-Large
Ellen Brinks	College-at-Large
David H. Lindstrom	College-at-Large

NATURAL RESOURCES

Jerry Magloughlin	Earth Resources
Gary White	Fishery and Wildlife Biology
Patrick Pellicane	Forest Sciences
Glenn Haas	Natural Resource Recreation and Tourism
<u>Wayne Leininger</u>	<u>Rangeland Ecosystem Science</u>

NATURAL SCIENCES

<u>David E. Fahrney</u>	<u>Biochemistry and Molecular Biology</u>
Paul Kugrens	Biology
<u>George Barisas</u>	<u>Chemistry</u>
<u>Dale Grit</u>	<u>Computer Science</u>
Kenneth Klopfenstein	Mathematics
R. "Steve" Robinson	Physics
<u>Russell S. Cropanzano</u>	<u>Psychology</u>
Philip Lee Chapman	Statistics
David Steingraeber	College-at-Large
<u>Gary E. Maciel</u>	<u>College-at-Large</u>
Yian Shi	College-at-Large
F. Brent Reeves	College-at-Large
Richard Eykholt	College-at-Large

VETERINARY MEDICINE AND BIOMEDICAL SCIENCES

John E. Rash	Anatomy and Neurobiology
<u>David Twedt</u>	<u>Clinical Sciences</u>
Howard Ramsdell	Environmental and Radiological Health Sciences
Robert L. Jones	Microbiology, Immunology and Pathology
<u>Gerald N. Callahan</u>	<u>College-at-Large</u>
<u>Ted S. Stashak</u>	<u>College-at-Large</u>

UNIVERSITY LIBRARIES

Holly Lange for B. Branstad	Libraries
Lou E. Anderson	At-Large
Michael Culbertson	At-Large

EX OFFICIO VOTING MEMBERS (**Indicates Member of Faculty Council*)

David Mogen*	Chair, Committee on Faculty Governance
Jack Hautalouma, Excused	Chair, Committee on Intercollegiate Athletics
Robert Liebler	Chair, Committee on Libraries
Douglas Ernest	Chair, Committee on Responsibilities & Standing of Academic Faculty
<u>Jerry Eckert*</u>	<u>Chair, Committee on Scholarship Research & Graduate Education</u>
<u>Elaine Worzala</u>	<u>Chair, Committee on Scholastic Standards and Awards</u>
Bruce Wunder	Chair, Committee on Strategic and Financial Planning
William Timpson	Chair, Committee on Teaching and Learning
<u>Karl Krahnke</u>	<u>Chair, Committee on University Programs</u>
Sally Sutton	Chair, University Curriculum Committee

OFFICERS OF FACULTY COUNCIL

Sue Ellen Charlton	Chair, Faculty Council
David Allen	Vice Chair, Faculty Council
C. W. Miller	SBA Representative
David Vancil	Parliamentarian

NON-ELECTED NON-VOTING MEMBERS

<u>Albert C. Yates</u>	<u>President</u>
A. Allen Dyer	Interim Provost/Academic Vice President
<u>Anthony Frank</u>	<u>Vice President for Research and Information Technology</u>
<u>Linda Kuk</u>	<u>Vice President for Student Affairs</u>
<u>James Heird</u>	<u>Acting Dean, College of Agricultural Sciences</u>
<u>Nancy K. Hartley</u>	<u>Dean, College of Applied Human Sciences</u>
<u>Robert. W. Hoffert</u>	<u>Dean, College of Liberal Arts</u>
<u>Daniel Costello</u>	<u>Dean, College of Business</u>
<u>Neal Gallagher</u>	<u>Dean, College of Engineering</u>
<u>Diana Wall</u>	<u>Interim Dean, College of Natural Resources</u>
Tom Sneider	Interim Dean, College of Natural Sciences
<u>Lance Perryman</u>	<u>Dean, College of Veterinary Medicine and Biomedical Sciences</u>
<u>Camila Alire</u>	<u>Dean, University Libraries</u>
James Fry, Excused	Dean, Graduate School