

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**  
*March 1, 2005*

**CALL TO ORDER**

The Faculty Council meeting was called to order at 4:15 p.m. by Mr. C. W. Miller, Chair.

**ANNOUNCEMENTS**

Mr. Miller announced that the next regularly scheduled Faculty Council meeting will be held on Tuesday, April 5, 2005 in Room A103 Clark Building at 4:15 p.m.

Mr. Miller announced that Mr. Donald Hamstra, President, Board of Governors of the Colorado State University System, will present the Administration/Faculty Council Dialogue on April 5, 2005.

Mr. Miller announced that the Current Issues Topic for the April 5, 2005 Faculty Council meeting will be announced at a later date.

Mr. Stephen Davies, Chair, Committee on Faculty Governance announced that the elections for Faculty Council Standing Committees, the Grievance Panel and the Sexual Harassment Panel will be held at the April 5, 2005 Faculty Council meeting.

**MINUTES TO BE APPROVED**

*A. FACULTY COUNCIL MEETING MINUTES - FEBRUARY 1, 2005*

Mr. Richard Eykholt, MOVED TO APPROVE THE FACULTY COUNCIL MEETING MINUTES OF FEBRUARY 1, 2005.

THE FEBRUARY 1, 2005 FACULTY COUNCIL MINUTES WERE APPROVED.

**REPORTS TO BE RECEIVED**

*A. BOARD OF GOVERNORS MEETING - FEBRUARY 9, 2005 AND FEBRUARY 21, 2005 - MR. PAUL KUGRENS, FACULTY REPRESENTATIVE TO THE BOARD OF GOVERNORS*

Mr. Miller recognized Mr. Kugrens to present his reports on the February 9, and 21, 2005 Board of Governors meetings.

Mr. Kugrens noted that a written report can be found on page 21 for the March 1, 2005 Faculty Council agenda. He reported that a Board of Governors retreat was held on February 21, 2005 for the purpose of developing, with the assistance of a facilitator, a draft Vision, Mission and Values for the Colorado State University System and a Mission statement for Colorado State University and Colorado State University - Pueblo. Mr. Kugrens agreed to email a copy of the draft document to the Faculty Council members and solicited their recommendations/concerns/comments via email to him by noon on Thursday, March 3, 2005. He will present this information to the Board of Governors meeting on Friday, March 4, 2005.

MR. KUGRENS' REPORT WAS RECEIVED.

*B. SENIOR VICE PRESIDENT AND PROVOST REPORT - MR. TONY FRANK, SENIOR VICE PRESIDENT AND INTERIM PROVOST*

Mr. Miller recognized Mr. Tony Frank, Senior Vice President and Interim Provost to present his report. Mr. Frank reported that the budget is still undecided. He noted three variables that need answers before the budget can be finalized: 1) level of tuition; 2) enrollment; and 3) fee for service. He explained that all the divisional budgets will be presented on March 7, 2005. On March 10 the President's Cabinet will review the divisional budgets.

Mr. Frank reported on the searches that are on-going. He noted that the Dean of Engineering search is moving forward and airport interviews are in progress and the search committee plans to bring candidates to campus in late March or early April. He noted that Ms. Kevin Oltjenbruns has announced her retirement this summer. Mr. Frank is planning to start internal searches for the Vice Provost for Undergraduate Studies and Vice Provost for Graduate Studies this spring. Mr. Frank reported that the search for Vice President for Administrative Services just completed campus interviews and the search committee will be making its recommendations to the President late this week. Mr. Frank explained that Mr. Tom Gorell and Ms. Sandy Woods have been sharing the Vice Provost for Faculty Affairs position. He announced that beginning July 1, 2005, Ms. Woods would return to the Civil Engineering Department and Mr. Gorell will take over full time as the Interim Vice Provost for Faculty Affairs. Mr. Frank explained that later in the Fall he will decide about permanent staffing for this position.

Mr. Frank reported that the Academic Enrichment Program reviews have been completed and recommendations have been made to the President. The President will present these recommendations to the Board of Governors at its May 5, 2005 meeting.

Mr. Jerry Eckert asked the status of the search for the Director of International Programs. Mr. Frank replied that he hoped to fill this position later in the semester.

MR. FRANK'S REPORT WAS RECEIVED.

***UNFINISHED BUSINESS***

*A. PROPOSED REVISIONS TO THE 2004-05 GRADUATE AND PROFESSIONAL BULLETIN- ASSISTANTSHIPS (PAGE 26) - COMMITTEE ON TEACHING AND LEARNING*

Mr. James Madl, Chair, Committee on Teaching and Learning **MOVED**, THAT FACULTY COUNCIL ADOPT THE PROPOSED REVISIONS TO THE 2004-05 GRADUATE AND PROFESSIONAL BULLETIN - ASSISTANTSHIPS (PAGE 26), TO BE EFFECTIVE UPON APPROVAL BY FACULTY COUNCIL AS FOLLOWS:

Additions - Underlined - Deletions - ~~Overscored~~

ASSISTANTSHIPS (Page 26 - *Graduate and Professional Bulletin*)

Assistantship awards offer a stipend to the student in return for certain specified services to the University. The stipend is treated as income (subject to withholding taxes) and both the University and the student agree to a formal appointment when an assistantship is arranged. Both the amount of the stipend and the extent of time commitment vary from case to case and are set forth in the appointment.

Performances of the assistantship duties provides the student with valuable experience which contributes to professional and career development. Most graduate student support at Colorado State University and many other American universities is in the form of assistantships.

Teaching assistantships involve payment for services related to undergraduate instruction. Some form of experience, skill, or aptitude is necessary for appointment. The duties typically involve grading papers,

compiling biographies, monitoring laboratories, conducting discussion sections, or teaching an entire class. These duties require that teaching assistants be able to communicate effectively in English, as the vast majority of students speak English as their primary language. Usually, teaching assistant duties are confined to beginning-level undergraduate classes.

Departments will conduct the ASCSU course survey for each teaching assistant who is the instructor of record for a course. For teaching assistants who are not the instructor of record but with significant undergraduate teaching contact, departments will ensure that an appropriate survey is completed. These surveys and records of student complaints will be maintained as part of the department's information base and made available to faculty and administration for future assessment of the policy's effectiveness.

~~For non-native speakers of English, additional English competency tests may be required for an appointment to a teaching assistantship. Teaching assistants required to take the TOEFL or IELTS for admission will also be evaluated for their ability to communicate orally in English by their departments. The evaluation will occur prior to pedagogical exposure in the undergraduate classroom using a mechanism that is commensurate with the teaching expectations for their positions. A committee, appointed by the department, shall offer evaluative feedback to potential teaching assistants and determine whether they are capable of teaching in the program. This evaluation shall become part of the student's file.~~

Departments will use the results of both the oral presentation and course surveys, when available, in determining whether a teaching assistant communicates effectively in English. Departments will ensure that any teaching assistants who do not communicate effectively in English will undertake a more comprehensive evaluation by the Intensive English Program. Teaching assistants unable to communicate effectively in English will be given assistance to help them become more proficient before being re-evaluated and assigned responsibilities for classroom instruction.

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

Mr. Madl explained that effective verbal communication is an important part of classroom teaching. Few departments have formal policies evaluating the ability of teaching assistants to communicate in spoken English. A survey by the Associated Students of Colorado State University (ASCSU) of students who had taken a lab or recitation from international teaching assistants found that almost 90% had problems communicating with the teaching assistant and over 70% of those thought their teaching assistant was not proficient in English. This perception that many teaching assistants at Colorado State University are not fluent in English is damaging to the reputation of Colorado State University. For example, the Princeton Review mentioned it unfavorably in a recent rating of Colorado State University. The Committee on Teaching and Learning proposes a uniform policy that would involve several methods of evaluating the ability of teaching assistants to communicate in spoken English. This proposal has been reviewed and approved by the Committee on Scholarship, Research and Graduate Education and the Office of General Counsel.

Mr. Miller recognized Ms. Courtney Cage, Director of Academic, ASCSU. Ms. Cage explained that she would like to present to Faculty Council the student perspective regarding this issue. She noted that she was a Senior Biology major. Ms. Cage referred to pages 24-25 of the Faculty Council agenda. She explained that this is a Bill that was adopted by ASCSU at its October 6, 2004 meeting. She noted that ASCSU also conducted an informal survey last year and 71.8 percent of the students participating in the survey indicated this issue was a problem and 100 percent of the students indicated that they did not feel the teaching assistants could understand the students and the students could not understand the teaching assistants. She said that she is aware that it would be difficult to standardize a policy but each college/department should create a program for the evaluation of teaching assistants before they have contact with students in the classroom. She also noted that several non-traditional students have expressed concerns regarding this issue to ASCSU.

Mr. Eykholt, MOVED TO AMEND THE MAIN MOTION AS FOLLOWS:

Teaching assistantships involve payment for services related to undergraduate instruction. Some form of experience, skill, or aptitude is necessary for appointment. The duties typically involve grading papers, compiling biographies, monitoring laboratories, conducting discussion sections, or teaching an entire class. Some of ~~these~~ duties require that teaching assistants be able to communicate effectively in English, as the vast majority of students speak English as their primary language. Usually, teaching assistant duties are confined to beginning-level undergraduate classes.

Mr. Eykholt explained that the duties listed, such as grading papers, can be performed without being able to effectively communicate in English.

MR. EYKHOLT'S AMENDMENT TO THE MAIN MOTION WAS ADOPTED.

Mr. Eykholt MOVED TO AMEND THE MAIN MOTION AS FOLLOWS:

Departments will use the results of both the oral presentation and course surveys, when available, in determining whether a teaching assistant communicates effectively in English. ~~Departments will ensure that any teaching assistants who do not communicate effectively in English will undertake a more comprehensive evaluation by the Intensive English Program.~~ Teaching assistants unable to communicate effectively in English will be given assistance to help them become more proficient before being re-evaluated and assigned responsibilities for classroom instruction.

Mr. Eykholt explained that departments should not be required to go to the Intensive English Program. The departments should have the flexibility to decide what is an appropriate evaluation and who should administer the evaluation for each teaching assistant. In addition, the last sentence of this paragraph states that assistance will be given to help teaching assistant become more proficient in English.

Mr. Madl explained that the Committee on Scholarship, Research and Graduate Education suggested that teaching assistants should be evaluated by the Intensive English Program. Mr. Madl asked what would happen if a teaching assistant, after a department evaluation, was still deficient in the English language. Mr. Robinson noted that this amendment would not eliminate the option to use the Intensive English Program, but it allows other options for the department. Mr. Madl asked why do we have this problem now if the departments are doing appropriate evaluations?

MR. EYKHOLT'S AMENDMENT TO THE MAIN MOTION WAS ADOPTED.

Mr. Kenneth Klopfenstein MOVED TO AMEND THE MAIN MOTION AS FOLLOWS:

Departments will conduct the ASCSU course survey for each teaching assistant who is the instructor of record for a course. For teaching assistants who are not the instructor of record but with significant undergraduate teaching contact, departments will ensure that an appropriate survey is completed. These surveys and records of other student complaints feedback will be maintained as part of the department's information base and made available to faculty and administration for future assessment of the policy's effectiveness.

Mr. Klopfenstein pointed out that more than complaints should be maintained as part of the department's information base.

MR. KLOPFENSTEIN'S AMENDMENT TO THE MAIN MOTION WAS ADOPTED.

Mr. Klopfenstein MOVED TO AMEND THE MAIN MOTION AS FOLLOWS:

Teaching assistants required to take the TOEFL or IELTS for admission will also be evaluated for their ability to communicate orally in English by their departments. The evaluation will occur prior to pedagogical exposure in the undergraduate classroom using a mechanism that is commensurate with the teaching expectations for their positions. A committee, appointed by the department head, or his/her designee, shall offer evaluative feedback to potential teaching

assistants and determine whether they are capable of teaching in the program. This evaluation shall become part of the student's file.

MR. KLOPFENSTEIN'S AMENDMENT TO THE MAIN MOTION WAS NOT ADOPTED.

Mr. Eykholt MOVED TO AMEND THE MAIN MOTION AS FOLLOWS:

Departments will use the results of both the oral ~~presentation~~ evaluation and course surveys, when available, in determining whether a teaching assistant communicates effectively in English. Departments will ensure that any teaching assistants who do not communicate effectively in English will undertake a more comprehensive evaluation by the Intensive English Program. Teaching assistants unable to communicate effectively in English will be given assistance to help them become more proficient before being re-evaluated and assigned responsibilities for classroom instruction.

MR. EYKHOLT'S AMENDMENT TO THE MAIN MOTION WAS ADOPTED.

Mr. Eykholt MOVED TO AMEND THE MAIN MOTION BY REMOVING THE PARAGRAPH BREAK BETWEEN THE FIFTH AND SIXTH PARAGRAPHS.

MR. EYKHOLT'S MOTION WAS ADOPTED.

Mr. Michael Losonsky MOVED TO AMEND THE MAIN MOTION AS FOLLOWS:

Teaching assistantships involve payment for services related to undergraduate instruction. Some form of experience, skill, or aptitude is necessary for appointment. The duties typically involve grading papers, compiling biographies, monitoring laboratories, conducting discussion sections, or teaching an entire class. These duties require that teaching assistants be able to communicate effectively in English, ~~as the vast majority of students speak English as their primary language.~~ Usually, teaching assistant duties are confined to beginning-level undergraduate classes.

Mr. Losonsky noted that this statement is not needed. Mr. Madl noted that this was language added by General Counsel. It was noted that a rationale in the policy is not necessary.

MR. LOSONSKY'S AMENDMENT TO THE MAIN MOTION WAS ADOPTED.

MR. MADL'S AMENDED MOTION WAS ADOPTED.

The amended main motion reads as follows:

Additions are underlined Deletions are ~~Overscored~~

ASSISTANTSHIPS (Page 26 - *Graduate and Professional Bulletin*)

Assistantship awards offer a stipend to the student in return for certain specified services to the University. The stipend is treated as income (subject to withholding taxes) and both the University and the student agree to a formal appointment when an assistantship is arranged. Both the amount of the stipend and the extent of time commitment vary from case to case and are set forth in the appointment.

Performances of the assistantship duties provides the student with valuable experience which contributes to professional and career development. Most graduate student support at Colorado State University and many other American universities is in the form of assistantships.

Teaching assistantships involve payment for services related to undergraduate instruction. Some form of experience, skill, or aptitude is necessary for appointment. The duties typically involve grading papers, compiling biographies, monitoring laboratories, conducting discussion sections, or teaching an entire class.

Some of these duties require that teaching assistants be able to communicate effectively in English. Usually, teaching assistant duties are confined to beginning-level undergraduate classes.

Departments will conduct the ASCSU course survey for each teaching assistant who is the instructor of record for a course. For teaching assistants who are not the instructor of record but with significant undergraduate teaching contact, departments will ensure that an appropriate survey is completed. These surveys and records of other student feedback will be maintained as part of the department's information base and made available to faculty and administration for future assessment of the policy's effectiveness.

For non-native speakers of English, additional English competency tests may be required for an appointment to a teaching assistantship. Teaching assistants required to take the TOEFL or IELTS for admission will also be evaluated for their ability to communicate orally in English by their departments. The evaluation will occur prior to pedagogical exposure in the undergraduate classroom using a mechanism that is commensurate with the teaching expectations for their positions. A committee, appointed by the department, shall offer evaluative feedback to potential teaching assistants and determine whether they are capable of teaching in the program. This evaluation shall become part of the student's file. Departments will use the results of both the oral evaluation and course surveys, when available, in determining whether a teaching assistant communicates effectively in English. Teaching assistants unable to communicate effectively in English will be given assistance to help them become more proficient before being re-evaluated and assigned responsibilities for classroom instruction.

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

B. *FACULTY COUNCIL STANDING COMMITTEE ELECTION - TERM 2004-2007 - NOMINATION TO COMMITTEE ON TEACHING AND LEARNING - COMMITTEE ON FACULTY GOVERNANCE*

Mr. Stephen Davies, Chair, Committee on Faculty Governance, MOVED THAT FACULTY COUNCIL APPROVE THE FOLLOWING NOMINATION TO SERVE ON THE COMMITTEE ON TEACHING AND LEARNING:

Mr. Andrew Norton - Agricultural Sciences - 2004-2007

MR. DAVIES' MOTION WAS ADOPTED.

Mr. Andrew Norton was elected as the Agricultural Sciences representative on the Committee on Teaching and Learning. His term will expire June 2007.

***SPECIAL ACTIONS***

Mr. Miller asked for unanimous consent to change the order of the agenda. He asked that item A be placed as the last agenda item to facilitate action on items that are time sensitive and need to go forward to the Board of Governors. Hearing no objections, the agenda was revised.

A. *CHANGES IN CURRICULUM TO BE APPROVED: UNIVERSITY CURRICULUM COMMITTEE MINUTES: JANUARY 21 AND 28 AND FEBRUARY 4, 2005*

Ms. Sally Sutton, Member, University Curriculum Committee, MOVED THAT THE FACULTY COUNCIL ADOPT THE ACTION ITEMS IN THE JANUARY 21, 2005 UNIVERSITY CURRICULUM COMMITTEE MEETING MINUTES CHANGES IN CURRICULUM.

Ms. Sutton noted the following exemptions in the January 21, 2005 University Curriculum Committee minutes:

1. College of Applied Human Sciences - School of Education - Ph.D. in Education and Human Resource Studies - Specialization title changed to Organizational Development Specialization.
2. Request to change the Catalog Copy - College of Agricultural Sciences

MS. SUTTON'S MOTION WAS ADOPTED WITH THE EXEMPTIONS.

Ms. Sally Sutton, Member, University Curriculum Committee, MOVED THAT THE FACULTY COUNCIL ADOPT THE ACTION ITEMS IN THE JANUARY 28, 2005 UNIVERSITY CURRICULUM COMMITTEE MEETING MINUTES CHANGES IN CURRICULUM.

Ms. Sutton noted the following exemptions in the January 28, 2005 University Curriculum Committee minutes:

1. Request to change the Name of the Majors in Recreation Resources

MS. SUTTON'S MOTION WAS ADOPTED WITH THE EXEMPTION.

Ms. Sally Sutton, Member, University Curriculum Committee, MOVED THAT THE FACULTY COUNCIL ADOPT THE ACTION ITEMS IN THE FEBRUARY 4, 2005 UNIVERSITY CURRICULUM COMMITTEE MEETING MINUTES CHANGES IN CURRICULUM.

Ms. Sutton noted the following exemptions in the February 4, 2005 University Curriculum Committee minutes:

1. Request to add a Plan C Masters of Fishery and Wildlife Biology
2. Request to change minimum grade requirements in Major and Minor in English
3. Request to add minimum grade requirements for Dance Concentration

MS. SUTTON'S MOTION WAS ADOPTED WITH THE EXEMPTIONS.

*B. APPROVAL OF DEGREE CANDIDATES - MAY 2005 COMMENCEMENT - MR. TONY FRANK INTERIM PROVOST AND SENIOR VICE PRESIDENT*

Mr. Tony Frank, Interim Provost and Senior Vice President, MOVED TO APPROVE THE CANDIDATES WHO MEET DEGREE REQUIREMENTS FOR GRADUATION AT THE CLOSE OF THE SPRING 2005 SEMESTER.

MR. FRANK'S MOTION WAS ADOPTED.

*C. 2005 ELECTION OF FACULTY COUNCIL OFFICERS - COMMITTEE ON FACULTY GOVERNANCE*

Mr. Miller recognized Mr. Davies, Chair, Committee on Faculty Governance to conduct the elections of the Faculty Council officers.

Mr. Davies announced that the Committee on Faculty Governance nominated Mr. Robert Jones, Department of Microbiology, Immunology and Pathology, for the position of Chair of Faculty Council.

Mr. Miller asked for nominations from the floor. Mr. Miller asked if there were questions for the nominees.

Hearing no further nominations from the floor, the nominations were closed.

Mr. Robert Jones was elected as Chair of Faculty Council for a two year term 2005-2007.

Mr. Davies announced that the Committee on Faculty Governance has nominated Mr. Kirk Hallahan, Department of Journalism and Technical Communication and Mr. Paul Kugrens, Department of Biology, for the position of Vice Chair of Faculty Council.

Mr. Miller recognized Mr. Kugrens. Mr. Kugrens announced that he was withdrawing his name from the nominations.

Mr. Miller asked for nominations from the floor. Mr. Miller asked if there were questions for the nominees.

Hearing no further nominations from the floor, the nominations were closed.

Mr. Kirk Hallahan was elected as Vice Chair of Faculty Council for a one term 2005-2006.

Mr. Davies announced that the Committee on Faculty Governance nominated Mr. Steven Shulman, Department of Economics and Mr. F. C. "Ted" Weston, Department of Computer Information Systems, for the position of Faculty Representative to the Board of Governors.

Mr. Miller asked for nominations from the floor. Mr. Miller asked if there were questions for the nominees.

Hearing no further nominations from the floor, the nominations were closed.

Mr. Davies distributed ballots for voting. Members of the Committee on Faculty Governance collected and counted the ballots. Mr. Davies presented to Mr. Miller a "tellers report."

Mr. F. C. "Ted" Weston was elected as the Faculty Representative to the Board of Governors for a one year term 2005-2006.

*D. REQUEST TO ADD A PLAN C MASTER OF FISHERY AND WILDLIFE BIOLOGY - UNIVERSITY CURRICULUM COMMITTEE*

Ms. Sutton, Member, University Curriculum Committee, MOVED THAT THE FACULTY COUNCIL ADOPT THE REQUEST TO ADD A PLAN C MASTER OF FISHERY AND WILDLIFE BIOLOGY (M.F.W.B) IN THE DEPARTMENT OF FISHERY AND WILDLIFE BIOLOGY, TO BE EFFECTIVE FALL SEMESTER 2005.

Ms. Sutton explained that according to the New Program Proposal submitted by the department, the Plan C Master's Degree in Fishery and Wildlife Biology is a continuing education degree focused on people who have at least five years of professional experience, but need to gain additional skills to remain competitive in the profession. Ms. Sutton added that the department is aware of only one similar certificate program at the University of Missouri-St. Louis in the country, which would uniquely position Colorado State University to address this continuing education need. In addition, this service/outreach to the professional community could be very important and greatly aid in Colorado State University's fishery and wildlife program as being viewed as one of the premier programs nationally and internationally.

MS. SUTTON'S MOTION WAS ADOPTED.

*E. PROPOSED NAME CHANGE FOR PROGRAMS IN NATURAL RESOURCE RECREATION AND TOURISM - UNIVERSITY CURRICULUM COMMITTEE*

Ms. Sutton, Member, University Curriculum Committee, MOVED THAT THE FACULTY COUNCIL ADOPT THE PROPOSED NAME CHANGE FOR THE M.S. AND Ph.D. DEGREE PROGRAMS IN RECREATION RESOURCES IN THE DEPARTMENT OF NATURAL RESOURCE RECREATION AND TOURISM TO BE EFFECTIVE FALL SEMESTER 2005 AS FOLLOWS:

The M.S. and Ph.D. Degree Programs in Recreation Resources in the Department of Natural Resource Recreation and Tourism be renamed to M.S. and Ph.D. in Human Dimensions of Natural Resources.

Ms. Sutton explained that according to the information provided by the department, this change follows the trend of degree and program name changes at some of our peer departments in the West. This change is consistent with the movement in the early 1990s to use the term "Human Dimensions" for research and activities dealing with the social aspects of natural resource management. This change reflects the current direction of the Department's program of study, thesis and dissertation research projects, and course work which extend beyond recreation resources to the broader social sciences. Additionally, the name change should allow the Department to compete better for graduate students and enhance graduates' "employability."

MS. SUTTON'S MOTION WAS ADOPTED.

F. *PROPOSED REVISIONS TO THE MINIMUM GRADE REQUIREMENT IN THE MAJOR OF SOCIOLOGY - UNIVERSITY CURRICULUM COMMITTEE*

Ms. Sutton, Member, University Curriculum Committee, MOVED THAT THE FACULTY COUNCIL ADOPT THE PROPOSAL TO REVISE THE MINIMUM GRADE REQUIREMENT IN THE MAJOR SOCIOLOGY TO BE EFFECTIVE FALL SEMESTER 2005 AS FOLLOWS:

Additions - Underlined      Deletions - ~~Over~~scored

Sociology majors in the criminology and criminal justice concentration must achieve a minimum grade of ~~C-~~ C (~~1.67~~ 2.00) in each Sociology course counted toward meeting the requirements of the concentration, and in PO 413 and SW 371B or SW 371C, if these courses are counted toward the concentration.

Sociology majors in the general Sociology concentration must achieve a minimum grade of ~~C-~~ C (~~1.67~~ 2.00) in each ~~of the~~ Sociology courses counted toward meeting the requirements of the concentration.

Ms. Sutton explained that it is important for Sociology students to demonstrate mastery of the course material in their major discipline. Currently, seven departments in the College of Liberal Arts now have a minimum grade requirement for courses taken for the major.

Mr. Eykholt spoke against this motion pointing out that this would discriminate against students with grades of C- because of the University's plus/minus grading system is elective and not all instructors use plus/minus grading.

MS. SUTTON'S MOTION WAS NOT ADOPTED.

G. *PROPOSED REVISIONS TO THE MINIMUM GRADE REQUIREMENT FOR THE ENGLISH MAJOR AND MINOR - UNIVERSITY CURRICULUM COMMITTEE*

Ms. Sutton, Member, University Curriculum Committee, MOVED THAT THE FACULTY COUNCIL ADOPT THE PROPOSED REVISIONS TO THE MINIMUM GRADE REQUIREMENTS FOR THE ENGLISH MAJOR AND MINOR TO BE EFFECTIVE FALL SEMESTER 2005 AS FOLLOWS:

Additions - Underlined      Deletions - ~~Over~~scored

The minimum grade requirement for the English major (B.A. Program) be changed to read as follows:

For graduation, an English major unit must attain a minimum grade point average of 2.0 in upper-division composition and English courses.

The minimum grade requirement for the minor in English be changed to read as follows:

Students minoring in English must maintain a 2.0 grade point average in all English courses and a 2.0 grade point average in all upper-division composition and English courses.

Ms. Sutton explained that the revisions reflect changes in the course requirements for the various concentrations in the English major.

MS. SUTTON'S MOTION WAS ADOPTED.

*H. PROPOSED ADDITION OF A THE MINIMUM GRADE REQUIREMENT FOR THE DANCE CONCENTRATION - UNIVERSITY CURRICULUM COMMITTEE*

Ms. Sutton, Member, University Curriculum Committee, MOVED THAT THE FACULTY COUNCIL ADOPT THE PROPOSED MINIMUM GRADE REQUIREMENTS FOR THE DANCE CONCENTRATION TO BE EFFECTIVE FALL SEMESTER 2005 AS FOLLOWS:

Additions - Underlined      Deletions - ~~Overscored~~

A minimum grade requirement for the Dance Concentration in the Performing Arts Major (B.A. Degree Program) in the Department of Music, Theatre, and Dance be established as follows:

A minimum grade of C (not C-) is required in each dance and theatre course used to satisfy the requirements of the major program (B.A) in performing arts-dance concentration.

A minimum grade requirement for progression to the next level of dance techniques courses be established as follows:

A minimum grade of B (not B-) is required in the previous level in order to advance to the next level of Dance Techniques II-VIII (D 121A-C; D 220A-C; D 221A-C; D 320A-C; D 321A-C; D 420A-C; - sub-topics A) modern, B) ballet, C) jazz.

Ms. Sutton explained that according to the request presented by the department, requiring these minimum grades will ensure that dance majors have completed the course work with sufficient knowledge to use these skills effectively in future course work and employment.

Mr. Eykholt objected to this motion for the same reason as the previous motion regarding minimum grade requirements for Sociology.

MS. SUTTON'S MOTION WAS NOT ADOPTED.

*I. PROPOSED REVISIONS TO THE MANUAL, SECTION F.3.1.1 - LEAVE ACCRUAL - COMMITTEE ON RESPONSIBILITIES AND STANDING OF ACADEMIC FACULTY*

Mr. Richard Eykholt, Chair, Committee on Responsibilities and Standing of Academic Faculty, MOVED THAT THE FACULTY COUNCIL ADOPT THE PROPOSED REVISIONS TO THE *MANUAL*, SECTION F.3.1.1 - LEAVE ACCRUAL, TO BE EFFECTIVE UPON APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

**F.3.1.1 Leave Accrual**

Full time academic faculty and administrative professionals on regular or special 12 month appointments earn annual leave at the rate of two days per month. Academic faculty and administrative professionals on regular or special 12 month appointments of less than full time, but at least half time earn annual leave prorated by the part time fraction of their appointment. The accrual is rounded to the nearest 1/100 of an hour quarter day. ~~For example, an academic faculty member or administrative professional on a three quarter time appointment would earn one and one-half days of annual leave per month.~~

Employees who begin work after the first of a month or who terminate before the end of a month earn annual leave on a prorated basis as described in the *Personnel/Payroll Manual (Section 2)*.

Academic faculty and administrative professionals on nine month appointments do not accrue annual leave. These individuals may, however, be granted leave on a limited basis throughout the academic year to include the interim term between semesters. Determination of this privilege shall be made by the appropriate department head.

No annual leave is earned by employees on temporary appointments or employed on an hourly basis. Fellows and graduate assistants are considered temporary employees.

Annual leave does not accrue during leave without pay nor during sabbatical leave. Annual leave earned during periods of paid leave (annual, sick, injury, etc.) is not credited to the employee until he/she returns to work.

Mr. Eykholt explained that the use of computer programs makes such severe rounding unnecessary. However, some form of rounding is required, and this change makes the choice the same as for state classified personnel. The proposed revisions has been reviewed by Human Resources, the Administrative Professional Council, General Counsel and the University Benefits Committee.

MR. EYKHOLT'S MOTION WAS ADOPTED.

J. *PROPOSED REVISIONS TO THE MANUAL, SECTION F.3.2.1- LEAVE ACCRUAL - COMMITTEE ON RESPONSIBILITIES AND STANDING OF ACADEMIC FACULTY*

Mr. Eykholt, Chair, Committee on Responsibilities and Standing of Academic Faculty, MOVED, THAT THE FACULTY COUNCIL ADOPT REVISIONS OF *MANUAL* SECTION F.3.2.1 – LEAVE ACCRUAL, TO BE EFFECTIVE UPON APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

**F.3.2.1 Leave Accrual**

Full time academic faculty and administrative professionals on regular or special 12 month appointments and full time temporary academic faculty and administrative professionals on 12 month appointments who have completed 12 consecutive months of employment earn one and one-quarter (1.25) days of sick leave per month, cumulative with no maximum.

Full time academic faculty and administrative professionals on regular or special nine month appointments and full time temporary academic faculty and administrative professionals on nine month appointments who have completed two consecutive semesters earn one and one-quarter (1.25) days of sick leave per month, cumulative with no maximum. Full time nine month academic faculty and administrative professionals who accept summer session appointments accumulate sick leave at the rate of one and one-quarter days (1.25) per month while on such appointments.

Academic faculty and administrative professionals on regular or special appointments of less than full time, but at least half time earn sick leave prorated by the part time fraction of their appointment. ~~The accrual is rounded down to the nearest quarter day. For example, an academic faculty member or administrative professional on a three quarter time appointment would earn three-quarter (0.75) day of sick leave per month.~~ Academic

faculty and administrative professionals on temporary appointments of less than full time, but at least half time earn five hours of sick leave per month.

Employees who begin work after the first of a month or who terminate before the end of a month earn sick leave on a prorated basis as described in the *Personnel/Payroll Manual (Section 2)*.

The accrual of sick leave is rounded to the nearest 1/100 of an hour.

No sick leave is earned by employees working less than half time or employed on an hourly basis. Fellows and graduate assistants do not earn sick leave.

Sick leave does not accrue during leave without pay nor during sabbatical leave. Sick leave accrued during periods of paid leave (annual, sick, injury, etc.) is not credited to the employee until he/she returns to work.

Mr. Eykholt explained that the use of computer programs makes such severe rounding unnecessary. However, some form of rounding is required, and this change makes the choice the same as for state classified personnel.

MR. EYKHOLT'S MOTION WAS ADOPTED.

K. *PROPOSED REVISIONS TO SECTION F.3.13 LEAVE WITHOUT PAY - COMMITTEE ON RESPONSIBILITIES AND STANDING OF ACADEMIC FACULTY*

Mr. Eykholt, Chair, Committee on Responsibilities and Standing of Academic Faculty, MOVED, THAT THE FACULTY COUNCIL ADOPT THE PROPOSED REVISIONS TO THE *MANUAL*, SECTION F.3.13 – LEAVE WITHOUT PAY, TO BE EFFECTIVE UPON APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

**F.3.13 Leave Wwithout Pay**

An academic faculty member or ~~and~~ administrative professionals with a regular or special appointments may be granted leave without pay with prior approval by the Board. A request ~~Requests~~ for such leave are to ~~are~~ must be sent through channels to the President. ~~Academic faculty and administrative professionals on leave without pay shall not be eligible for advancement in rank during the period of the leave.~~ See the *Academic Faculty and Administrative Professional Benefits and Privileges Handbook* regarding continuation of benefit coverage while on leave without pay.

Mr. Eykholt noted that the revisions is proposed because there appears to be no reason for this restriction on promotion.

MR. EYKHOLT'S MOTION WAS ADOPTED.

L. *PROPOSED REVISIONS TO THE MANUAL, SECTION K.11.7 - GRIEVANCE PROCEDURE - COMMITTEE ON RESPONSIBILITIES AND STANDING OF ACADEMIC FACULTY*

Mr. Eykholt, Chair, Committee on Responsibilities and Standing of Academic Faculty, MOVED, THAT THE FACULTY COUNCIL ADOPT THE PROPOSED REVISIONS TO THE *MANUAL*, SECTION

K.11.7 – ADMINISTRATIVE REVIEW, TO BE EFFECTIVE UPON APPROVAL BY THE BOARD OF GOVERNORS OF THE COLORADO STATE UNIVERSITY SYSTEM AS FOLLOWS:

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

**K.11.7 Administrative Review**

Decisions of the Hearing Committee adverse to the Grievant are final unless the Grievant chooses to appeal the committee decision. All other decisions of the Hearing Committee must be reviewed by the Provost and President before they become final, unless the Provost or the President is a party to the Grievance. If the Provost is a party to the Grievance, but the President is not, the review shall be made only by the President; ~~subject to the right of appeal to the Board~~. If the President is a party to the Grievance, the review shall be made only by the Board.

***K.11.7.1 Provost Review***

The Provost shall consider the recommendations of the Hearing Committee concerning a Grievance only on the basis of the written record accumulated to that point, together with an appeal, if any, by the Grievant. ~~The~~ An appeal by the Grievant must be submitted ~~the appeal~~ to the Provost within five working days after receipt of the written decision of the Hearing Committee and must provide reasons for the appeal. Failure of the Grievant to file an appeal within this time frame shall constitute acceptance of the Hearing Committee decision. No party may introduce new substantive issues. The Provost/~~Academic Vice President~~ shall overturn a decision of the Hearing Committee only if there is a finding that the decision of the Hearing Committee was unfair, unreasonable, arbitrary, capricious, or discriminatory.

Within ten working days of an appeal from the Grievant or a Hearing Committee decision that was not appealed, the Provost shall respond by providing to ~~both~~ all parties to the Grievance and the UGO a written statement of the decision rendered with a summary of relevant evidence and the reasoning that sustains the decision. Failure of the Provost to respond to an appeal within the designated time period shall permit the Grievant to take the appeal to the President. ~~Failure on the part of the Grievant to file a timely appeal at any step of the Grievance shall constitute final acceptance of the decision.~~

***K.11.7.2 Presidential Action***

~~Within five working days after issuance of a decision under Section K.11.7.1 the Grievant shall have the right to appeal to the President the decision of the Provost or the last decision required under these procedures if the Provost is a party.~~ The President shall consider the recommendations of the Hearing

Committee and the Provost (unless the latter was a party to the Grievance) and any appeals by the Grievant. An appeal by the Grievant must be submitted to the President within five working days after receipt of the written statement from the Provost (or the written decision of the Hearing Committee if the Provost was a party to the Grievance) and must provide reasons for the appeal. Failure of the Grievant to file an appeal within this time frame shall constitute acceptance of the decision of the Provost (or the decision of the Hearing Committee if the Provost was a party to the Grievance). Appeals to the President shall include a written summary of the basis for the appeal, not to exceed two pages, and include copies of the Complaint, the original decision upon which the Grievance was based, the decision of the Hearing Committee, and all administrative decisions made with respect to the decision of the Hearing Committee. The UGO shall assist the Grievant in obtaining any such documentation, if necessary.

Appropriate action by the President refers to the President's decision to accept or reject the decision of the Provost; (or Grievance Hearing Committee if the Provost was a party to the Grievance).

- a. A decision to accept ~~the~~ a Hearing Committee decision in favor of a grievant shall require that the President issue the appropriate instructions through the administrative chain leading to the administrator with whom the grievance initially was filed to make the appropriate redress of the grievance.
- b. A decision to reject the Hearing Committee's decision shall be based upon a determination that the decision was unfair, unreasonable, arbitrary, capricious, or discriminatory. The President shall issue a written statement of the decision, complete with a recounting or summary of the pertinent evidence, a recitation of the relevant policy or policies, and an explanation of the reasoning behind the refusal to accept the Hearing Committee decision. To provide redress in cases where the Presidential decision favors the Grievant, the President shall issue the appropriate instructions through the administrative chain leading to the administrator with whom the grievance initially was filed.
- c. A decision to accept the Hearing Committee's decision against the Grievant shall require a statement to that effect, with or without further elaboration.

The President shall issue a decision to ~~the~~ all parties and the UGO within 20 working days after receipt of such all relevant material. ~~If Grievants wish to appeal further to the Board, they must file a notification of appeal with its Secretary or Assistant Secretary within the later of five working days after the issuance of the President's decision or the expiration of the 20 day period for Presidential review without issuance of a decision.~~ The decision of the President is final.

### ***K.11.7.3 Appeals to the Board***

If the President was a party to the Grievance, the Grievant may appeal the decision of the Hearing Committee to the Board. An AH appeals to the Board must be made in accordance with its Grievance Review Policy ("Review

Policy"). Such policies are attached as Approved Policy XI-14 to the *Board of Governors/Colorado State University System Manual of Policies and Procedures*. Copies of this Policy may be obtained either from the UGO or the Secretary or Assistant Secretary of the Board. The Review Policy describes the scheduling of Board review requirements for submission of written statements, including a statement by the Grievant that must be filed 30 days prior to the scheduled review proceeding, and the process by which the Board conducts its review and makes its decisions. Reference must be made to the Review Policy in its entirety for a complete understanding of the Board's requirements for review of Grievances.

The Board may adopt its own rules and procedures for considering grievance appeals. Board decisions in favor of the Grievant, ~~whether on the recommendation of the President or against the recommendation of the President~~, shall include an appropriate remedy for the Grievance, whether through special Board action or in the form of instruction for appropriate administrative relief. Decisions by the Board, whether to approve or disapprove recommendations by the President Hearing Committee or to sustain or reject appeals made by Grievant, are final.

Mr. Eykholt explained that the Board of Governors has decided that it will no longer hear appeals of grievances, unless the President was a party to the grievance.

Mr. Kugrens noted that the Board of Governors will consider hearing a grievance over termination of tenure. Mr. Eykholt noted that he was not aware of this, but the Committee on Responsibilities and Standing would address this issue separately if this motion was adopted.

Mr. Raymond "Steve" Robinson asked if this would be a concern and if there was a time issue for this proposal? Mr. Kugrens explained that the proposed revisions to this section of the *Manual* comply with the Board of Governors' policy and in any event, the Board of Governors' policy overrides the *Manual* policy.

MR. EYKHOLT'S MOTION WAS ADOPTED.

*M. PROPOSED RESOLUTION ON ACADEMIC FREEDOM - EXECUTIVE COMMITTEE*

Mr. Robert Jones, Vice Chair, Faculty Council MOVED THAT FACULTY COUNCIL ADOPT THE PROPOSED RESOLUTION ON ACADEMIC FREEDOM AS FOLLOWS:

Colorado State University  
Faculty Council  
Resolution on Academic Freedom

WHEREAS, higher education consists of a course of advanced study beyond the high-school level in which critical thinking and the development and reasoned defense of ideas, in consideration of all ascertainable facts, are essential skills;

WHEREAS, a university, by definition, seeks to bring together the entirety of human knowledge so that both faculty members and students may be exposed to new facts and ideas, thus broadening and also challenging their understanding of the world;

WHEREAS, to initiate this broadening of knowledge and to fulfill the responsibility that it entails, anyone who enters higher education should expect an examination of diverse beliefs and ideas, whether those ideas

confirm or challenge one's existing views;

WHEREAS, discussion of, and challenges to, a person's beliefs and ideas are essential and appropriate when relevant to the person's chosen course of study;

WHEREAS, the open and unimpeded expression of ideas is fundamental to academic freedom and the mission of the University; professors, researchers, and students alike must be allowed free exercise of their right to listen critically and to participate in the examination of diverse beliefs and ideas within the academic community;

WHEREAS, a professor, researcher, or student who volunteers an opinion should be prepared to explain and defend its relevancy, to the best of his or her ability, to the course work at hand; its underlying factual assumptions; and its logical framework;

WHEREAS, a fundamental premise of academic freedom is that decisions concerning the quality of scholarship and teaching are to be made by reference to the standards of the academic profession, as interpreted and applied by the community of scholars who are qualified by expertise and training to establish such standards;

WHEREAS, the line between indoctrination and proper pedagogical authority is to be determined by reference to scholarly and professional standards, as interpreted and applied by the faculty itself; faculty members must exercise responsibility to avoid the persistent intrusion of matter, controversial or not, that has no bearing on the subject of instruction;

WHEREAS, the concept of academic freedom requires protecting the intellectual independence of professors, researchers, and students in the pursuit of knowledge and the expression of ideas from interference by legislators or authorities within the institution itself;

RESOLVED, that the Faculty Council of Colorado State University reaffirms its commitment to the principles of academic freedom, to the open and honest exchange of ideas, and to the responsibility for the advancement of knowledge through the academic faculty's capacity to make judgments of quality.

Mr. Jones explained that several requests were made to the Faculty Council office to present a resolution on academic freedom to the Faculty Council. Executive Committee, at its February 22, 2005 meeting discussed and approved the proposed resolution as an action item for Faculty Council.

Mr. Robinson MOVED TO POSTPONE THIS MOTION INDEFINITELY.

Mr. Bill Timpson stated that this would be a mistake. He added that a statement regarding academic freedom is necessary.

MR. ROBINSON'S MOTION TO POSTPONE INDEFINITELY WAS NOT ADOPTED.

Mr. Robinson asked if this resolution should have been reviewed and presented by the Committee on Responsibilities and Standing of Academic Faculty, since it is a definition of academic freedom. Mr. Kugrens explained that a resolution is a statement not policy to be placed in the Faculty Council meeting minutes. Mr. Eric Schuck added that a resolution is not policy or procedure or statement of solidarity it is simply a statement of what faculty believe. Mr. Robinson stated that the resolution is too long and convoluted and it should be reviewed ad seriatim. Mr. Jones explained that the language used in the resolution was derived from AAUP 1940 Statement of Principles on Academic Freedom and Tenure and Senate Bill 05-085.

Mr. Robinson MOVED TO REFER THE TOPIC OF ACADEMIC FREEDOM ALONG WITH THE LANGUAGE OF THE DOCUMENT TO THE COMMITTEE ON RESPONSIBILITIES AND

STANDING OF ACADEMIC FACULTY.

After discussion, Mr. Robinson MOVED TO WITHDRAW HIS MOTION.

MR. ROBINSON'S MOTION TO WITHDRAW THE MOTION WAS ADOPTED.

Mr. Klopfenstein MOVED TO REFER THE RESOLUTION BACK TO EXECUTIVE COMMITTEE.

Mr. Robinson MOVED TO AMEND THE MOTION TO REFER BY REFERRING TO THE COMMITTEE ON RESPONSIBILITIES AND STANDING OF ACADEMIC FACULTY NOT EXECUTIVE COMMITTEE.

MR. ROBINSON'S MOTION TO AMEND WAS NOT ADOPTED.

MR. KLOPFENSTEIN'S MOTION WAS ADOPTED.

It was noted that when Executive Committee reconsiders this resolution they should:

1. Do not single out legislators.
2. Use fewer academic terms to make it more understandable.
3. Keep the Resolution positive.

The meeting was adjourned at 6:20 p.m.

C. W. Miller, Chair  
Robert Jones, Vice Chair  
Diane L. Maybon, Recording Secretary

ATTENDANCE

**BOLD** INDICATES PRESENT AT MEETING - UNDERLINE INDICATES ABSENT AT MEETING

**AGRICULTURAL SCIENCES**

<b>Jerry Eckert</b>	<b>Agricultural and Resource Economics</b>
<u>J. Daryl Tatum</u>	<u>Animal Sciences</u>
<b>Louis Bjosted</b>	<b>Bioagricultural Sciences &amp; Pest Management</b>
<b>Harrison Hughes, Excused</b>	<b>Horticulture &amp; Landscape Architecture</b>
<b>Keith Paustian</b>	<b>Soil and Crop Sciences</b>
<b>Steve Newman</b>	<b>College-at-Large</b>
<b>Eric Schuck (for Dana Hoag Spring 2005)</b>	<b>College-at-Large</b>
<b>Phil Westra</b>	<b>College-at-Large</b>

**APPLIED HUMAN SCIENCES**

<b>Molly Eckman</b>	<b>Design, Merchandising, and Consumer Sciences</b>
<b>Robert Gotshall</b>	<b>Health and Exercise Science</b>
<b>David A. Sampson</b>	<b>Food Science and Human Nutrition</b>
<b>David Macphee</b>	<b>Human Development and Family Studies</b>
<u>Michael Nobe</u>	<u>Construction Management</u>
<b>David Greene</b>	<b>Occupational Therapy</b>
<b>Bill Timpson</b>	<b>School of Education</b>
<b>Robert Seiz</b>	<b>School of Social Work</b>

**BUSINESS**

<b>William Mister</b>	<b>Accounting</b>
<b>F.C. "Ted" Weston</b>	<b>Computer Information Systems</b>
<b>Timothy Gallagher</b>	<b>Finance and Real Estate</b>
<b>Jackie Hartman</b>	<b>Management</b>
<b>Kathleen Kelly</b>	<b>Marketing</b>

**ENGINEERING**

<u>Chris Kummerow</u>	<u>Atmospheric Science</u>
<u>A. Ted Watson</u>	<u>Chemical Engineering</u>
<b>Ramchand Oad</b>	<b>Civil Engineering</b>
<b>H. J. Siegel</b>	<b>Electrical and Computer Engineering</b>
<b>Azer Yalin</b>	<b>Mechanical Engineering</b>
<u>TBA</u>	<u>College-at-Large</u>
<u>Darrell Fontane</u>	<u>College-at-Large</u>

**LIBERAL ARTS**

<b>Michelle Glantz</b>	<b>Anthropology</b>
<b>Gary Keimig</b>	<b>Art</b>
<b>Steven J. Shulman</b>	<b>Economics</b>
<b>Pam Coke</b>	<b>English</b>
<u>Michael Abeyta</u>	<u>Foreign Languages and Literatures</u>
<b>Diane C. Margolf</b>	<b>History</b>
<b>Jamie Switzer</b>	<b>Journalism and Technical Communication</b>
<b>William Davis</b>	<b>Music, Theater, and Dance</b>
<b>Michael Losonsky</b>	<b>Philosophy</b>
<b>Brad MacDonald</b>	<b>Political Science</b>
<b>Evan C. Vlachos</b>	<b>Sociology</b>
<b>Eric Aoki</b>	<b>Speech Communication</b>

**LIBERAL ARTS (continued)**

<b>Alexandra Bernasek</b>	<b>College-at-Large</b>
<b>Jane Kneller</b>	<b>College-at-Large</b>
<b>Donna Rouner</b>	<b>College-at-Large</b>

**NATURAL RESOURCES**

<b>Barry Noon</b>	<b>Fishery and Wildlife Biology</b>
<u>Douglas Rideout</u>	<u>Forest, Rangeland, and Watershed Stewardship</u>
<b>Sally Sutton</b>	<b>Geosciences</b>
<b>Alan Bright</b>	<b>Natural Resource Recreation and Tourism</b>
<u>Glenn Haas</u>	<u>College-at-Large</u>

**NATURAL SCIENCES**

<u>Jennifer Nyborg</u>	<u>Biochemistry and Molecular Biology</u>
<b>Bruce Wunder</b>	<b>Biology</b>
<u>Rich Finke</u>	<u>Chemistry</u>
<b>Dale H. Grit</b>	<b>Computer Science</b>
<b>Kenneth Klopfenstein</b>	<b>Mathematics</b>
<b>R. "Steve" Robinson</b>	<b>Physics</b>
<b>Peter Chen</b>	<b>Psychology</b>
<b>Philip Lee Chapman</b>	<b>Statistics</b>
<u>Norman Curthoys</u>	<u>College-at-Large</u>
<u>Donald Estep</u>	<u>College-at-Large</u>
<b>Richard Eykholt</b>	<b>College-at-Large</b>
<b>Zinta Byrne</b>	<b>College-at-Large</b>

**VETERINARY MEDICINE AND BIOMEDICAL SCIENCES**

<b>George Seidel</b>	<b>Biomedical Sciences</b>
<b>Chris Orton</b>	<b>Clinical Sciences</b>
<b>Susan LaRue</b>	<b>Environmental and Radiological Health Sciences</b>
<b>Julie Inamine</b>	<b>Microbiology, Immunology and Pathology</b>
<b>Gerald Callahan</b>	<b>College-at-Large</b>
<u>Tony Knight</u>	<u>College-at-Large</u>
<u>Edward Dudek</u>	<u>College-at-Large</u>
<b>Carol Blair</b>	<b>College-at-Large</b>
<u>Joel Bedford</u>	<u>College-at-Large</u>

**UNIVERSITY LIBRARIES**

<b>Donnice Cochenour</b>	<b>Libraries</b>
<b>Lou Anderson</b>	<b>At-Large</b>
<b>Michelle Wilde</b>	<b>At-Large</b>

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

<b>Stephen Davies</b>	<b>Chair, Committee on Faculty Governance</b>
<b>Jackie Hartman*</b>	<b>Chair, Committee on Intercollegiate Athletics</b>
<u>Todd Queen</u>	<u>Chair, Committee on Libraries</u>
<b>Richard Eykholt*</b>	<b>Chair, Committee on Responsibilities &amp; Standing of Academic Faculty</b>
<b>Jerry Eckert*</b>	<b>Chair, Committee on Scholarship Research &amp; Graduate Education</b>
<u>Boris Kondratieff</u>	<u>Chair, Committee on Scholastic Standards and Awards</u>
<b>Kirk Hallahan</b>	<b>Chair, Committee on Strategic and Financial Planning</b>
<b>James Madl</b>	<b>Chair, Committee on Teaching and Learning</b>
<b>Philip Chapman*</b>	<b>Chair, Committee on University Programs</b>
<b>James Lindsay</b>	<b>Chair, University Curriculum Committee</b>

**OFFICERS OF FACULTY COUNCIL**

<b>C. W. Miller</b>	<b>Chair, Faculty Council</b>
<b>Robert Jones</b>	<b>Vice Chair, Faculty Council</b>
<b>Paul Kugrens</b>	<b>BOG Representative - Parliamentarian</b>

**NON-ELECTED NON-VOTING MEMBERS**

<b>Larry Edward Penley. Excused</b>	<b>President</b>
<b>Tony Frank</b>	<b>Senior Vice President and Interim Provost</b>
<u>Hank Gardner</u>	<u>Interim Vice President for Research</u>
<b>Linda Kuk</b>	<b>Vice President for Student Affairs and Dean of Admissions</b>
<u>Marc Johnson</u>	<u>Dean, College of Agricultural Sciences and Vice Provost for Outreach</u>
<u>April Mason</u>	<u>Dean, College of Applied Human Sciences</u>
<u>Heather Hardy</u>	<u>Dean, College of Liberal Arts</u>
<u>Ajay Menon</u>	<u>Dean, College of Business</u>
<u>Steven Abt</u>	<u>Interim Dean, College of Engineering</u>
<u>Joyce Berry</u>	<u>Dean, College of Natural Resources</u>
<u>Rick Miranda</u>	<u>Dean, College of Natural Sciences</u>
<u>Lance Perryman</u>	<u>Dean, College of Veterinary Medicine and Biomedical Sciences</u>
<u>Catherine Murray-Rust</u>	<u>Dean, University Libraries</u>
<u>Peter Dorhout</u>	<u>Vice Provost for Graduate Studies and Assistant Vice President for Research</u>