

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, 2007**

CALL TO ORDER

The Faculty Council meeting was called to order at 4:15 p.m. by Robert L. Jones, Chair.

ANNOUNCEMENTS

- A. Next Faculty Council Meeting - February 5, 2008 - A103 Clark Building - 4:15 p.m.
Jones announced that the next Faculty Council meeting will be held on Tuesday, February 5, 2008 in Room A205 Clark Building.
- B. Administration/Faculty Dialogue - February 5, 2008 - 3:45 to 4:15 p.m.
Jones announced that the Administration/Faculty Council Dialogue for the February 5, 2008 Faculty Council meeting will be announced at a later date.
- C. Faculty Council Current Issues Topic - February 5, 2008
Jones announced that the Current Issues Topic for the February 5, 2008 Faculty Council meeting will be announced at a later date.
- D. Nomination Announcement for Faculty Council Officers - Committee on Faculty Governance
Victor Baez, Chair Committee on Faculty Governance, announced that the nominations for all Faculty Council officer positions are being accepted by the Committee on Faculty Governance. The nominations will close on February 15, 2008 and elections will be held at the March 4, 2008 Faculty Council meeting. He encouraged faculty members interested in running for any of these Faculty Council officer positions to contact him or their respective representative on the Committee on Faculty Governance.

MINUTES TO BE APPROVED

- A. Faculty Council Meeting Minutes - November 6, 2007
Evan Vlachos moved to approve the Faculty Council Meeting Minutes of November 6, 2007.
Vlachos' MOTION WAS APPROVED BY UNANIMOUS CONSENT.

REPORTS TO BE RECEIVED

- A. Provost/Senior Vice President Report - Tony Frank
A report was not presented.

B. Faculty Council Chair Report - Robert Jones

Jones reported that he has reviewed the legislative agenda and is unaware of any public policy regarding higher education issues at this time.

Jones reported that the Governor's Executive Order regarding Unions exempts academic faculty and administrative professionals and affects only the state classified employees.

Jones reported that the Misconduct in Science issue withdrawn from the November Faculty Council agenda has been returned to the Committee on Scholarship, Research, and Graduate Education for reconsideration.

JONES' REPORT WAS RECEIVED.

C. Report from Board of Governors Faculty Representative - Tim Gallagher

Gallagher reported that his report on the November 7, 2007 Board of Governors meeting can be found on pages 14-15 of the December 4, 2007 Faculty Council agenda. Gallagher reported that he attended the December 4, 2007 Finance Committee meeting. He noted that Rich Schweigert reported on progress regarding staff and facilities for CSU-Colorado. A 10,000 square foot building has been leased in the Denver Tech Center for CSU-Colorado. Gallagher added that some CSU faculty members have been approached to sign MOU but the development of hardware, software, and courses is in the early stages. He added that most of the faculty members will be contract faculty members. He added that the accreditation is moving forward. In addition, CSU-Colorado will have an academic council that will work with the CSU Faculty.

Gallagher noted that the Board of Governors has opted out of the State fleet management and risk management and is considering opting out of the state procurement system.

Paul Kugrens asked Gallagher to clarify his statement - "The Board approved acceptance of gifts and naming opportunities for several colleges." Gallagher explained that this did not mean a college but that the naming opportunities would be for certain spaces or classrooms. Steve Stack inquired if there is a standard value for such gifts. Gallagher responded there are guidelines and the Board is reexamining these guidelines.

GALLAGHER'S REPORT WAS RECEIVED.

D. Report from Committee on Strategic and Financial Planning - David Dandy, Chair

David Dandy, Chair Committee on Strategic and Financial Planning was unable to attend the meeting due to illness.

DANDY'S REPORT WAS RECEIVED.

CONSENT AGENDA

A. Changes in Curriculum to be Approved: University Curriculum Committee Minutes: October 15, 22, 29 and November 5, 2007

B. Request to Drop the Community Youth Development Graduate Interdisciplinary Studies Program - University Curriculum Committee

C. Request to Drop the Youth Program Management and Evaluation Graduate Interdisciplinary Studies Program - University Curriculum Committee

D. Request by the Department of Human Dimensions of Natural Resources to Drop the Review Course Statement for Parks and Protected Area Management Concentration in the Major in Natural Resource Recreation and Tourism -B.S. Degree Program - University Curriculum Committee

Richard Eykholt, Vice Chair Faculty Council, on behalf of the Executive Committee, MOVED THAT THE FACULTY COUNCIL ADOPT THE CONSENT AGENDA ITEMS A., B., C., AND D.

EYKHOLT'S MOTION WAS ADOPTED.

SPECIAL ACTIONS

- A. Request to Change the Name of the B.A. Degree Program in the Department of Speech Communication to Communication Studies - University Curriculum Committee

Makela, Chair University Curriculum Committee, MOVED THAT THE FACULTY COUNCIL ADOPT THE REQUEST TO CHANGE THE NAME OF THE B.A. DEGREE PROGRAM IN THE DEPARTMENT OF SPEECH COMMUNICATION TO BE EFFECTIVE FALL SEMESTER 2008 AS FOLLOWS:

The name of the B.A. Degree Program in Speech Communication in the Department of Speech Communication be change to Communication Studies.

Makela explained that according to the request submitted by the department the title “speech communication” does not capture the existing breadth of the work being done in the department. More than ten years ago, the national association changes its name from the Speech Communication Association to the National Communication Association, and most communication departments have changed their names from speech communication to communication, communication studies, or a similar name.

MAKELA’S MOTION WAS ADOPTED.

- B. Proposed Revisions to the *General Catalog 2007-2008* - Traditional Grading - Plus/Minus (page 51) - Committee on Teaching and Learning

Naomi Lederer, Chair Committee on Teaching and Learning, MOVED, THAT THE FACULTY COUNCIL ADOPTS THE PROPOSED REVISIONS TO THE *GENERAL CATALOG* - TRADITIONAL GRADING – PLUS/MINUS (Page 51) TO BE EFFECTIVE FALL SEMESTER 2008:

Additions - Underlined Deletions - ~~Strikeouts~~

Traditional Grading - Plus/Minus

Term grades are reported using the scale below.

Faculty use of the +/- grading is optional. Course instructor(s) should indicate on the course syllabus and/or policy statement the grading system used in the course.

Grade	Grade points per credit
A+	4.000
A (Excellent)	4.000
A-	3.667
B+	3.334
B (Good)	3.000
B-	2.667
C+	2.334
C (Satisfactory)	2.000
C-	1.667
D+	1.334
D (Poor, but passing)	1.000
D-	0.667
I (Incomplete)	*
F (Failure)	0.000
W (Withdrawal)	*
S (Satisfactory)	**
H (Honors)	**
U (Unsatisfactory)	*
AU (Audit)	*
NG (No Grade Reported)	*

*Credit not used to compute grade point average (GPA) and not counted toward graduation.

**Credits no used to complete GPA but counted toward graduation.

Credits for courses graded F and WF are used to compute GPA, but they do not count toward graduation. (WF grades were not issued after Summer Session 1979).

When an X is placed before a grade, e.g., XA, XB, etc. the student has been granted an academic fresh start. These grades are not calculated into the grade point average.

When an "R" symbol is placed before the grade, the student has elected to repeat the course under the terms of the University's Repeat/Delete policy. The original course grade is not calculated into the grade point average.

Students may contest whether or not an assigned grade was recorded accurately in the educational record by following the procedures described under the Grade Appeal section.

Lederer explained that the Committee on Associate and Assistant Deans referred the specific issue of the C- grade to the Committee on Teaching and Learning for review. The Committee on Teaching and Learning did not consider a new grading system because the issue was the C- grade. She explained that faculty members have many different views about the value of plus/minus grading. However, there is a widely held perception that as a practical matter the C- grade has created several unintended inequities and difficulties for students.

Lederer noted that students feel that the inconsistent use of the C- grade in multi-section courses is inequitable. Two students who have indisputably equivalent work in a multi-section course may receive different grades depending on the section they are enrolled in. One may earn a C- and the other a C. In certain majors, the student who received the C- has to repeat the course, while the student who received a C does not. The student who must repeat the course understandably feels that this is unfair.

Lederer stated that various colleges have had to contend with troublesome and time-consuming appeals from students (and their parents) when a student in his final semester is denied graduation because of an assigned grade of C- when a minimum grade of C is required by the major. The student argues that a C- is a subset of the C grade and, according to the University catalog, is therefore a satisfactory grade.

In addition, differing minimum grade requirements in different majors can be an impediment to changes of major. A student may have a respectable grade point average in core courses required by a major in spite of having a C- in one core course. The student may well be discouraged from changing to a related major that requires a minimum grade of C in the same core courses.

Lederer explained that the Committee on Teaching and Learning considered various ways to address these and other problems while keeping the plus/minus grading system intact. The committee finally rejected these approaches because they either did not effectively address all the identified problems, infringed on the faculty's rights and responsibilities for evaluating students and assigning grades, and/or would be administratively undesirable. The Committee believes that eliminating the C- grade is the simplest way to alleviate the identified problems.

In addition, since a minimum grade point average of 2.00 is required for graduation, differentiation among even lower grade levels is not justified if the C- is deleted. Therefore, it seems reasonable to the committee to also delete the grades of D+ and D-.

Jones asked for unanimous consent to enter into informal discussion on this issue. There were no objections. Faculty Council moved into informal discussion.

Jones recognized Jan Nerger, Associate Dean College of Natural Sciences. Nerger explained that the Committee on Associate and Assistant Deans (CAAD) has discussed this issue over several years. She explained that most complaints center on the inconsistencies between multi-sections and over semesters for the same course. Under the current rules, faculty have the option to adopt or not adopt plus/minus grading. Thus, some faculty use plus/minus, some don't, some use plus only, and some use minus only. Therefore, a student in one section of a course might be subject to plus/minus grading while another may not. The problem is particularly acute when a C- grade is given instead of a C grade. In addition to the inconsistencies, various colleges are having to contend with students and parents when students in their final semester are denied graduation and must repeat a course because of a C- grade because the department minimum grade requirement is a C. The argument is that a C- is a subset of a C grade and is not a substantively different grade. A minimum grade requirement of C or better is common in most departments. Nerger explained that since CAAD was unable to make a policy change on this matter, they referred the issue to the Faculty Council Committee on Teaching and Learning.

David Greene stated that he supported the proposed motion, but would prefer to eliminate all minus grades because of the inconsistency of the grading system. He explained that there is a general misunderstanding about the current grading system. He presented overheads outlining examples of syllabi employing plus/minus grading. The excerpts state:

As a guide, you can expect the following grade if your overall percentage scores are as follows:
“A” 90% or higher; “B” 80-89%; “C” 70-79%; “D” 60-69%; “F” 59% or lower
Plus/minus grading will be used.

Final grades will be determined from point totals using a grading scale no more restrictive than the following:

90% - 100%	- 630 - 700	A
80% - 89%	- 560 - 629	B
70% - 79%	- 490 - 559	C
60% - 69%	- 420 - 489	D
0% - 59%	- 0 - 419	F

Plus/Minus grades may be assigned in exceptional situations.

Greene noted that from these statements you cannot be sure if a grade of C is low 70's or high 60's because plus/minus grades are not defined. In addition, Greene explained, with another overhead, that a letter grade point value of a low C would actually appear on the student's transcript as a D+. Greene added that a student with all C- grades is not eligible to graduate from the University - this would apply to graduate students with B- grades.

Kugrens agreed with Greene and added that major surgery is need on the grading system and that minuses are a cancer in the system. He stated that there is no definition of what a C- grade is. He added that he only uses plus and no minus grades. He added that he agrees that the plus/minus grades need to be eliminated from the grading system.

Tom Sanders argued that the plus/minus grades should be eliminated from the grading system and added that too much time is spent on this issue and letter grades only would work well. George Barisas added that Chemistry does not use the plus/minus grades and agreed that these grades should be eliminated. Victor Baez noted that the problem is that the grading system at Colorado State University is not uniform and if the plus/minus grades were eliminated the grading system would become more uniform. Alan Lamborn, Vice Provost for Undergraduate Affairs, stated that the ideal solution would be to eliminate the option to use one system or the other. He noted that faculty are not prepared to eliminate that option. Lamborn said that since the C- grade is the most unfair it was recommended that this grade should be eliminated. Lamborn noted that a 2004 study of all higher ed institutions with enrollment comparable to Colorado State University have the following grading systems:

17 %	- use flat ABCD
75%	use plus/minus system
8 %	scattered over other possibilities

Lamborn added that only two colleges in Colorado - Metro and Mesa - do not use plus/minus grading - but Metro is in the process of switching to plus/minus. He added that the University of Wyoming uses a flat scale grading system. Lamborn added that the students lobbied for years to go to plus/minus grading. He added that the plus/minus grading has less impact on grade point averages. In addition, without plus/minus grading a high B student cannot stand out from the average B student. In addition, a B+ vs. B- needs to be distinguished with respect to students pursuing a graduate degree.

Katie Gleeson, ASCSU President, explained that the students have no meaningful support for eliminating all plus/minus grades. In addition, she does not feel that there has been enough discussion to comment on eliminating only the C- grade. She added that the ASCSU Senate voted “no” on the proposed motion. She added that students feared that C- grades would become D grades. Kugrens suggested that dropping the minus grades would be best solution as that proposal would address only the lower performing students. Baez asked if there was information regarding if the plus/minus grading was optional at the other institutions. Lamborn responded that information was not provided and he has looked at web sites, but cannot answer that question. Tim Gallagher pointed out that the minimum grade requirement is a problem. In addition, if the option was removed and plus/minus was made mandatory - this would not be enforceable. He added that he supports dropping the C- grade. Andrew Norton, Agricultural Sciences Member - Committee on Teaching and Learning noted that it is impossible to have a uniform minimum grade requirement due to accrediting agency requirements

Without objection, Faculty Council moved back into formal discussion.

Richard Eykholt spoke in favor of this motion. He explained that as a professor he cannot be sure that he is always uniform. He added that the minimum grade requirement is a problem because they are not uniform. By eliminating C- grade the current situation could be improved as it identifies a key problem and improves it. Lamborn agreed that this is the best alternative for this issue. Bill Mister stated he did not think it was fair to drop the C- grade because these grades could be reduced to a D and that would not be fair. Nerger pointed out that the plus/minus grading system also affects the senior student with all A and B grades if the student gets "senioritis" and earns a C- grade - the student cannot graduate because they must repeat this course.

Greene moved to amend the main motion as follows:

Traditional Grading - Plus/Minus

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D (Poor, but passing)	1.000
D-	0.667
I (Incomplete)	*
F (Failure)	0.000
W (Withdrawal)	*
S (Satisfactory)	**
H (Honors)	**
U (Unsatisfactory)	*
AU (Audit)	*
NG (No Grade Reported)	*

Dan Turk said his department would strongly oppose this amendment to the motion. John Straayer added that this could turn a lot of B- to C grades. Gleeson added that she did not know if the students would approve of this motion but that she personally does not support it.

GREENE'S MOTION TO AMEND THE MAIN MOTION FAILED.

LEDERER'S MAIN MOTION WAS ADOPTED.

The Faculty Council meeting adjourned at 5:40 p.m.

Robert L. Jones, Chair
Richard Eykholt, Vice Chair
Diane L. Maybon, Secretary

ATTENDANCE
BOLD INDICATES PRESENT AT MEETING
UNDERLINE INDICATES ABSENT AT MEETING

Agricultural Sciences

Stephen Koontz
John Scanga
William Jacobi
Harrison Hughes
Greg Butters
Dennis Lamm
Louis Bjostad

Agricultural and Resource Economics
Animal Sciences
Bioagricultural Sciences & Pest Management
Horticulture & Landscape Architecture
Soil and Crop Sciences
College-at-Large
College-at-Large

Applied Human Sciences

Molly Eckmann
Robert W. Gotshall
David Sampson
Thao Le
Mary Nobe
David Greene
Cliff Harbour
Victor Baez

Design and Merchandising
Health and Exercise Science
Food Science and Human Nutrition
Human Development and Family Studies
Construction Management
Occupational Therapy
School of Education
School of Social Work

Business

William Mister
Dan Turk
Patricia Ryan
Jackie Hartman
Tom Ingram for Joe Cannon

Accounting
Computer Information Systems
Finance and Real Estate
Management
Marketing

Engineering

Chris Kummerow
David Dandy, Excused
Tom Sanders
Steve Reising
Azer Yalin
Paul Heyliger
James Warner

Atmospheric Science
Chemical Engineering
Civil and Environmental Engineering
Electrical and Computer Engineering
Mechanical Engineering
College-at-Large
College-at-Large

Liberal Arts

Lynn Kwiatkowski
Patricia Coronel
Elissa Braunstein
Carol Cantrell
Frederique Marie Andree Grim
Jared Orsi
Cindy Christen
Joel Bacon
Michael McCulloch
John Straayer
Evan Vlachos
Kirsten Broadfoot
Sue Pendell
Eric Aoki
Phil Cafaro

Anthropology
Art
Economics
English
Foreign Languages and Literatures
History
Journalism and Technical Communication
Music, Theater, and Dance
Philosophy
Political Science
Sociology
Speech Communication
College-at-Large
College-at-Large
College-at-Large

Natural Resources

Barry Noon
P. Meiman for Mark Paschke
John Ridley
Maureen Donnelly

Fish, Wildlife and Conservation Biology
Forest, Rangeland, and Watershed Stewardship
Geosciences
Human Dimensions of Natural Resources

Natural Sciences

Paul Laybourn
David Steingraeber
George Barisas
Dale H. Grit
Kenneth Klopfenstein
Raymond 'Steve' Robinson
Patricia Aloise-Young
Phil Chapman
Stephen Stack
Zinta Byrne
Paul Kugrens

Biochemistry and Molecular Biology
Biology
Chemistry
Computer Science
Mathematics
Physics
Psychology
Statistics
College-at-Large
College-at-Large
College-at-Large

Veterinary Medicine and Biomedical Sciences

James Madl
Juliet Gionfriddo
John Reif
Ramesh Akkina
A. Fuciarelli for John Zimbrick
S. Deines for Sue Vandewoude
C. W. Miller
Julia Inamine
Paul Morley
Jeffrey Wilusz

Biomedical Sciences
Clinical Sciences
Environmental and Radiological Health Sciences
Microbiology, Immunology and Pathology
College-at-Large
College-at-Large
College-at-Large
College-at-Large
College-at-Large
College-at-Large

University Libraries

Michelle Wilde
Louise Feldmann

Libraries
At-Large

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

Victor Baez*
Sue LaRue
Laurence Johnson
Steve Newman
Robert Gotshall*
Dan Turk*
David Dandy, Excused*
Naomi Lederer
Frank Peairs
Carole Makela

Chair - Committee on Faculty Governance
Chair - Committee on Intercollegiate Athletics
Chair - Committee on Libraries
Chair - Committee on Responsibilities and Standing of Academic Faculty
Chair - Committee on Scholarship Research and Graduate Education
Chair - Committee on Scholastic Standards
Chair - Committee on Strategic and Financial Planning
Chair - Committee on Teaching and Learning
Chair - Committee on University Programs
Chair - University Curriculum Committee

Officers of Faculty Council

Robert L. Jones
Richard Eykholt
Timothy Gallagher
Diane Maybon
Kirk Hallahan

Chair
Vice Chair
Board of Governors Faculty Representative
Secretary
Parliamentarian

Ex-Officio Non-Elected Non-Voting Members

Larry Edward Penley, excused

Anthony Frank, Excused

Robin Brown

Bill Farland

Blanche M. Hughes

Tom Gorell, Excused

Peter Dorhout

Lou Swanson

Alan Lamborn

Marc Johnson

April Mason

Ann Gill

Ajay Menon

Sandra Woods

Rick Miranda

Lance Perryman

Catherine Murray-Rust

Joseph O'Leary

President

Provost/Senior Vice President

Vice President for Enrollment and Access

Vice President for Research

Vice President for Student Affairs

Vice Provost for Faculty Affairs

Vice Provost for Graduate Affairs

Vice Provost for Outreach and Strategic Partnerships

Vice Provost for Undergraduate Affairs

Dean, College of Agricultural Sciences

Dean, College of Applied Human Sciences

Dean, College of Liberal Arts

Dean, College of Business

Dean, College of Engineering

Dean, College of Natural Sciences

Dean, College of Veterinary Medicine and Biomedical Sciences

Dean, University Libraries

Dean, Warner College of Natural Resources