

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**  
October 7, 2008

**CALL TO ORDER**

The Faculty Council meeting was called to order at 4:00 p.m. by Richard Eykholt, Chair.

**ANNOUNCEMENTS**

- A. Next Faculty Council Meeting - November 4, 2008 - A203 Clark Building - 4:00 p.m.

Eykholt announced that the next Faculty Council meeting will be held on November 4, 2008 in Room A203 Clark Building. The meeting will begin at 4:00 p.m.

- B. President's Fall Address to Faculty - Thursday, November 6, 2008 - 3:00 - 5:00 p.m. - Lory Student Center - Cherokee Park Ballroom

Eykholt announced that the President's Fall Address to Faculty will be held on Thursday, November 6, 2008 from 3:00 - 5:00 p.m. in the Cherokee Park Ballroom.

- C. Executive Committee Meeting Minutes

Eykholt announced that copies of the Executive Committee Meeting Minutes for August 19, 26, September 9, 16, 2008 can be found on pages 1-33 of the October 7, 2008 Faculty Council agenda materials.

- D. Proposed Revisions to the *Manual*, Code Sections proposed by the Committee on Faculty Governance as follows:

1. Proposed Revisions to the *Manual*, Code Section C.2.1.9.3 - The Standing Committees of Faculty Council - Membership and Organization (Revisions clarify who is eligible to vote for Committee Chairs.)
2. Proposed Revisions to the *Manual*, Code Section C.2.1.9.5.a - The Standing Committees of Faculty Council - Executive Committee (Revisions change the term of service on Executive Committee.)
3. Proposed Revisions to the *Manual*, Code Section C.2.1.9.4 - The Standing Committees of Faculty Council - Election to Membership and Term of Service (Revisions clarify that election procedures for Executive Committee are different than for other standing committees.)
4. Proposed Revisions to the *Manual*, Code Section C.2.1.9.5.c - The Standing Committees of Faculty Council - Committee on Intercollegiate Athletics (Revisions clarify student membership on Committee on Intercollegiate Athletics.)
5. Proposed Revisions to the *Manual*, Code Section C.2.4.2 - Departmental Organization (Revisions align the periodic review of departmental codes to coincide with evaluations of academic programs.)
6. Proposed Revisions to the *Manual*, Code Sections C.2.5 - Evaluation of Performance of Faculty and C.2.6.2 - Department Heads (Revisions remove the term "contract" and replace it with "appointment.")

Richard Kitchener, Chair, Committee on Faculty Governance, announced the above revisions to the *Manual* Code sections. These items will be action items at the November 4, 2008 Faculty Council meeting.

***MINUTES TO BE APPROVED***

- A. Faculty Council Meeting Minutes - September 2, 2008

The September 2, 2008 Faculty Council Meeting Minutes were approved by unanimous consent.

***REPORTS TO BE RECEIVED***

- A. Provost/Senior Executive Vice President

Tony Frank, Provost/Senior Executive Vice President, reported that the searches for the Dean of Agricultural Sciences and the Senior Vice Provost for Faculty and Academic Affairs are underway and on-going.

Frank reported that the State budget is very fluid and uncertain at this time. He added that the next revenue forecast for the State will be in December. He encouraged all Faculty Council members to participate in the budgeting process for the University as this is a critical part of shared governance.

FRANK'S REPORT WAS RECEIVED.

- B. Faculty Council Chair

Eykholt announced that the CSU Chapter of the American Association of University Professors is hosting a forum on Higher Education in Colorado and at Colorado State University on Friday, October 10, 2008 from 3:00 to 4:30 p.m. in the Clark Building Room C248. He added that State Senator Bob Bacon, and Colorado State Representatives John Kafalas, Kevin Lundberg, and Randy Fischer will attend this forum. He added that all faculty are welcome to attend.

EYKHOLTS' REPORT WAS RECEIVED.

- C. Board of Governors Faculty Representative

Timothy Gallagher, Faculty Representative to the Board of Governors, noted that his written report for the October 1 and 2, 2008 Board of Governors meeting could be found on pages 46-47 of the agenda materials. Gallagher announced that, by unanimous vote, the Board of Governors approved domestic partner benefits for university employees at its October 1, 2008 meeting. He added that all benefits-eligible academic faculty and administrative professional employees will be eligible for domestic partner benefits beginning January 1, 2009. Gallagher distributed the motion approved by the Board of Governors for the extension of benefits and privileges to domestic partners. He asked that the Faculty Council members read this motion carefully. Gallagher thanked everyone for their support in getting this important issue passed. Phil Chapman asked if "domestic partners" was defined. Gallagher noted that the document states: "... bona fide domestic partners, both same and opposite gender, and their dependents, of eligible faculty and administrative professional appointees." He noted that Human Resource Services is in the process of developing a prescribed document that will be required for establishing a bona fide domestic partner relationship.

GALLAGHER'S REPORT WAS RECEIVED.

***CONSENT AGENDA***

- A. Changes in Curriculum to be Approved: University Curriculum Committee Minutes: August 25, September 8 and 15, 2008

Carole Makela, Chair, University Curriculum Committee, moved that Faculty Council adopt the consent agenda.

Makela's motion was adopted.

***SPECIAL ACTIONS***

- A. Graduate and Undergraduate Student Representative Elections to Faculty Council Standing Committees - Committee on Faculty Governance

Kitchener, Chair, Committee on Faculty Governance, moved that Faculty Council elect the undergraduate and graduate student representatives nominated by the Committee on Faculty Governance to the Faculty Council Standing Committees for one (1) year terms (2008-2009) as follows:

**Committee on Intercollegiate Athletics**

Jessica Moseley	Undergraduate
Sarah Hobdey	Graduate

**Committee on Libraries**

Anna Eder	Undergraduate
Edwin Moshia	Graduate

**Committee on Strategic and Financial Planning**

Taylor Smoot	Undergraduate
Dan Palmer	Graduate

**Committee on Teaching and Learning**

Russ Pinkston	Undergraduate
Seth Anthony	Graduate

**Committee on University Programs**

Sean Slagle	Undergraduate
Amanda Broz	Graduate

**University Curriculum Committee**

Andrew Shank	Undergraduate
Kyle Stone	Graduate

**Committee on Scholarship, Research and Graduate Education**

Tamla Blunt	Graduate
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Eykholt asked for nominations from the floor. Hearing none, the nominations were closed.

The undergraduate and graduate student representatives nominated to the Faculty Council Standing Committees were elected for one year terms - October 2008 - June 2009.

- B. Approval of Degree Candidates - Fall Semester 2008

Frank, Provost/Senior Executive Vice President, moved that Faculty Council approve the candidates who meet the degree requirements for graduation at the close of the 2008 Fall Semester.

Frank's motion was adopted.

- C. Request to Drop the Exercise Science and Nutrition Graduate Interdisciplinary Studies Program in the Departments of Health and Exercise and Food Science and Human Nutrition - University Curriculum Committee

Makela, Chair, University Curriculum Committee, moved that Faculty Council adopt the request to drop the Exercise Science and Nutrition Graduate Interdisciplinary Studies Program in the Departments of Health and Exercise Science and Food Science and Human Nutrition to be effective Fall Semester 2009.

Makela explained that, according to the request from the Departments of Health and Exercise Science and Food Science and Human Nutrition, the graduate interdisciplinary program as currently structured is being discontinued, and specializations are being developed within each department. Students currently enrolled

will be permitted to complete the program. New enrollments are not being accepted. This request was approved by the Committee on Scholarship, Research, and Graduate Education on May 8, 2008 and by the University Curriculum Committee on August 25, 2008.

Makela's motion was adopted.

### ***DISCUSSION ISSUES***

- A. CSU-Global Campus - Robert L. Jones, Chief Academic Officer - CSU-Global Campus; Tony Frank, Provost/Senior Executive Vice President

Eykholt introduced Robert L. Jones, Chief Academic Officer, CSU-Global Campus, and Tony Frank, Provost/Senior Executive Vice President.

Robert Jones explained that he had presented an expanded versions of his presentation regarding CSU-Global Campus prior to the Faculty Council business meeting. He noted that he would present a brief overview of that presentation for those Faculty Council members who were unable to attend earlier. Jones noted that on August 24, 2007 the Board of Governors approved the creation of CSU-Global Campus as an enterprise of the Colorado State University System and, at that time, directed staff to determine the appropriate operating structure. The Board of Governors at its May 7, 2008 meeting delegated to CSU-Global Campus authority over academic, personnel, and financial matters consistent with the powers that have been granted to Colorado State University and Colorado State University-Pueblo. Jones added that the CSU-Global Campus vision statement is to be the premier provider of innovative, higher learning opportunities for nontraditional students in Colorado and beyond. The mission stated for CSU-Global campus is to be committed to advancing student success in a global society, investing in human capital, expanding the State economy, and enhancing the quality of life for citizens in the State of Colorado and beyond by providing access to dynamic degree programs characterized by academic excellence, innovative delivery technologies, and strong stakeholder engagement.

Jones reported that CSU-Global Campus launched classes on September 1. The enrollment as of September 1 was 843 credit hours sold. The business plan goal was a gross of 745 credit hours with 20 percent attrition and a net 596 credit hours. The actual hours registered was 41 percent above the latter goal. The second eight week term goal is 1863 credit hours before attrition, with a net goal of 1490. The current Fall 2008 programs include:

- Bachelor's Degree Completion Programs
  - B.S. in Public Management
  - B.S. in Leadership and Organizational Studies
    - Business Management
    - Public and Nonprofit Management
    - Public Safety

- Master's Degree programs
  - M.S. in Leadership and Organizational Studies
  - M.S. in Online Teaching and Learning

Jones noted that, by June 2009, it is projected that CSU-Global Campus will have a revenue of \$3.5 million. He added that, by FY2010, CSU-Global Campus should be able to begin paying back its loan to the Board of Governors. He added that CSU-Global Campus has been very successful. Jones stated that CSU-Global campus will focus on nontraditional students who are Colorado community college graduates, State and local government employees, active and retired military personnel, corporations, professional Masters degree students across all segments, and adult students returning to college.

Jones remarked that CSU-Global Campus was created as an enterprise that meets all the requirements of a separately accreditable educational organization under the Higher Learning Commission Policy. He added that currently CSU-Global Campus is operating under the accreditations of Colorado State University and Colorado State University-Pueblo. The CSU-Global Campus develops and delivers online Masters degree programs accredited through Colorado State University and Baccalaureate degree programs accredited through Colorado State University-Pueblo. However, CSU-Global Campus plans to obtain independent accreditation by December 2010. The CSU-Global Campus has created the Academic Council, which is subject to the regulations and policies of the Board of Governors, has jurisdiction over the general

education policy of CSU-Global Campus, shall pass all rules and regulations necessary to academic governance, and has authority over all programs of study. The Academic Council establishes policies which result in:

Curricula suited to the needs of the State, as well as regional, national, and international concerns.

The best possible teaching and scholarly activities.

Conditions in which both faculty members and students can learn and develop according to their individual interests and aptitudes.

Mechanisms of shared governance.

Jones noted that the Academic Council Membership includes:

CSU-Global Campus

Chief Academic Officer

Two Program Directors

Non-Voting:

Executive Director of Instructional Development

Executive Director of Enrollment and Student Success

Director of Institutional Effectiveness and Quality Assurance

CSU Membership (Graduate Degrees):

Vice Provost for Graduate Affairs

Dean - College of Applied Human Sciences

Immediate Past Chair - Committee on Scholarship, Research, and Graduate Education

At-large CSU faculty representative

CSU-Pueblo Members (Undergraduate Degrees):

Provost

Dean of CHSS

Former Curriculum Committee Member

At-large CSU-Pueblo faculty representative

Jones noted that the Higher Learning Commission had a site visit to CSU-Global Campus in early September and was very laudatory of the design plan for CSU-Global Campus. Jones explained that CSU-Global Campus is hiring faculty independent of Colorado State University and Colorado State University-Pueblo. He added that the CSU-Global Campus has very high standards for its faculty. He noted that a terminal degree is preferred, with at least 18 graduate credit hours or equivalent professional experience within the discipline. He added that official transcripts for applicants are evaluated. Applicants must provide documented online teaching experience, verify professional experience, and submit letters of recommendation. Faculty teach class sections of 15-18 students. He noted that there have been no official job advertisements and there has been a significant number of applicants. Jones noted that CSU-Global has purchased the right to use master syllabi from courses at Colorado State University and Colorado State University-Pueblo. He added that, as CSU-Global Campus grows, it will use its own faculty to design/develop courses through the Academic Council. Jones noted that the Master Degree Programs are modeled after Plan C professional degrees.

C. W. Miller asked if background checks are required for CSU-Global Campus. Jones responded that they do conduct background checks. Miller asked how CSU-Global Campus could generate \$3.5 million when his calculations showed approximately \$180,000 for 843 credit hours. Jones said the \$3.5 million is projected for one year not the first 8-week session. He added that there are six eight-week sessions per year. Miller asked what the projected costs are for CSU-Global Campus. Jones responded that this is hard to estimate because it all depends on growth and enrollment and reiterated that CSU-Global Campus is required to become a cash funded operation so there will be no cost to the System. Miller asked how long it would take a student to complete a degree. Jones responded that students can take more time to complete a degree. There is no requirement that a student must complete a degree in two years. Jones noted that the Academic Council will be a voting body and minutes will be taken at meetings. The Academic Council is the final approval step within CSU-Global Campus for degree programs before they are submitted to the Board of Governors and the Colorado Department of Higher Education.

David Gilkey asked about the number of tenure and non-tenure track faculty members at CSU-Global Campus. Jones responded that there are no tenured faculty members. There are two groups of faculty - full-time core faculty and part-time teaching faculty. He added that 26 faculty members have been hired from all over the country. They are teaching online and often this is their full time vocation.

Steve Robinson asked how many master syllabi were purchased and what did it cost? Jones responded that Memorandums of Understanding (MOUs) were agreed upon with all involved colleges. He noted that 60-70 master syllabi were purchased at a cost of \$8,000 each and that the MOUs also have a five (5) percent royalty provision. Robinson asked if more master syllabi could be purchased. Jones responded that this is possible and, if so, CSU-Global Campus would come to Colorado State University and Colorado State University-Pueblo first.

Robinson asked who gets the royalties. Frank responded that royalties are negotiated with the Deans and the units. He thought the royalties went back to the units that generated the syllabi. He agreed to check into this and get back to Robinson. Jones noted that at Colorado State University-Pueblo the monies go to the Provost.

Steve Stack asked where the idea of CSU-Global Campus arose? Jones responded that he was not sure where the idea came from as it predates his involvement. It was noted that the Board of Governors and the Chancellor agreed to pursue the development of a global campus to provide courses online to nontraditional students. In addition, it would provide interdisciplinary B.S. and M.S. degrees. Plus, on the financial side, the online University could make money. Jones added that the University of Phoenix makes over \$100 million a year. Jones noted that CSU-Global Campus can compete and garner a portion of this market. He stated that CSU-Global Campus could have 20-25 thousand students in 5 years. Jones added that he wants to make sure CSU-Global Campus is great - not just big - with established educational integrity.

John Straayer asked what is the time line for CSU-Global Campus to become self sufficient and what collateral was provided for the line of credit? Tony responded that the BOG provided CSU-Global Campus \$12 million out of reserves as a start up venture. Bob noted that CSU-Global Campus is targeting FY2010 to begin paying back this loan. There was no collateral required.

Tim Gallagher asked to respond to the question regarding how CSU-Global Campus began. Gallagher explained that he attended his first Board of Governors meeting in August of 2007. Gallagher noted that a draft proposal for CSU-Global Campus (at that time CSU-Colorado) was presented to the Board of Governors at its June 2007 meeting. Gallagher explained that Ted Weston was the faculty representative at that time. Gallagher explained that a consultant was hired to compile this proposal. Gallagher reported that he did not feel that the faculty members at Colorado State University were consulted, but added that he feels they are now doing a better job in keeping everyone informed.

Frank added, if the question was if Colorado State University should invest \$10 million to compete with the University of Phoenix, the answer by most of us would probably be 'no.' But if the question was about extending our mission to a broader population in a way that increases resources, the answer might well be 'yes.' The Board of Governors has a responsibility to be concerned about the delivery of resources to the CSU campuses. The Board of Governors also has to determine if CSU-Global Campus fits with Colorado State University's mission. The Board of Governors felt that CSU-Global Campus could provide an innovative way to provide additional revenue, and the Board of Governors also expects that the institutional and education integrity of the Colorado State University System will be upheld by CSU-Global Campus.

Phil Chapman asked when CSU-Global Campus decided to offer Masters degree programs. Jones responded that the original plan included both undergraduate and graduate degree programs. Chapman stated that CSU-Global Campus could be in direct competition with Colorado State University distance degree programs. Jones reiterated that CSU-Global Campus has been directed by the Board of Governors not to compete with degree programs at Colorado State University or Colorado State University-Pueblo. Chapman noted that the distance degree programs at Colorado State University target exactly the same clientele as CSU-Global Campus - online Masters degrees for adults and working students. Frank asked who has input regarding areas with overlap/competition? Peter Dorhout responded that, as a member of the Academic Council, some concerns have been raised regarding overlap/competition for graduate degrees for adult students. He noted that there are also potential areas of growth at Colorado State University. The Academic Council will work to make sure to avoid overlap/competition as much as possible.

Dan Turk asked Jones to explain the interdisciplinary versus disciplinary model. Jones explained that at the graduate level a professional Master of Science degree will be merged with management. Undergraduate degrees focus on social sciences and technology fields. Areas are blended to meet industry needs. This is based on marketing research.

Gilkey asked if the Division of Continuing Education will be shut down and replaced with CSU-Global Campus? Frank responded - no. The Division of Continuing Education can continue to offer and develop online degrees for Colorado State University.

Jacobi asked if \$10 million should be given to the Division of Continuing Education to develop online degrees. Frank responded that there has never been a proposal from the Division of Continuing Education for funding in the budget process. He added that maybe there should have been, but such a proposal had not been made, so, when CSU-Global Campus was under consideration, it was not a choice between CSU-Global Campus or revamping the Division of Continuing Education, it was simply a question of whether or not to move forward with CSU-Global Campus.

Phil Cafaro asked, since CSU-Global Campus is under the accreditation of Colorado State University and Colorado State University-Pueblo, do faculty members at these latter institutions have oversight? In addition, what long term quality control will be implemented when you have faculty employed all over the world? Jones responded that the CSU-Global Campus Academic Council has representative from the academic division of the two sister institutions to provide academic oversight. The CSU-Global Campus faculty have regular meetings (often there have been weekly meetings on various issues during startup) with 90 percent participation via informational technology methods. He added that a curriculum committee will develop courses, but that is in the infancy stage. A contingent of online faculty will be developed and will be paid based on performance, not piece work.

In response to a question regarding diplomas and whether CSU-Global Campus graduates would have a Colorado State University degree, Frank pointed out that, by the time the first degrees are awarded, it is hoped that CSU-Global Campus will have its own accreditation, and it will no longer operate under the accreditation of Colorado State University. He added that the Academic Council is also responsible for quality control issues.

Ray Hogler asked what would stop the CSU-Global Campus from breaking off from the system and going out on its own. Jones responded that CSU-Global Campus was created as an enterprise under the system. He added that CSU-Global Campus shares the same governing board. In contrast, he noted that the University of Phoenix is a private institution; whereas, CSU-Global Campus is a public institution operating under Colorado State University's Board of Governors and does not have the means to become private or establish an independent governing board.

Robinson asked if interest was being charged on the loan, and if so, what was the interest rate? Frank responded that the loan was interest free. The Board of Governors awarded the loan as start up funds for CSU-Global Campus.

Robinson noted that the Colorado Commission on Higher Education has brought to attention several issues regarding CSU-Global Campus. He asked for a response to these concerns. Frank explained that the Colorado Commission on Higher Education and the Board of Governors appear to have a difference of opinion regarding authorization of CSU-Global Campus. Frank added that both entities are working in good faith to resolve any issues.

Eykholt thanked Jones and Frank for coming to Faculty Council to discuss CSU-Global Campus. He also noted that open fora are planned on campus regarding CSU-Global Campus.

B. Associated Students of Colorado State University (ASCSU) Student Issues - ASCSU Officers - Taylor Smoot, President; Russ Pinkston, Director of Academics

Eykholt introduced Taylor Smoot, ASCSU President, and Russ Pinkston, ASCSU Director of Academics.

Smoot stated that the students and faculty/teachers share some of the same concerns. He added that ASCSU would like to collaborate with Faculty Council to address these concerns. Smoot noted the following issues that ASCSU will address this year:

1. Tuition, student fees.
2. Hold administration accountable for actions.
3. Voter registration - educate students on political issues - inform students about early voting on campus.

Smoot also thanked Faculty Council for its part in getting the domestic partners benefits issue adopted. He noted that the students supported this issue.

Pinkston stated that the ASCSU academics will be working on the following issues:

1. Honor Code of Conduct statement for campus. He noted that a proposal was passed by ASCSU and he will be meeting with the Office of Conflict Resolution and Student Conduct Services regarding this issue. Eventually this will be brought forward to the Committee on Teaching and Learning for its consideration and, hopefully, it will be brought forward to Faculty Council for action.
2. Textbook issues. Pinkston stated that ASCSU has been actively trying to lower the cost of textbooks. Pinkston noted that they are trying to get faculty to use "e-reserve" so students can read books online. Another issue is that many textbook orders are not turned in on time, making it more difficult for students to buy used textbooks.

Smoot added that students are not against tuition increases, but they want the funds to go back into teaching and learning, not to other administrative ventures.

Eykholt thanked Smoot and Pinkston for their presentation.

C. Proposed Revisions to the Manual, Section E.10.7 - Disciplinary Action for Tenured Faculty

Eykholt explained that this section of the *Manual* has been under review for approximately two years. He asked for input from Faculty Council because the Committee on Responsibilities and Standing of Academic Faculty is nearing a final draft of this section, and the Committee would like input on the proposal.

Eykholt explained that the section has been revised to reflect the following changes:

1. The current policy addresses only tenured faculty. Tenured, tenure-track, and multi-year research faculty appointments are now addressed in the proposed policy.
2. The current policy only considers performance issues and does not address discipline for behavioral issues. The new policy addresses both performance and behavioral issues.
3. The old language focuses on revocation of tenure. The proposal emphasizes a range of discipline can occur.
4. The timeline for resolution has been streamlined.

Eykholt introduced the following people who are available to respond to questions. Steve Newman, Chair, Committee on Responsibilities and Standing of Academic Faculty; Amy Parsons, Deputy General Counsel; Tom Gorell, Senior Vice President for Administrative Services (immediate past Vice Provost for Faculty Affairs); Paul Bell, University Grievance Officer (available via telephone); and himself, as he was a member of the task force that studied this issue, and he was also Chair of the Committee on Responsibilities and Standing of Academic Faculty when this issue was first brought forward for revisions.

Eric Aoki noted that, on line 87 of the document, the statement ". . . or impairs such duties or responsibilities of others." He noted that he could not find where this statement appears in the new language. Karrin Anderson pointed out that the new language no longer covers faculty interference with other faculty conducting duties. Newman pointed out that the old language was rephrased in lines 32 and 38 on page 68 of the agenda materials, but that this language will be put back in.



Matt Malcolm stated that the policy is vague on research misconduct issues. Eykholt explained that there are official administrative procedures that must be following regarding research misconduct issues. Someone accused of research misconduct must go through the administrative procedures before it can be determined if misconduct has occurred. This parallels with the sexual harassment procedures. He noted that the administrative research misconduct procedures have no discipline authority, only investigative authority. If this research misconduct procedure finds that discipline is warranted the faculty member can be disciplined only by fellow faculty members. He explained that the faculty hearing committee will use findings from the research misconduct procedures to determine discipline. Malcolm asked if there was a reference to research misconduct in the *Manual*. Eykholt stated that a new Appendix 5 will be added to the *Manual* regarding this issue in the near future. Newman noted that the research misconduct procedures can be found on the Senior Vice President for Research and Engagement website.

Makela asked a question in regard to line 316 where it states a member can recuse themselves. If this happens will the committee be reduced in number from six. Eykholt responded that the committee must have at least six people. He noted one exception on line 420 where it states, "If one or more members of the Hearing Committee cannot complete the Hearing and reporting process, then this process shall continue without them." He noted that if the number drops below five then the process will be terminated and a new hearing committee will be formed to conduct a new hearing.

Jacobi stated that he wanted to publicly thank everyone who worked on this policy. He added it was a job well done.

Malcolm noted that he could not find in the new language the statement on line 77-78, "...findings that the individual's level of performance has significantly declined over time...." Newman explained that the Committee could not define "over time" and so this statement was eliminated. Eykholt added that the discipline is not always revocation of tenure, it could be a letter of reprimand. He noted the new language addressing this was on page 68, lines 30-38.

Makela asked who has access to official personnel files? Eykholt responded that this is restricted "need to know" because of the open records law. Amy Parsons explained out that the term "personnel file" refers to confidential information that does not need to be produced for the public domain. Eykholt noted that there is no blanket statement for who has access to this file, it may vary. Eykholt added that hearing committee findings may not be available to other committees such as tenure and promotion committees - it would need to be decided if the information was relevant. Eykholt noted that tenure is based on performance so, if discipline were due to behavior, it may not be relevant. An exception to this might be research misconduct, in which case the Senior Vice Provost for Faculty and Academic Affairs would decide relevance.

Eykholt requested that, if anyone has minor editing concerns, they please send this information to the Faculty Council office or directly to Newman.

The Faculty Council meeting adjourned at 6:00 p.m.

Richard Eykholt, Chair  
Paul Laybourn, Vice Chair  
Diane L. Maybon, Secretary

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

### **Agricultural Sciences**

<b>Stephen Koontz</b>	<b>Agricultural and Resource Economics</b>
<u>TBD</u>	<u>Animal Sciences</u>
<b>William Jacobi</b>	<b>Bioagricultural Sciences &amp; Pest Management</b>
<b>Harrison Hughes</b>	<b>Horticulture &amp; Landscape Architecture</b>
<b>Craig Butters</b>	<b>Soil and Crop Sciences</b>
<b>Dennis Lamm</b>	<b>College-at-Large</b>
<u>Louis Bjostad</u>	<u>College-at-Large</u>

### **Applied Human Sciences**

<b>Molly Eckman</b>	<b>Design and Merchandising</b>
<b>Robert Gotshall</b>	<b>Health and Exercise Science</b>
<b>David Sampson</b>	<b>Food Science and Human Nutrition</b>
<b>Thao Le</b>	<b>Human Development and Family Studies</b>
<b>Mary Nobe</b>	<b>Construction Management</b>
<b>Matthew Malcolm</b>	<b>Occupational Therapy</b>
<b>Carole Makela</b>	<b>School of Education</b>
<b>Kim Bundy-Fazioli</b>	<b>School of Social Work</b>

### **Business**

<b>Bill Rankin</b>	<b>Accounting</b>
<b>Daniel Turk</b>	<b>Computer Information Systems</b>
<b>Patricia Ryan, Excused</b>	<b>Finance and Real Estate</b>
<b>Ray Hogler (Substitute for J. Hartman Fall 2008)</b>	<b>Management</b>
<b>Joe Cannon</b>	<b>Marketing</b>

### **Engineering**

<b>Chris Kummerow</b>	<b>Atmospheric Science</b>
<b>David Dandy</b>	<b>Chemical and Biological Engineering</b>
<b>Tom Sanders (Fall 2008)</b>	<b>Civil and Environmental Engineering</b>
<b>Steve Reising</b>	<b>Electrical and Computer Engineering</b>
<b>Hiroshi Sakurai</b>	<b>Mechanical Engineering</b>
<b>Xianghong Qian</b>	<b>College-at-Large</b>
<b>James Warner</b>	<b>College-at-Large</b>

### **Liberal Arts**

<u>Christopher Fisher</u>	<u>Anthropology</u>
<b>Catherine Dicesare</b>	<b>Art</b>
<b>Kirsten Broadfoot</b>	<b>Communication Studies</b>
<b>R. Vasudaran</b>	<b>Economics</b>
<b>for E. Braunstein</b>	
<u>TBD</u>	<u>English</u>
<b>Ernesto Sagas</b>	<b>Ethnic Studies</b>
<b>Frederique Grim</b>	<b>Foreign Languages and Literatures</b>
<b>Thaddeus Sunseri</b>	<b>History</b>
<b>Cindy Christen</b>	<b>Journalism and Technical Communication</b>
<b>Joel Bacon</b>	<b>Music, Theater, and Dance</b>
<b>Michael McCulloch</b>	<b>Philosophy</b>
<b>John Straayer</b>	<b>Political Science</b>
<b>(Substitute for Bradley MacDonald Fall 2008)</b>	
<b>Ken Berry</b>	<b>Sociology</b>
<b>Karrin Anderson</b>	<b>College-at-Large</b>
<b>Eric Aoki</b>	<b>College-at-Large</b>
<b>Phil Cafaro</b>	<b>College-at-Large</b>

### **Natural Resources**

<b>K. Hyvoot for B. Noon</b>	<b>Fish, Wildlife, and Conservation Biology</b>
<b>Mark Paschke</b>	<b>Forest, Rangeland, and Watershed Stewardship</b>
<b>John Ridley</b>	<b>Geosciences</b>
<b>Alan Bright</b>	<b>Human Dimensions of Natural Resources</b>

### **Natural Sciences**

<b>Eric Ross</b>	<b>Biochemistry and Molecular Biology</b>
<b>David Steingraeber</b>	<b>Biology</b>
<u>George Barisas</u>	<u>Chemistry</u>
<b>Dale Grit</b>	<b>Computer Science</b>
<b>Ken Klopfenstein</b>	<b>Mathematics</b>
<b>Raymond Robinson</b>	<b>Physics</b>
<b>Patricia Aloise-Young</b>	<b>Psychology</b>
<b>Philip Chapman</b>	<b>Statistics</b>
<b>Steve Stack</b>	<b>College-at-Large</b>
<b>Zinta Byrne</b>	<b>College-at-Large</b>
<u>TBD</u>	<u>College-at-Large</u>

### **Veterinary Medicine & Biomedical Sciences**

<u>James Madl</u>	<u>Biomedical Sciences</u>
<b>Juliet Gionfriddo</b>	<b>Clinical Sciences</b>
<b>Howard Ramsdell</b>	<b>Environmental &amp; Radiological Health Sciences</b>
<b>Ramesh Akkina</b>	<b>Microbiology, Immunology and Pathology</b>
<u>TBD</u>	<u>College-at-Large</u>
<u>TBD</u>	<u>College-at-Large</u>
<b>C. W. Miller</b>	<b>College-at-Large</b>
<b>S. Deines for J. Inamine</b>	<b>College-at-Large</b>
<b>Paul Morley</b>	<b>College-at-Large</b>
<u>Jeffrey Wilusz</u>	<u>College-at-Large</u>

### **University Libraries**

<b>Dawn Bastian Paschal</b>	<b>Libraries</b>
<b>Louise Feldmann</b>	<b>At-Large</b>

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

<b>Richard Kitchener (Fall 2008), Chair</b>	<b>Committee on Faculty Governance</b>
<u>Susan LaRue, Chair</u>	<u>Committee on Intercollegiate Athletics</u>
<u>Oren Anderson, Chair</u>	<u>Committee on Libraries</u>
<b>Steven Newman, Chair</b>	<b>Committee on Responsibilities &amp; Standing of Academic Faculty</b>
<b>Tony Maciejewski, Chair</b>	<b>Committee on Scholarship Research and Graduate Education</b>
<b>Dan Turk, Chair*</b>	<b>Committee on Scholastic Standards and Awards</b>
<b>David Dandy, Chair*</b>	<b>Committee on Strategic and Financial Planning</b>
<b>Andrew Norton, Chair</b>	<b>Committee on Teaching and Learning</b>
<b>Frank Peairs, Acting Chair, Excused</b>	<b>Committee on University Programs</b>
<b>Carole Makela, Chair*</b>	<b>University Curriculum Committee</b>

### **Ex-Officio Non-Elected Non-Voting Members**

<b>Larry Edward Penley, Excused</b>	<b>President</b>
<b>Anthony Frank</b>	<b>Senior Executive Vice President/Provost</b>
<u>Bill Farland</u>	<u>Senior Vice President for Research and Engagement</u>
<b>Sandra Woods</b>	<b>Interim Senior Vice Provost for Faculty and Academic Affairs</b>
<u>Robin Brown</u>	<u>Vice President for Enrollment and Access</u>
<u>Blanche M. Hughes</u>	<u>Vice President for Student Affairs</u>
<b>Peter Dorhout</b>	<b>Vice Provost for Graduate Affairs</b>
<u>Lou Swanson</u>	<u>Vice Provost for Outreach and Strategic Partnerships</u>
<b>Alan Lamborn</b>	<b>Vice Provost for Undergraduate Affairs</b>
<u>Lee Sommers</u>	<u>Interim Dean, College of Agricultural Sciences</u>
<u>April Mason</u>	<u>Dean, College of Applied Human Sciences</u>
<u>Ajay Menon</u>	<u>Dean, College of Business</u>

***Ex-Officio Non-Elected Non-Voting Members (Continued)***

<b>Sandra Woods</b>	<b>Dean, College of Engineering</b>
<u>Ann Gill</u>	<u>Dean, College of Liberal Arts</u>
<b>James Sites/R. Miranda</b>	<b>Dean, College of Natural Sciences</b>
<u>Pat Burns</u>	<u>Interim Dean, University Libraries</u>
<u>Lance Perryman</u>	<u>Executive Dean and Dean, College of Veterinary Medicine and Biomedical Sciences</u>
<u>Joseph O'Leary</u>	<u>Dean, Warner College of Natural Resources</u>
<b>Courtney Butler</b>	<b>Chair, Administrative Professional Council</b>