

To Faculty Council Members: Your critical study of these minutes is requested. If you find errors, please contact Diane Maybon, at 1-5693 or dmaybon@colostate.edu.

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

MINUTES
FACULTY COUNCIL
March 1, 2011

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 - Tuesday - April 5, 2011 - A101 Clark - 4:00 p.m.

Eykholt announced that the next scheduled Faculty Council meeting will be held on Tuesday, April 5, 2011 in A101 Clark at 4:00 p.m.

- B. Open Forum - Faculty Members - Patrick McConathy, Chair, Board of Governors and Tony Frank, President - April 21, 2011 - 11:00 a.m. - ASCSU Senate Chambers

Eykholt announced that an Open Forum with Patrick McConathy, Chair, Board of Governors and Tony Frank, President for faculty members will be held on Thursday, April 21, 2011 at 11:00 a.m. in the Associated Students of Colorado State University Senate Chambers.

- C. Standing Committee Elections - April 5, 2011 - Committee on Faculty Governance

- D. Grievance Panel Elections - April 5, 2011 - Committee on Faculty Governance

- E. Sexual Harassment Panel Elections - April 5, 2011 - Committee on Faculty Governance

- F. Discipline Panel Elections - April 5, 2011 - Committee on Faculty Governance

Luis Garcia, Vice Chair, Committee on Faculty Governance announced that items C through F will appear on the April 5, 2011 Faculty Council agenda as action items by virtue of announcement at the March 1, 2011 Faculty Council meeting.

- G. Proposed Revision to the *Manual*, University Code, Section C.2.1.3 - Membership on Faculty Council - Committee on Faculty Governance

- H. Proposed Revision to the *Manual*, University Code, Section C.2.8 - Amendment Procedure - Committee on Faculty Governance

Garcia, Vice Chair, Committee on Faculty Governance announced that items G and H will appear on the April 5, 2011 Faculty Council agenda as action items by virtue of announcement at the March 1, 2011 Faculty Council meeting.

- I. Executive Committee Meeting Minutes: January 18, 2011

Eykholt noted that the January 18, 2011 Executive Committee meeting minutes were distributed for informational purposes to Faculty Council members via email.

Minutes to be Approved

A. Faculty Council Meeting Minutes - February 1, 2011

The February 1, 2011 Faculty Council meeting minutes were approved by unanimous consent.

Reports To Be Received

A. President

Tony Frank, President reported on the budget planning for FY 11-12. He noted that an open forum will be held next week, hosted by the Provost. After input is received from that event, another budget will be prepared. He noted that the long bill should be signed by May and then the budget can be finalized for Board of Governors' approval in June. He added that differential tuition will help considerably in reducing cuts to the colleges.

Margarita Lenk noted that Arizona State University is planning to double its faculty workload and the University is also planning for student protests regarding tuition increases, etc. Lenk asked Frank if Colorado State University is planning to increase faculty workload and planning for student protests. Frank responded that he had not heard about the Arizona State issues. However, he noted that the Board of Governors reviewed faculty workload last Spring and did not see a need to increase workloads. Legislators have inquired about faculty workload, and the Board of Governors has provided the report that was given to it last Spring. Frank explained that the students at Colorado State University have a lower debt load than the national average. He added that there are no plans for dealing with students protests at Colorado State University.

Frank thanked the faculty for all the work that they do, noting that the reputation of the University is built upon the work that the faculty and staff do.

Frank's report was received.

B. Provost/Executive Vice President

Rick Miranda reported that the enrollment numbers for Spring 2011 are higher than anticipated. Miranda explained that another disbursement of the "XYZ" monies will be made within the month to colleges. Miranda noted that the tuition sharing models have proved to be fruitful, as several new programs have been approved and are moving through the governance system. Some examples include a Masters in Applied Statistics and a Ph.D. in Social Work. Miranda reported that the search for the Dean of the College of Applied Human Sciences is nearing conclusion. He noted that he has invited one of the finalist for a second visit to the campus. Miranda shared with Faculty Council members that President Frank has been doing community tours around the State. Miranda noted that he will be stepping in for the President and will be visiting the four corners area in the State over the Spring recess. Miranda also announced that, on March 9th, an open forum will be held to discuss the FY11-12 budget. He urged faculty members to attend and participate in this budget process.

Miranda's report was received.

C. Faculty Council Chair

Eykholt reported that SB 11-011, regarding voting rights for faculty and student representatives to the Board, died in committee. Eykholt reported that HB 11-1057, regarding improving the employment situation for contingent faculty, also died in committee.

Eykholt noted that, if the Faculty Council meeting runs long, he plans to postpone the remaining action items soon after 5:00 p.m. to allow time for the discussion with Becky Takeda-Tinker, President CSU-Global Campus.

Eykholt's report was received.

D. BOG Faculty Representative

Dan Turk noted that his report was sent via email to the Faculty Council members.

This report covers the regularly scheduled Board of Governors (BoG) Committee and Board meetings which took place February 14-16 in Pueblo, and the Board Retreat that was held on February 1 and 2.

Full minutes of the meetings may be found on the Board of Governors' web site at <http://www.csusystem.edu> from the "Meetings, Agendas, and Minutes" link as soon as they are posted there. I will summarize in this report what I consider some of the more pertinent information. Please contact me or check the official minutes if you want more details or clarification on any issues.

Board Retreat. A two-day Board Retreat was held in Colorado Springs on February 1 and 2. The emphasis for this retreat was discussion of how the CSU System, and its constituent institutions, could do a better job of attracting students from across the diverse population of Colorado, and work to ensure their retention and success while at, and graduation from, CSU. While much discussion focused on how to better support minority populations (Hispanic, black, etc.), the final goal expressed at the retreat was for our student populations to reflect the diversity of whatever the population of Colorado looks like as it grows and changes over time, and that we should be doing whatever it takes to accomplish this. The Chancellor has taken some initiative to reach out to the Hispanic community in Denver, and believes he is already seeing results from that.

Of significant interest, is a part of Senate Bill 52, "Goals for Higher Education," which specifies that there may be rewards for decreasing and penalties for not decreasing the disparity in access, retention, and graduation of minorities, especially Hispanics.

Global Campus – President to visit March Faculty Council meeting. Becky Takeda-Tinker, President of CSU-Global Campus, will be attending the March 1, 2011 Faculty Council meeting and providing a short presentation and opportunity for questions and answers.

Global Campus – Definition of "Non-Traditional Student" and Possible Admission of High School Students. CSU-Global Campus includes as a key part of their definition of "non-traditional student," their target market, as those who are working part-time or full-time, and they are considering whether to begin accepting high school students who start taking college classes before graduation.

Legislature – Faculty Workload May Come Up. The legislature may be discussing faculty workload. CSU and the Board have already looked at this over the past year or so and feel ready with the documents and evaluation processes that are currently in place.

Legislature – Concealed Carry Bill to be Discussed in House. The Legislature may be taking up the issue of "Concealed Carry" again in a discussion in the House. This bill could expand the rights of handgun owners to carry weapons with or without a concealed carry permit, and could allow them to carry anywhere, including K-12 and college campuses.

Next Board Meetings

The next regular meeting of the Board of Governors is scheduled for May 3 - 4, 2011 at CSU-Fort Collins. A Board Retreat is being scheduled for sometime in June.

Turk's report was received.

Consent Agenda

- A. Changes in Curriculum to be Approved: University Curriculum Committee Minutes: December 10, 2010 and January 21, and 28, 2011

Carole Makela, Chair, University Curriculum Committee, moved that Faculty Council adopt the Consent Agenda.

Makela's motion was adopted.

Special Actions

- A. Election - Faculty Council Chair - Committee on Faculty Governance - Timothy Gallagher Nominated

Garcia, Vice Chair, Committee on Faculty Governance, presented the Committee on Faculty Governance's nomination for Faculty Council Chair:

Tim Gallagher, Department of Finance and Real Estate

Eykholt asked for nominations from the floor. Hearing no nominations, the nominations were closed.

Tim Gallagher was elected as Chair of Faculty Council for a one-year term July 1, 2011 through June 30, 2012.

- B. Election - Faculty Council Vice Chair - Committee on Faculty Governance - Karrin Anderson Nominated

Garcia, Vice Chair, Committee on Faculty Governance, presented the Committee on Faculty Governance's nomination for Faculty Council Vice Chair:

Karrin Anderson, Department of Communication Studies

Eykholt asked for nominations from the floor. Hearing no nominations, the nominations were closed.

Karrin Anderson was elected as Vice Chair of Faculty Council for a one-year term July 1, 2011 through June 30, 2012.

- C. Election - Faculty Council Board of Governors Faculty Representative - Carole Makela and Margarita Lenk Nominated - Committee on Faculty Governance

Garcia, Vice Chair, Committee on Faculty Governance, presented the Committee on Faculty Governance's nominations for Faculty Council Board of Governors Faculty Representative:

Margarita Lenk, Department of Accounting and Department of Computer Information Systems
Carole Makela, School of Education

Eykholt asked for nominations from the floor. Hearing no nominations, the nominations were closed.

Ballots were distributed and counted. Carole Makela was elected as the Faculty Council Board of Governors Representative for a one-year term July 1, 2011 through June 30, 2012.

- D. Proposed Revisions to the *Manual*, University Code, Section C.2.8 - Creation and Organization of Special Academic Units - Committee on Faculty Governance

Garcia, Chair, Committee on Faculty Governance, moved that the Faculty Council adopt the proposed revisions to the *Manual*, University Code, New Section C.2.8 - Creation and Organization of Special Academic Units to be effective upon the approval of the Board of Governors of the Colorado State University Systems as follows:

Additions – Underlined - Deletions - ~~Strikeouts~~

C.2.8 Creation and Organization of Special Academic Units

C.2.8.1 Creation of a Special Academic Unit

Initial approval for the creation of a Special Academic Unit shall follow the procedures in Section C.2.2. The proposal for the creation of a Special Academic Unit shall include all of the following:

- a. It shall specify the name and the mission. The name shall not include the terms “department” or “college,” but, in some cases, it may be appropriate for the name to include the term “school.”
- b. It shall specify the proposed Director(s).
- c. It shall include a proposed code, as described in Section C.2.8.3.
- d. It shall specify a group of participating faculty members from more than one department (see Section C.2.3.3).
- e. For each department participating in the Special Academic Unit, there shall be a written document signed by the proposed Director(s) of the Special Academic Unit, the department head, and the college dean detailing the expected commitments of the department to the Special Academic Unit.
- f. For each college participating in the Special Academic Unit, there shall be a written document signed by the proposed Director(s) of the Special Academic Unit and the college dean detailing the expected commitments of the college to the Special Academic Unit.
- g. For each participating faculty member who is listed as helping to deliver the courses and/or programs of the Special Academic Unit, there shall be a written document signed by the proposed Director(s) of the Special Academic Unit, the faculty member, the head of the faculty member’s home department, and the dean of the faculty member’s college detailing the expected commitments to the Special Academic Unit, the duration of these commitments, and how these expectations shall be factored into performance evaluations within the home department.
- h. It shall identify the organizational units and faculty expertise which are critical to the success of the Special Academic Unit and identify their critical roles.
- i. It shall demonstrate the existence of sufficient financial and other resources to carry out any activities associated with housing and offering the courses and/or programs of study.

C.2.8.2 Housing of Courses and Programs of Study

Proposals by Special Academic Units to house courses and/or programs of study shall follow the same curricular procedures as for departments (as closely as possible), including approval by Faculty Council. Any deviations from these procedures to fit the distinctive characteristics of a Special Academic Unit must be approved by the University Curriculum Committee and Faculty Council. New degrees and majors require the approval of the Board and the Colorado Commission on Higher Education.

C.2.8.3 Code of a Special Academic Unit

A Special Academic Unit shall operate under a code that includes all of the following:

- a. The code shall specify the departments and other organizational units that will participate in the operation of the Special Academic Unit.

- b. The code shall specify the next higher level of administrative oversight.
 - 1. If all of the participating faculty members are from the same college, then the dean of that college shall provide the administrative oversight, and the Director(s) shall report to this dean.
 - 2. If the participating faculty members are from more than one college, then the administrative oversight may consist of a single dean or an Administrative Oversight Committee that includes multiple deans (or their designees). Typically, the number of deans should be large enough that at least 80% of the participating faculty members are in the colleges of these deans. The choice of which deans are included should be re-evaluated as the distribution of the participating faculty members among the colleges changes with time.
 - 3. An Administrative Oversight Committee containing two or more deans (or their designees) shall also include the Vice Provost for Undergraduate Affairs, if the Special Academic Unit houses undergraduate courses and/or programs of study, and the Vice Provost for Graduate Affairs, if the Special Academic Unit houses graduate courses and/or programs of study.
 - 4. The code shall specify whether the members of the Administrative Oversight Committee have equal or unequal voting rights (and the basis for the determination of voting rights).
 - 5. If the Administrative Oversight Committee includes only one vice provost, then the Director(s) shall report to that vice provost. If the Administrative Oversight Committee contains both vice provosts, then the code shall specify to which vice provost the Director(s) reports.
 - 6. The dean or vice provost to whom the Director(s) reports shall choose future Directors. The code shall specify the process for the selection of future Directors.
 - 7. The dean or vice provost to whom the Director(s) report shall have oversight of the budget account(s) for the Special Academic Unit.
- c. The code shall specify the role of the participating departments and other organizational units in the selection of the Director(s).
- d. The code shall specify how departments and other organizational units are added to and removed from the list of participants.
- e. The code shall specify how faculty members are added to and removed from the list of participating faculty members.
- f. The code shall specify that a minimum of one (1) faculty meeting shall be held each semester of the academic year, as well as how additional faculty meetings may be called and how far in advance written notice must be given by the Director(s) for faculty meetings.
- g. The code shall specify the voting rights of the participating faculty members with respect to decisions regarding the governance of the Special Academic Unit.
- h. The code shall specify the timeline for conducting self-evaluations and accompanying reviews of the code at least once each five years.
- i. The code shall specify the procedures for amending the code. These procedures shall require approval by a two-thirds (2/3) majority of the faculty members eligible to vote for changes to the code.
- j. The Special Academic Unit shall have a procedures manual, and the code shall specify the process for amending this procedures manual.

- k. The code shall specify the process for the formation of an Academic Committee to oversee curricular matters, including the process for the selection of the members of this committee. The membership of this committee shall provide appropriate representation of the departments and other organizational units participating in the Special Academic Unit.
- l. The code shall specify the procedures and processes by which curricular proposals from the Academic Committee reach the University Curriculum Committee.
 - 1. If the administrative oversight is provided by only one dean, then curricular proposals from the Academic Committee shall be sent for review to that college's curriculum committee and then to the University Curriculum Committee.
 - 2. If the administrative oversight is provided by an Administrative Oversight Committee, then curricular proposals from the Academic Committee shall be sent for review to each of the college curriculum committees for the colleges having deans (or their designees) on the Administrative Oversight Committee. Any one of these college curriculum committees may forward the proposal, together with the results of the reviews from all participating college curriculum committees, to the University Curriculum Committee.
 - 3. If the number of college curriculum committees involved makes it advisable, the code may include the formation of a Liaison Committee whose members serve as liaisons to their respective college curriculum committees with regard to curricular proposals coming from the Academic Committee.
- m. If the Special Academic Unit houses undergraduate programs of study, the code shall include a description of the appointment of academic advisors.
- n. If the Special Academic Unit houses graduate programs of study, the code shall include a description of the appointment of graduate advisory committees for graduate students.
- o. If the Special Academic Unit houses courses, the code shall specify the procedures by which students may appeal academic decisions of their instructors. These procedures shall comply with guidelines approved by Faculty Council (see Section I.7).

C.2.89 **Amendment Procedure - no revisions to this section**

Garcia explained that the addition of this new section creates a new path for allowing courses and/or programs of study (undergraduate majors and minors and graduate degrees and interdisciplinary studies programs) to be offered by faculty in more than one department or college. In particular, this makes it easier for departments and colleges to collaborate in offering interdisciplinary courses and programs of study that don't fit well within a single department or even a single college. It also makes it easier to accomplish these goals at the undergraduate level, where the scrutiny at the State level is quite strict.

Garcia noted that faculty appointments will continue to reside in departments, and participation of faculty in such collaborative efforts will require the agreement of the home department and college. The creation of new courses and/or programs of study will go through the current approval channels, including approval by Faculty Council. Also, the creation of each new Special Academic Unit will require the approval of Faculty Council.

Garcia explained that the proposals for new degrees must be approved by a number of groups, including Faculty Council (after review by the University Curriculum Committee and the Committee on Strategic and Financial Planning), the Council of Deans, the Board, and the Colorado Commission on Higher Education. An important aspect of this approval process is the assurance of the curricular integrity and financial stability of the degree program, since it takes several years for students to complete a degree. The proposal for the creation of a Special Academic Unit must make a convincing argument that this stability exists, and the required written agreements allow this issue to be examined.

Garcia's motion was adopted by the necessary two-thirds vote.

- E. Proposed Revisions to the *Manual*, University Code, Section C.2.3 - Academic Organizations and the University - Committee on Faculty Governance

Garcia, Chair, Committee on Faculty Governance, moved that Faculty Council adopt the proposed revisions to the *Manual*, University Code, Section C.2.3 – Academic Organizations of the University to be effective upon approval by the Board of Governors of the Colorado State University System as follows:

Additions - Underlined - Deletions - ~~strikeouts~~

C.2.3 Academic Organizations of the University - no change

C.2.3.1 Colleges and Academic Departments - no change

C.2.3.2 Graduate School - no change

C.2.3.3 Special Academic Units

Special Academic Units, each organized under their respective Director(s), have general charge over their respective degree programs. A Special Academic Unit cannot serve as the academic unit in which a faculty member has his or her appointment. The faculty members in a Special Academic Unit must come from more than one department.

C.2.3.34 Division of Armed Forces Services - no change

C.2.3.45 Division of Continuing Education - no change

C.2.3.56 University Centers, Institutes and Other Special Units - no change

C.2.3.67 Libraries - no change

C.2.3.78 University Honors Program - no change

C.2.3.9 Courses and Programs of Study

Courses and programs of study (undergraduate majors and minors and graduate degrees and interdisciplinary studies programs) may be housed within departments, colleges, the Graduate School, Special Academic Units, and the Office of the Provost.

Garcia explained that these additions acknowledge the creation of Special Academic Units as another type of academic organization that can house courses and programs of study.

Garcia's motion was adopted by the necessary two-thirds vote.

- F. Proposed Revisions to Appendix 3: Family Medical Leave Policy - Committee on Responsibilities and Standing of Academic Faculty

David Greene, Chair, Committee on Responsibilities and Standing of Academic Faculty, moved that the Faculty Council adopt the proposed revisions to the *Manual* – Appendix 3: Family Medical Leave Policy to be effective upon the Board of Governors of the Colorado State University System approval as follows:

Additions - underlined - Deletions - ~~overscored~~

APPENDIX 3: FAMILY MEDICAL LEAVE POLICY (*new section added February 6, 2011*)

Introduction:

Colorado State University recognizes that its faculty and staff strive to balance the responsibility of their work and personal lives. This Family Medical Leave Policy is designed to support those efforts and to comply with the provisions of the Family Medical Leave Act of 1993 (FMLA), as later amended, and applicable implementing regulations. Much of the language in Appendix 3 is taken from the FMLA of 1993 and later amendments as of February 2011.

Covered Appointment/Employee Types:

All CSU appointment/employee types other than State Classified personnel, all employees, including those with academic faculty, administrative professional, graduate assistant, veterinary resident, post-doctoral fellow, veterinary or clinical psychology intern or resident, student or non-student hourly appointments or student hourly, (including work study), appointments, or a combination thereof, are covered by this policy and are eligible for Family Medical Leave (hereinafter referred to as "FM Leave") in accordance with the criteria listed below under "Eligibility." FM Leave policies relating to the University's for State Classified employees are contained in the procedures adopted by the Executive Director of the State Department of Personnel/GSS and Administration.

Eligibility: (last revised June 4, 2008)

Any CSU faculty member or employee, other than State Classified personnel, who has been appointed or employed at CSU for at least twelve (12) months and who has worked at least 1040 hours during the twelve (12) months immediately preceding the commencement date of the leave (hereinafter referred to as an "Eligible Employee") is eligible for FM Leave under this policy for the purposes set forth below under ~~Leave~~ "Entitlement to FM Leave." The appointment or employment may have been in one (1) or any combination of the covered appointment/employment categories listed above. Academic Faculty members and Administrative Professionals with regular, multi-year research, or special nine (9) month, ~~part-time~~ appointments of half-time (0.5) or greater are deemed to meet the 1040 hour standard, assuming that all other eligibility criteria are met.

Throughout Appendix 3, the term "Child" shall include biological children, adopted children, foster children, stepchildren, and legal wards of either the Eligible Employee or the Eligible Employee's spouse or domestic partner, as well as any person for whom either the Eligible Employee or the Eligible Employee's spouse or domestic partner is standing in loco parentis, provided that the "Child" is under eighteen (18) years of age and/or is incapable of self-care because of a mental or physical disability.

Leave Entitlement to FM Leave:

An Eligible ~~faculty and e~~Employee is entitled to ~~a total of up to~~ twelve (12) work weeks of FM Leave during a rolling twelve (12) month ~~period, measured forward from year that begins on~~ the first date the Eligible ~~faculty member/e~~Employee uses FM Leave ~~to the same date twelve (12) months later.~~ These twelve (12) work weeks of FM Leave do not need to be consecutive. The Eligible Employee is not expected to "make up" the time taken as FM Leave.

FM Leave may be taken for any one (1) or a combination of the following reasons:

- a. The birth of a ~~son or daughter~~ Child to the Eligible Employee or the Eligible Employee's spouse or domestic partner; and to care for the newborn ~~Child~~ in this case, the FM L(leave must be completed within twelve (12) months of the date of birth);
- b. The placement of a ~~Child son or daughter~~ for adoption or foster care with the Eligible ~~E~~mployee or the Eligible Employee's spouse or domestic partner and to care for the newly placed ~~C~~hild. In this case, the FM L(leave must be completed within twelve (12) months of the date of placement);
- c. ~~To c~~Care for a spouse, ~~son, daughter~~ domestic partner, Child, or parent with a serious health condition; ~~and;~~
- d. ~~Because of a serious health condition which causes the faculty member or~~ Inability of the Eligible ~~E~~mployee to be unable to perform one or more of the essential functions of his or her position because of his or her serious health condition.
- e. For a spouse, domestic partner, Child, or parent in the Regular Armed Forces, National Guard, or Reserves called to active duty in support of a contingency operation for a "Qualifying Exigency," which is defined as one of the following situations:
 1. Advance notice of deployment that is one week or less.
 2. Military events or related activities.
 3. Urgent (as opposed to recurring or routine) child-care/school activities.
 4. Financial or legal tasks to deal with the family member's call to active duty.

5. Counseling for the Eligible Employee or a Child which is not otherwise covered by FM Leave.
6. Spending time with the service member on rest and recuperation breaks during deployment.
7. Post-deployment activities.
8. Other situations arising from the call to duty, as agreed upon by the Eligible Employee and his or her supervisor.

Military Caregiver Leave

An Eligible Employee who is the spouse, domestic partner, Child, parent, or next of kin of a service member in the Regular Armed Forces, National Guard, or Reserves is entitled to up to twenty-six (26) work weeks of Military Caregiver Leave during a rolling twelve (12) month year to care for the service member if he or she becomes seriously injured or ill in the line of duty. The service member must be undergoing medical treatment, recuperation, or therapy; be in outpatient care; or be on the temporary disability retired list. In addition to service members, this provision applies to a veteran undergoing medical treatment, recuperation, or therapy who was a service member at any time during the five (5) year period immediately preceding the date on which the veteran began this medical treatment, recuperation, or therapy. The rolling year for Military Caregiver Leave begins on the first date that the Eligible Employee uses the Military Caregiver Leave, and this rolling year is distinct from the rolling year for any other FM Leave. However, the use of Military Caregiver Leave cannot cause the total use of all types of FM Leave to exceed twenty-six (26) work weeks during any twelve (12) month period.

Leave Requests Application for FM Leave:

Requests for FM Leaves must be submitted in writing to the appropriate department or unit head at least thirty (30) days prior to the requested beginning date of the leave except in those cases where notice of this length is not reasonably possible. Foreseeable leaves for planned medical treatment are to be scheduled so that the disruption to assignments is minimized. Medical documentation confirming the reason(s) for the leave, the anticipated duration, or the medical necessity for any requested intermittent leave schedule and/or the fitness to return to work may be required. Medical documentation requested must conform to the requirements of the FMLA. Departments and units must maintain records of FMLA Leave, and requests therefore, in the manner specified in the FMLA.

Departments and units receiving requests for FM Leave must immediately contact the Benefits Office for assistance in ensuring compliance with this policy and with the underlying requirements of the FMLA.

In order to apply for FM Leave, the Eligible Employee must contact his or her supervisor and work with the supervisor to fill out the relevant paperwork. The supervisor shall review the paperwork and, in consultation with Human Resource Services, determine whether the circumstances warrant the use of FM Leave. The supervisor may request additional information, such as medical documentation, in order to make this determination. This determination regarding entitlement to FM Leave is based on whether or not the information provided demonstrates that the above criteria for FM Leave are met; other than this determination, University administrators do not have the discretion to approve or disapprove FM Leave.

Unless it is not reasonably practical, an application for FM Leave must be submitted at least thirty (30) days prior to the start of the leave, and FM Leave for planned medical treatment must be scheduled so as to minimize disruption to University activities.

Intermittent or Reduced FM Leave

FM Leave time may be taken on an intermittent or reduced leave basis if this is approved by the appropriate department or unit head. However, A request for intermittent or reduced FM Leaves that is due to the Eligible Employee's own serious illness or to allow the Eligible Employee to care for a spouse, domestic partner, Child, or parent who is ill an ill family member or due to the faculty members' or employees' own serious illness must be approved on an intermittent or reduced leave schedule basis if when this is determined to be "medically necessary."

Paid/Unpaid Leaves:

~~Leaves taken under this policy may be either paid or unpaid depending on whether the employee taking the leave is eligible for paid sick, annual or injury leave under applicable University Policy. For those eligible for such paid leaves, periods of FM Leave will be with pay to the extent permissible under the specific leave policy or policies and will run concurrently with such leaves. All FM Leaves not covered by paid leave will be without pay.~~

FM Leave is unpaid leave, but pay may be provided by using accrued sick leave, accrued annual leave, short-term disability coverage, long-term disability coverage, and/or Worker's Compensation concurrently with the FM Leave. The Eligible Employee must use sick or annual leave concurrently with FM Leave if such leaves have not been exhausted (subject to the limits on the use of sick leave in Section F.3.2.2).

Eligible Employees may use accrued sick leave to provide care for and/or bond with a son or daughter who is newly born to or newly placed for adoption or foster care with either the Eligible Employee or the Eligible Employee's spouse or domestic partner. The son or daughter need not be ill for the use of sick leave under these circumstances. Employees may also use sick leave to care for a Child who needs medical care. Both males and females may use sick leave under either of these circumstances. See Section F.3.2.2 for more details regarding the use of sick leave.

Colorado State University's short-term disability plan provides a continuation of income for enrolled eligible employees who exhaust all of their accrued sick and annual leave in the event of illness, injury, surgery, or pregnancy. These benefits begin only after a completed application has been received and approved by Human Resource Services. The maximum benefit period for short-term disability is 60 days, and this period runs concurrently with the use of FM Leave, sick leave, and/or annual leave. Contact the Benefits Office for more details regarding the use of short-term disability.

Use of Leave Without Pay:

Once FM Leave has been exhausted, the employee may request additional time off using other types of leave (see Section F.3). The granting of such additional leave is at the discretion of University administrators.

Intermittent or Reduced Leave Schedule:

FM Leave time may be taken on an intermittent or reduced leave basis if approved by the appropriate department or unit head. However, FM Leaves to care for an ill family member or due to the faculty members' or employees' own serious illness must be approved on an intermittent or reduced leave schedule basis if "medically necessary."

Required Use of FM Leave:

If an Eligible Employee takes leave other than FM Leave for a situation where he or she is eligible for FM Leave, then he or she must apply to take FM Leave concurrently with this other leave.

Continuation of Benefits:

Faculty members, administrative professional, post-doctoral fellows, and veterinary interns receiving Ben-Pay and graduate assistants and veterinary residents receiving the Graduate Assistant Medical Insurance Supplement ~~Eligible Employees who are receiving a University contribution to their benefits at the time that a period of FM Leave commences will~~ begins shall continue to receive those contributions and benefits during periods of FM Leave, regardless of whether ~~or not the other types of leave is with or without~~ are being used concurrently to provide pay.

Return From Family Medical Leave:

Faculty members and ~~An Eligible Employees~~ granted FM Leaves under this policy shall be returned to ~~their his or her~~ same positions, or a positions of comparable pay and status, upon completion of ~~the FM Leaves provided with the following~~ exceptions:

- a. An Eligible Employees whose employment is conditional upon ~~having~~ student status (e.g., a graduate assistants, a veterinary residents, or a student hourlyies employee) shall be returned to ~~their his or her~~ former positions, or to a positions of ~~like~~ comparable pay and status, upon completion of their FM Leaves ~~only if their his or her~~ student status at the time of return qualifies ~~them him or her~~ for ~~their his or her~~ former employment status; ~~and,~~
- b. Faculty members and ~~An Eligible Employees~~ with whose appointments ~~subject to~~ has a specified ending dates ~~which is~~ earlier than the completion of the FM Leave or whose appointments ~~which may be would~~ otherwise ~~have~~ terminated during the period of FM Leave may not be entitled to reinstatement, in accordance with the provisions of the ~~FMLA~~ Family Medical Leave Act, ~~be entitled to reinstatement.~~ Departments and units must coordinate questions regarding the status of returning employees with the Benefits Office.
- c. Medical documentation of the fitness to return to work may be required by the supervisor of the Eligible Employee.

Effect of FM Leave on the Tenure Process:

If a tenure-track faculty member takes FM Leave, and the accumulated amount of FM Leave taken is at least eight (8) weeks, then the end of his or her probationary period shall be pushed back by one (1) year. If this occurs before the Comprehensive (Midpoint) Review (see Section E.14.2), then this Review shall also be pushed back by one year. The expectations for tenure shall not be increased due to this extension of the probationary period. If the faculty member chooses not to make use of this one (1) year extension, this shall not cause his or her application for tenure to be treated as an early application.

Additional use of FM Leave will generally not lead to an additional one (1) year extension of the probationary period, since the accumulated amount of FM Leave taken will generally be far less than one year. However, in exceptional circumstances, the faculty member may request a second one (1) year extension by following the procedure in Section E.10.4.1.2.

Greene explained that these changes update the Family Medical Leave Policy to incorporate amendments to the Family Medical Leave Act. In addition, they clarify when this leave is paid or unpaid, they make it clear that University administrators do not have the discretion to approve or disapprove Family Medical Leave, and they state explicitly how the use of Family Medical Leave affects the probationary period for tenure-track faculty members.

Greene's motion was adopted.

G. Proposed Revisions to Section E.10.4.1.2 - Extension of the Probationary Period - Committee on Responsibilities and Standing of Academic Faculty

Greene, Chair, Committee on Responsibilities and Standing of Academic Faculty, moved that the Faculty Council adopt the proposed revisions to the *Manual* Section E.10.4.1.2 - Extension of the Probationary Period to be effective upon the Board of Governors of the Colorado State University System approval as follows:

Additions – underlined - Deletions - ~~strikeouts~~

E.10.4.1.2 Extension of the Probationary Period (~~last revised May 2, 2007~~)

The use of Family Medical Leave may lead to an automatic extension of the probationary period (see Appendix 3 for details).

A faculty member may request an extension of the probationary period as described below. The faculty member must make the request for an extension of the probationary period in writing to the departmental tenure committee. Such a request should be made as early as possible, and must be made prior to the first day of the final academic year of the probationary period. The recommendation of the tenure committee shall be forwarded successively to the department head, the college dean, and the Provost, each of whom shall recommend either acceptance or rejection of the recommendation of the tenure committee. Such recommendations shall not be made in an arbitrary, capricious, or discriminatory manner. The final decision on such an extension shall be made by the President. If the faculty member making the request is dissatisfied with a rejection at any level of a positive recommendation by the tenure committee, he or she has the right to appeal through formal grievance procedures.

- a. A faculty member may request an extension of the probationary period due to exceptional circumstances, including, but not limited to, childbirth, personal health issues, and care of immediate family members (this is separate from the issue of leaves, which are addressed in Section E.10.4.1.2.c). The tenure committee may recommend up to two (2) separate extensions of the probationary period, each for a period not to exceed one (1) year.
- b. A faculty member may request an extension of the probationary period under the Americans with Disabilities Act (ADA). Such a request must identify the nature of the disability and explain why an extension of the probationary period is necessary for purposes of reasonable accommodation. The faculty member requesting such an extension also must provide evidence of protected status under ADA to the Director of the Office of Equal Opportunity and Diversity (OEOD), who shall determine the validity of the protected status and inform the departmental tenure committee. The tenure committee may recommend an extension of the probationary period for a period not to exceed one (1) year (see Sections E.6.b and E.4). Any subsequent request to the tenure committee for an additional extension shall require re-verification of the protected status by the OEOD Director.

- c. Any leave for a period not exceeding one (1) year shall normally count as part of the probationary period. However, if the leave is of such a nature that the individual's development as a faculty member while on leave cannot be judged, or if the leave is for purposes that are not scholarly, the faculty member may request that the leave not count as part of the probationary period.
- d. If a faculty member has been granted credit for prior service, thus reducing the probationary period, then, if circumstances warrant, the faculty member may request that this credit for prior service be reduced, thus extending the probationary period.

Greene explained that this addition calls attention to the possible extension of the probationary period due to the use of Family Medical Leave.

Greene's motion was adopted.

H. Proposed Revisions to Section E.14.2 - Comprehensive Review of Tenure-Track Faculty - Committee on Responsibilities and Standing of Academic Faculty

Greene, Chair, Committee on Responsibilities and Standing of Academic Faculty, moved that the Faculty Council adopt the proposed revisions to the *Manual*, Section B.2.6 – University Centers, Institutes, and Other Special Units to be effective upon approval by the Board of Governors of the Colorado State University System as follows:

Additions - underlined - Deletions - ~~overscored~~

E.14.2 Comprehensive Reviews of Tenure-Track Faculty (*last revised August 12, 2009*)

A comprehensive performance review of each tenure-track faculty member shall be conducted by the midpoint of his or her probationary period at Colorado State University. For example, the normal probationary period for an assistant professor is six (6) years, so the midpoint review would be conducted by the end of the third (3rd) year. However, if the assistant professor were given one (1) year of credit for prior service, then the probationary period at Colorado State University would be reduced to five (5) years, so the midpoint review would be conducted by the middle of the third (3rd) year.

The use of Family Medical Leave may lead to a delay of the Comprehensive Review (see Appendix 3 for details).

This midpoint review shall be conducted by a Review Committee consisting of all eligible faculty members of the department, or, if so specified in the department code, by a duly elected committee thereof. The department head, college dean, Provost, and President are not eligible to serve on the Review Committee. A faculty member holding an administrative appointment (as defined in Section K.12.a) of more than half time is not eligible to serve on the Review Committee, unless the department code specifies otherwise. The eligible faculty members are all other tenured department faculty members, except for those ~~faculty members who are allowed by the University Grievance Officer~~ choose to recuse themselves. Prior to conducting the review, the members of the Review Committee shall consult with the college dean to discuss the expectations for tenure at administrative levels higher than the department. One (1) of the following three (3) outcomes must be selected by a majority of the Review Committee:

- a. The faculty member is making satisfactory progress toward tenure and promotion;
- b. There are deficiencies, but, if they are corrected satisfactorily, the faculty member will be making satisfactorily progress toward tenure and promotion, or;
- c. The faculty member has not met the stated requirements for the position in one (1) or more areas of responsibility, and the Review Committee recommends against further appointments.

Upon completion of the midpoint review, the Review Committee shall prepare a written report. A copy of this report shall be given to the faculty member, who shall then have ten (10) working days to prepare a written response to this report if he or she desires to do so. Both the report and the faculty member's response shall be forwarded successively to the department head, the college dean, and the Provost (if one (1) of these persons is the faculty member under review, they will be skipped in the forwarding). Each of the included administrators may add written comments, and copies of these comments will be given to the faculty member, the Review Committee,

and each of the administrators. A final comprehensive performance review is required prior to a recommendation concerning tenure (see Section E.10.4).

Greene explained that this addition calls attention to the possible delay of the Comprehensive Review due to the use of Family Medical Leave. Also, voluntary recusals should not need approval, and these often involve private issues.

Greene's motion was adopted.

I. Proposed Revisions to Section F.3.3 - Family Medical Leave - Committee on Responsibilities and Standing of Academic Faculty

Greene, Chair, Committee on Responsibilities and Standing of Academic Faculty, moved that the Faculty Council adopt the proposed revisions to the *Manual*, Section F.3.3 – Family Medical Leave to be effective upon approval by the Board of Governors of the Colorado State University System as follows:

Additions - underlined - Deletions - ~~strikeouts~~

F.3.3 Family Medical Leave *(last revised February 6, 2001)*

The Family Medical Leave Policy is designed to comply with the provisions of the Family Medical Leave Act of 1993 (FMLA), ~~or as amended later amendments to this Act~~, and applicable implementing regulations. ~~The complete~~ This policy, including the application to different employee types, is found in Appendix 3.

Greene explained that the Family Medical Leave Act has been amended.

Greene's motion was adopted.

J. Proposed Revisions to Section F.3.2.2. - Use of Sick Leave - Committee on Responsibilities and Standing of Academic Faculty

Greene, Chair, Committee on Responsibilities and Standing of Academic Faculty, moved that the Faculty Council adopt the proposed revisions to the *Manual*, Section F.3.2.2 – Use of Sick Leave to be effective upon approval by the Board of Governors of the Colorado State University System as follows:

Additions - underlined Deletions - ~~overscored~~

F.3.2.2 Use of Sick Leave *(last revised February 6, 2001)*

An academic faculty member or administrative professional may use accrued sick leave ~~may be used~~ for treatment of and convalescence from his or her own illness or injury. Illness includes treatment for alcoholism and drug addiction. In cases of extended sick leave absence, the academic faculty member or administrative professional may be required to furnish a physician's statement. Sick leave may be used for medical and dental appointments, including routine exams and ~~check ups~~ checkups.

An academic faculty members and/or administrative professionals may use up to one hundred sixty (160) hours per fiscal year of their accumulated accrued sick leave for illness or medical treatment of a member of their immediate family his or her spouse, domestic partner, parent, or Child (as defined in Appendix 3) or an individual for whom the individual employee has responsibility to provide care. In addition, up to one hundred sixty (160) hours of sick leave may be used to provide care for a newborn son or daughter or for a child newly placed for adoption or foster care with the employee in the event of the birth or placement through adoption or foster care of a child with either the employee or employee's spouse or domestic partner. In accordance with the Family Medical Leave Policy (see Appendix 3), the child need not be ill for use of sick leave in this instance under these circumstances. Leave for this purpose may be taken by either male or female academic faculty members and administrative professionals. Both male and female faculty members and administrative professionals

may use sick leave under any of these circumstances.

~~Use of sick leave may also be part of an absence under the Family Medical Leave Policy.~~

Greene explained that these changes include domestic partners and the extended definition of "Child" from Appendix 3.

Kim Bundy-Fazioli moved to amend the main motion as follows:

~~Both male and female~~ All faculty members and administrative professionals (regardless of gender) may use sick leave under any of these circumstances.

Steve Newman moved to amend the amendment to the main motion as follows:

~~Both male and female~~ All faculty members and administrative professionals, regardless of gender, may use sick leave under any of these circumstances.

Newman's amendment to the amendment to the main motion was adopted.

Bundy-Fazioli amendment to the main motion was adopted.

Greene's motion was adopted, as amended.

The amended motion is as follows:

Additions - underlined Deletions - ~~overscored~~

F.3.2.2 Use of Sick Leave *(last revised February 6, 2001)*

An academic faculty member or administrative professional may use accrued sick leave ~~may be used~~ for treatment of and convalescence from his or her own illness or injury. Illness includes treatment for alcoholism and drug addiction. In cases of extended sick leave absence, the academic faculty member or administrative professional may be required to furnish a physician's statement. Sick leave may be used for medical and dental appointments, including routine exams and ~~check-ups~~ checkups.

An academic faculty member or administrative professional may use up to one hundred sixty (160) hours per fiscal year of their accumulated accrued sick leave for illness or medical treatment of a member of their immediate family his or her spouse, domestic partner, parent, or Child (as defined in Appendix 3) or an individual for whom the individual employee has responsibility to provide care. In addition, up to one hundred sixty (160) hours of sick leave may be used to provide care for a newborn son or daughter or for a child newly placed for adoption or foster care with the employee in the event of the birth or placement through adoption or foster care of a child with either the employee or employee's spouse or domestic partner. In accordance with the Family Medical Leave Policy (see Appendix 3), the child need not be ill for use of sick leave in this instance under these circumstances. Leave for this purpose may be taken by either male or female academic faculty members and administrative professionals. All faculty members and administrative professionals, regardless of gender, may use sick leave under any of these circumstances.

~~Use of sick leave may also be part of an absence under the Family Medical Leave Policy.~~

K. Request to add a Ph.D. in Social Work - University Curriculum Committee

Makela, Chair, University Curriculum Committee, moved that Faculty Council adopt the request for a new Ph.D. in Social Work to become effective Spring Semester 2012 as follows:

A new Doctor of Philosophy (Ph.D.) Degree be established in Social Work.

Makela explained that according to the request submitted by the School of Social Work there is currently a shortage of Ph.D. graduates to fill faculty positions in social work education. The proposed Ph.D. program will have three primary aims:

1. to prepare high quality faculty for accredited social work programs in Colorado, the region and the nation;
2. to prepare researchers to contribute to the fields of social welfare; and
3. to prepare faculty ready to assume leadership positions within social work education and the greater academic community.

Makela's motion was adopted.

L. Request to Drop the Biotechnology Interdisciplinary Minor - University Curriculum Committee

Makela, Chair, University Curriculum Committee, moved that the Faculty Council adopt the request to drop the Biotechnology Interdisciplinary Minor to be effective Fall Semester 2011 as follows :

Drop the Biotechnology Interdisciplinary Minor effective Fall Semester 2011.

Makela explained that, according to the request submitted by the college, the interdisciplinary minor should be dropped due to loss of faculty expertise in key departments to teach core requirements, due to declining student interest in the program of study (the last two students will graduate Spring 2011), and due to the fact that 95 percent of the students who previously completed this degree cannot meet the definition of an interdisciplinary minor. Low demand coupled with loss of expertise to teach core courses cause such a decrease in quality as to make the program unsustainable.

Makela's motion was adopted.

M. Proposed Revisions to Section G.4 - Tuition Scholarship Program for Spouses and Dependent Children - Committee on Responsibilities and Standing of Academic Faculty

This item was postponed for discussion until the April 5, 2011 Faculty Council meeting.

N. Proposed Revisions to Section E.10.5.1 - Origin and Processing of Tenure Recommendations - Committee on Responsibilities and Standing of Academic Faculty

This item was postponed for discussion until the April 5, 2011 Faculty Council meeting.

O. Proposed Revisions to Section E.13 - Advancement in Rank (Promotion) - Committee on Responsibilities and Standing of Academic Faculty

This item was postponed for discussion until the April 5, 2011 Faculty Council meeting.

P. Proposed Addition of Appendix 6: Familial Relationships - Committee on Responsibilities and Standing of

Academic Faculty

This item was postponed for discussion until the April 5, 2011 Faculty Council meeting.

Discussion

A. Becky Takeda-Tinker - President - CSU Global Campus

Becky Takeda-Tinker, President, CSU Global Campus and Dr. Jon Bellum presented the following power point presentation to Faculty Council.

What is CSU-Global Campus?

- **A university that offers only online degree programs to adult learners**
 - Bachelor-degree completion
 - Master degrees
- **Created by the CSU System Board of Governors with a \$12 million loan**
- **Statutorily independent as of March 2009**
 - (SB 09-086)



Online Ed is Dynamic & Global

- **Growth projected to double to \$26 billion by 2014**
 - 1.8 million headcount to 3.97 million
- **Public Online to represent 49% of the 2014 market**
 - For-Profit at 38%; Private at 13%
- **Online universities launched in India, Korea, Japan, China**



Why Have CSU-Global?

Factors of Differentiation	CSU-Global Campus Model
Students	Adults 25-64 years old; average age of 36 years old; 90% are employed full-time or part-time; Primary reason for enrolling are convenience and cost; 23.2% underserved minority adults
Academic Programs	Market-driven: what students want to know and what they need to get jobs
Enrollment Process	1-3 days for review; acceptance in many forms
Flexibility	Continuous 8-week starts, 6 per yr.; fully online
Student Learning	Outcomes are universal, tracked, monitored, shared among all faculty and stakeholders
Learning Resources	24x7 tutoring, library access, technical support; 24-hr faculty response to student contact; 72-hour grading turnaround
Technology	Delivers education; tracks and assesses learning; real-time and asynchronous interaction tech tools
Growth	Model designed for growth and organizational sustainability



The Importance of CSU-Global Campus

CSU-Global Campus is important to the CSU System and to Colorado and to the U.S.

- **Over 600,000 adults in CO and over 37 million adult Americans with some college but no degree** (Lumina, 2008)
- **Provides Coloradoans with an alternative to private, for-profit schools**
 - Low cost, fixed tuition, no student fees
 - High quality degree programs



What is CSU-Global Doing?

- **Providing an alternative to for-profit and private online universities which cost considerably more**
 - Univ. of Phoenix, Kaplan, DeVry, Regis, Univ. of Denver
- **Supporting the State and Federal promotion of adult degree completion**
 - Complements the community college system
- **Providing an opportunity for adults to complete their degrees & stay employed**
 - Accessible, affordable, flexible (real-time not required), high quality online degree programs
 - Applied learning focus
 - Broad degree programs that address industry needs for ROI



How is CSU-Global Doing It?

- Delivering high-quality, accessible degree programs that students can afford
- Operating within a cost-contained structure
- Driving and measuring learning outcomes so students are engaged and truly learning
- Measuring student satisfaction and retention

- See online course example -



Is CSU-Global Doing it Well?

- **Acquisition**
 - FY2009 students: 1012
 - FY2010 students: 1160
 - FY2011 new students projected: 2620 (1020+1500)
- **Retention**
 - Term-to-term retention
 - Semester-to-semester retention
- **Institutional Effectiveness: Dr. Jon Bellum**



Institutional Effectiveness Cycle



Institutional Effectiveness

- **71% of CSU-GC learning outcomes were at the *Meets Expectation* level in Spring 2010** (measured & tracked electronically)
- **80 % of CSU-GC students are either Satisfied or Very satisfied** with their experience at CSU-Global Campus compared with 72% for the national comparison group (summer 2010 Noel-Levitz)
- **Graduated 178 students as of December 2010; 180 expected for June 2011.**



Program Assessment Example

- **B.S. Organizational Learning - Outcome One**
Meets Expectations: 85%
Approaches Expectations: 10%
Below Expectations: 2%
Limited Evidence: 2%

- Students Assessed: 94
Average: 0.95



Rubric Detail

MGT320 – Final Portfolio Project

Row Title	Average
Alternative methods of addressed	0.933
Critical Analysis	0.916
Methods and Policy	0.940
Relevant Facts and Data	0.937



Student Assessment Example

Outcome	Level	Average	Assessments
BSOL Outcome 1	Meets Expectation	.9	MGT302 - Complete MGT320 - Complete
BSOL Outcome 2	Meets Expectation	.916	MGT301 - Complete ORG423 – Not Complete MGT351 – Not complete
BSOL Outcome 3	Meets Expectation	.9	MGT300 – Complete HUM300 - Complete
BSOL Outcome 4	Meets Expectation	1	MGT300 – Complete MGT470 – Not Complete ORG303 – Not complete
BSOL Outcome 5	Not Assessed	N/A	N/A



Financial Metrics

Key Factors	FY2010 actual	FY2011 projected	FY2012 projected	FY2013 projected
Active student count (revolving 12 month count)	894	3500	5500	8750
Total undergrad credit hours	20,840	45,125	78,900	118,934
Total graduate credit hours	7,801	12,801	13,807	19,029
Revenue	\$6,986,221	\$17,322,015	\$29,312,288	\$43,588,511
Net income	\$27,035	\$1,196,801	\$5,631,894	\$14,877,033
New students	828	2,620	4,500	6,300



CSU-Global Campus & CSU

There are many opportunities for collaboration between campuses:

- RFP's for syllabi
- Instructors and Content Experts
- CSU section of CSU-GC platform for courses and programs
- College/Dept. programs and/or courses converted to CSU-GC (based on market demand)
- Student drop-out recruitment
- Concepts that meet the mission of both CSU and CSU-GC, or that meet the System's strategic plan



Steve Robinson asked Takeda-Tinker if interest was charged on the \$12 million loan. Takeda-Tinker responded

that no interest was charged. She added that salaries are based on pay for performance. She explained that CSU Global has 186 adjunct faculty members that are geographically located throughout the State. The adjunct faculty members are paid on a contract per term basis teaching twelve (12) classes per year. An adjunct is paid \$2,400 for an 8 week course. She added that 80 percent of the adjunct faculty have terminal degrees and they participate in learning outcomes.

Tim Gallagher noted that, when CSU-Global was created, he was the faculty representative to the Board of Governors and the creation of CSU-Global seemed rather secretive. He noted that CSU-Pueblo seems to have its own unique identity and does not compete with Colorado State University. However he cannot say that for CSU-Global. He pointed out that the logo on the presentation looks more like Colorado State University than CSU-Global and that advertising for CSU-Global seems to compare to Colorado State University. This makes it confusing to outside constituencies about whether they are getting a diploma from Colorado State University through CSU-Global. Takeda-Tinker noted that CSU-Global is part of the Colorado State University System and that they do have their own colors of burgandy and gold. She added that she will bring this issue forward to the CSU-Global marketing group for discussion.

Dana Hoag added that there is a lot of confusion between on-line courses for Colorado State University and CSU-Global. Takeda-Tinker explained that the Board of Governors is aware of this problem and is deciding how to manage the three campuses through strategic planning so the campuses can work together and not compete. Takeda-Tinker suggested that the campuses may need to share more information with each other to alleviate the appearance of competing against each other.

Lenk added that the accreditation for the College of Business is much more stringent than the accreditation for CSU-Global and that CSU-Global leverages Colorado State University's identity. Takeda-Tinker noted that CSU-Global was chartered by the Board of Governors. Takeda-Tinker noted that the students at CSU-Global are much older than the students attending Colorado State University. She noted that CSU-Global currently does have a B.S. and a M.S. in Management. Alex Bernasek noted that she was a faculty member on the advisory board when CSU-Global was created and noted that Colorado State University was assured there would be no competition between the units. She also noted that CSU-Global was to target rural areas. Bernasek inquired if there was a breakdown available showing students from metro and rural areas at CSU-Global. Bernasek asked if the marketing for CSU-Global was aimed at metro or rural areas. Takeda-Tinker responded that, due to the cost, most of the marketing is done by radio. She added that she was not sure what the metro/urban ratio was. Bellum noted that 80 percent of the counties in Colorado have students enrolled at CSU-Global. He added that most students are from the front range area but a large portion are from the four corners area of Colorado. Takeda-Tinker added that a survey of CSU-Global students was conducted regarding what schools they targeted for attendance. The survey results showed that students contacted on-line institution 80 percent of the time, with only 10 percent for higher education institutions. This indicates that most students applying at CSU-Global would not be candidates for a higher education institution such as Colorado State University.

Turk explained that the Board of Governors has created an Academic Affairs Committee and the Provost and the faculty representative are members of this committee. The committee was created to review academic issues for each institution. Takeda-Tinker pointed out that Makela is also a member of the Academic Council for CSU-Global. She added that Makela is strict, fair, and ready for everything!

Christine Fruhauf explained that some non-traditional students opt to take classes from Colorado State University's Continuing Education and asked if CSU-Global could partner with Continuing Education. Takeda-Tinker noted that each institution has its own niche but it is possible that CSU-Global could collaborate with Continuing Education in some areas.

C. W. Miller asked Takeda-Tinker when the Board of Governors could expect the start of repayment on the \$12M loan. He explained that Faculty Council has been shown projections and that it was predicted that repayment would begin in 2011. Takeda-Tinker responded that CSU-Global is not planning to ask for more loans and it is working off of cash generated. She noted that CSU-Global has 52 employees and that its goal is to bring back money to the system and Colorado State University.

Phil Chapman asked what the cost per credit hour was for CSU-Global. Takeda-Tinker responded that the cost if

\$329 per credit hour and that no student fees are charged. She added that graduate courses are \$425 per credit hour.

Robinson asked, after the \$12M loan is repaid, will CSU-Global become a “cash cow” for Colorado State University. Takeda-Tinker noted that they are on course to make \$1M this year and their growth plan is to keep growing slowly and steadily. She added that CSU-Global is Board of Governors driving and cannot borrow money.

Takeda-Tinker thanked the Faculty Council for the opportunity to discuss CSU-Global and asked for continued dialog. Eykholt thanked Takeda-Tinker and Bellum for coming to the Faculty Council for this discussion.

The Faculty Council meeting adjourned at 5:55 p.m.

Richard Eykholt, Chair
Tim Gallagher, Vice Chair
Diane L. Maybon, Secretary

ATTENDANCE
BOLD INDICATES PRESENT AT MEETING
UNDERLINE INDICATES ABSENT AT MEETING

Agricultural Sciences

Stephen Koontz	Agricultural and Resource Economics
Denny Crews	Animal Sciences
William Jacobi	Bioagricultural Sciences & Pest Management
Steve Newman	Horticulture & Landscape Architecture
Craig Butters	Soil and Crop Sciences
Dana Hoag	College-at-Large
<u>Andrew Norton</u>	<u>College-at-Large</u>

Applied Human Sciences

Molly Eckman	Design and Merchandising
Robert Gotshall	Health and Exercise Science
David Sampson	Food Science and Human Nutrition
Christine Fruhauf	Human Development and Family Studies
Mary Nobe	Construction Management
David Greene for	Occupational Therapy
Matthew Malcolm	
Carole Makela	School of Education
Kim Bundy-Fazioli	School of Social Work

Business

Suzanne Lowensohn	Accounting
Stephen Hayne	Computer Information Systems
Patricia Ryan	Finance and Real Estate
Jim McCambridge	Management
Dave Gilliland	Marketing

Engineering

Colette Heald	Atmospheric Science
Brad Reisfeld	Chemical and Biological Engineering
<u>Ken Carlson</u>	<u>Civil and Environmental Engineering</u>
Steve Reising	Electrical and Computer Engineering
Hiroshi Sakurai	Mechanical Engineering
<u>TBD</u>	<u>College-at-Large</u>
<u>TBD</u>	<u>College-at-Large</u>

Liberal Arts

Mary Van Buren	Anthropology
Suzanne Faris	Art
for Catherine Dicesare	
Andy Merolla	Communication Studies
David Mushinski	Economics
Louann Reid	English
Ernesto Sagas	Ethnic Studies
<u>Jonathan Carlyon</u>	<u>Foreign Languages and Literatures</u>
Jared Orsi	History
Cindy Christen	Journalism and Technical Communication
Gary Moody	Music, Theater, and Dance
<u>Matthew MacKenzie</u>	<u>Philosophy</u>
Ursula Daxecker	Political Science

Liberal Arts (continued)

Ken Berry	Sociology
Karrin Anderson	College-at-Large
Eric Aoki	College-at-Large
Alex Bernasek	College-at-Large

Natural Resources

Paul Doherty	Fish, Wildlife, and Conservation Biology
Mark Paschke	Forest, Rangeland, and Watershed Stewardship
Derek Schutt for Sven Egenhoff	Geosciences
Alan Bright	Human Dimensions of Natural Resources

Natural Sciences

Eric Ross	Biochemistry and Molecular Biology
<u>David Steingraeber</u>	<u>Biology</u>
<u>George Barisas</u>	<u>Chemistry</u>
Robert France	Computer Science
Ken Klopfenstein	Mathematics
Raymond Robinson	Physics
<u>Patrick Monnier</u>	<u>Psychology</u>
Philip Chapman	Statistics
Steve Stack	College-at-Large
Mike Steger	College-at-Large
<u>Miguel Mostafa</u>	<u>College-at-Large</u>

Veterinary Medicine & Biomedical Sciences

<u>Scott Earley</u>	<u>Biomedical Sciences</u>
Daniel Smeak	Clinical Sciences
Howard Ramsdell	Environmental & Radiological Health Sciences
Robert Jones	Microbiology, Immunology and Pathology
Hana VanCampen	College-at-Large
Gerry Callahan	College-at-Large
C. W. Miller	College-at-Large
Anthony Knight	College-at-Large
Susan Kraft, Escused	College-at-Large
<u>William Hanneman</u>	<u>College-at-Large</u>

University Libraries

Nancy Hunter	Libraries
Patty Retting for Louise Feldmann	At-Large

Officers

Richard Eykholt	Chair, Faculty Council
Tim Gallagher	Vice Chair, Faculty Council
Dan Turk	BOG Faculty Representative
Diane Maybon	Executive Assistant/Secretary
Lola Fehr	Parliamentarian

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

Louis Garcia for Don Estep, Chair	Committee on Faculty Governance
Susan LaRue, Chair, Excused	Committee on Intercollegiate Athletics
Laurence Johnson, Chair	Committee on Libraries
David Greene, Chair	Committee on Responsibilities & Standing of Academic Faculty
Don Samelson, Chair	Committee on Scholarship Research and Graduate Education
Nancy Hunter for Merinda McLure, Chair	Committee on Scholastic Standards
Sally Sutton, Chair	Committee on Strategic and Financial Planning
Margarita Lenk, Chair	Committee on Teaching and Learning
Patty Rettig, Chair	Committee on University Programs
Carole Makela, Chair*	University Curriculum Committee

Ex Officio Non-Voting Member

Torsten Eckstein, Chair	Committee on Special and Temporary Faculty
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Ex-Officio Non-Elected Non-Voting Members

Anthony Frank	President
Rick Miranda	Provost/Executive Vice President
<u>Brett Anderson</u>	<u>Vice President for Advancement</u>
<u>Mary Ontiveros</u>	<u>Vice President for Diversity</u>
<u>Lou Swanson</u>	<u>Vice Provost for Engagement/Director of Extension</u>
<u>Robin Brown</u>	<u>Vice President for Enrollment and Access</u>
Peter Dorhout	Vice Provost for Graduate Affairs
<u>Patrick Burns</u>	<u>Vice President for Information Technology/Dean Libraries</u>
<u>Jim Cooney</u>	<u>Vice Provost for International Affairs</u>
<u>Tom Milligan</u>	<u>Vice President Public Affairs</u>
<u>Bill Farland</u>	<u>Vice President for Research</u>
Blanche M. Hughes	Vice President for Student Affairs
Alan Lamborn	Vice Provost for Undergraduate Affairs
<u>Amy Parsons</u>	<u>Vice President for University Operations</u>
<u>Craig Beyrouty</u>	<u>Dean, College of Agricultural Sciences</u>
<u>Nancy Hartley</u>	<u>Interim Dean, College of Applied Human Sciences</u>
<u>Ajay Menon</u>	<u>Dean, College of Business/Executive Dean</u>
<u>Sandra Woods</u>	<u>Dean, College of Engineering</u>
<u>Ann Gill</u>	<u>Dean, College of Liberal Arts</u>
<u>Jan Nerger</u>	<u>Dean, College of Natural Sciences</u>
<u>Lance Perryman</u>	<u>Dean, College of Veterinary Medicine and Biomedical Sciences</u>
<u>Joyce Berry</u>	<u>Dean, Warner College of Natural Resources</u>
Courtney Butler	Chair, Administrative Professional Council