

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-seared~~.

***MINUTES
FACULTY COUNCIL
OCTOBER 2, 2012***

CALL TO ORDER

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

ANNOUNCEMENTS

- A. Next Faculty Council Meeting - November 6, 2012 - A102 Clark Building - 4:00 p.m.

Gallagher announced the next regularly scheduled Faculty Council meeting will be held on Tuesday, November 6, 2012 in A102 Clark Building at 4:00 p.m.

- B. Executive Committee Meeting Minutes - August 21, September 11 and 18, 2012

Gallagher announced that the above Executive Committee meeting minutes have been posted on the Faculty Council website for Faculty Council members information.
(<http://facultycouncil.colostate.edu/index.asp?url=links>)

MINUTES TO BE APPROVED

- A. Faculty Council Meeting Minutes - September 4, 2012

Antonio Pedros-Gascon noted a correction in the last paragraph of Tony Frank's report. He asked that the minutes be changed to read:

“Antonio Pedros-Gascon asked if Frank agreed with an email sent to chairs of departments requesting that all non tenure-track faculty should be given the right to vote in academic topics/faculty decisions. Pedros-Gascon reminded that there are some departments, like Foreign Languages or English, in which non tenure-track faculty may outnumber tenure-track faculty in a rate of up to three to one.”

Raymond Robinson moved to make this correction to the September 4, 2012 Faculty Council meeting minutes.

Robinson's motion was adopted.

By unanimous consent, the September 4, 2012 Faculty Council Meeting Minutes were approved, as corrected.

Diane Maybon will correct the September 4, 2012 Faculty Council meeting minutes to reflect this correction.

REPORTS TO BE RECEIVED

A. Provost/Executive Vice President

Rick Miranda, Provost/Executive Vice President presented the Version 1.0 September 2012 University FY14 Incremental E&G Budget to Faculty Council. This presentation will be posted on the Faculty Council website.

David Green asked about differential tuition and which departments participate, and how the differential tuition program is modeled. Miranda responded that the current model charges junior and seniors greater amounts of tuition if they take a lower division course (regardless of the academic program), compared to tuition amount paid by a freshman or sophomore. Miranda added that differential tuition is charged only after 60 credits have been earned. Greene asked how faculty can explain differential tuition to a parent? Miranda responded that juniors and seniors generally take upper-division classes, and only a few take lower-division classes. He added that juniors and seniors taking lower-division courses do pay a higher tuition rate than a freshman or sophomore, but such cases are relatively few. Alan Lamborn explained that students are given 60 credits to identify and commit to an academic program, giving them the opportunity to complete lower division courses at the lower tuition rate. Richard Eykholt added that the current model makes it easier to calculate tuition bills and to explain it to parents as the rate is based on majors and the year of student, and not by what courses they take.

Miranda's report was received.

B. Faculty Council Chair

Gallagher reported that the Executive Committee is not currently planning on having a discussion item at the November 6, 2012 Faculty Council meeting because that date is Election Day.

Gallagher reported that he held an orientation session for the Faculty Council standing committee chairs in September. He added that he is continuing to attend at least one meeting of each standing committee. He reported that he has attended meetings of the Committee on Special and Temp Faculty, Committee on Responsibilities and Standing of Academic Faculty, Committee on Libraries and the Committee on Scholastic Standards since the September Faculty Council meeting.

Gallagher reported that he had a meeting with Jerry Peterson, Chair of Faculty Assembly

at the University of Colorado. Gallagher reported that they discussed state-wide issues where there is common ground and aligned interests. Gallagher reported that the Colorado Commission on Higher Education (CCHE) is working on performance contracts that will apply equally to Colorado State University, the University of Colorado, and all the community colleges within the State. Gallagher reported that he and Peterson would like to work together to ask the CCHE to include Graduate Education and Research within the performance contracts. Gallagher added that another area of possible collaboration is in regards to handgun policies on our respective campuses.

Gallagher's Report was Received.

Carl Patton was recognized by Gallagher.

Patton moved to suspend the rules to add an item to the October 2, 2012 Faculty Council agenda. Patton explained that the item would be to call for a "straw vote" of Faculty Council on whether it supports the administration's proposed construction of the much discussed main-campus football stadium to replace Hughes Stadium.

Gallagher explained that this motion was not debatable and would require a two-thirds vote of the Faculty Council members to pass.

Patton's motion was not adopted. (The vote was 31 yes votes; 19 no votes and 33 votes were required for two-thirds.)

C. Associated Students of Colorado State University (ASCSU) - Officers - Student Issues

Regina Martel, ASCSU President thanked Faculty Council for the invitation to come and speak to the assembly regarding student issues on campus. Martel reported that ASCSU is a resource on campus for students and its mission is to improve student life on campus.

Martel encouraged collaborations and partnership with Faculty Council members regarding undergraduate student issues.

Martel introduced Audrey Purdue, ASCSU Director of Health. Purdue presented the results of the CSU Tobacco Survey. Martel explained that there is a nationwide concern and trend for smoke-free colleges. She added that tobacco is the leading cause of preventable death and disease. Purdue noted that Dr. Howard Koh, Assistant Secretary for Health at the U.S. Department of Health and Human Services, announced a national initiative to eliminate tobacco use on college campuses on September 12, 2012. This entire presentation will be posted on the Faculty Council website.

Purdue, after her presentation, explained that the next steps will be to present the survey results to other groups on campus and hold open forums in Spring 2013 to discuss the

issue of tobacco use on campus.

Gallagher thanked the ASCSU officers for their report to Faculty Council.

Martel's and Purdue's reports were received.

D. Graduate Student Council - Officers - Student

Gallagher introduced Katherine Zaunbrecher, President Graduate Student Council, and Douglas Ortega, Vice President Graduate Student Council.

Zaunbrecher explained that the Graduate Student Council is a student organization that represents Graduate Students on various CSU committees, Faculty Council standing committees, and organizations. Zaunbrecher explained that the Graduate Student Council has been able to secure financial support to hold activities and give financial awards. In addition, an office of Graduate Student Affairs in ASCU has been established. Zaunbrecher explained that this is helping with recruiting and visibility of the Graduate Student Council.

Ortega reported that activities sponsored by the Graduate Student Council have mainly focused on social events to bring graduate students together and to help develop a sense of community (e.g., fall picnics, Tuesday Tea, and FAC). Ortega reported that sponsored professional events include speakers, movies, and seminars for graduate students interested in the transition from academics to private industry.

Ortega reported that the Graduate Student Council would like greater advocacy and more active members. In addition, the Graduate Student Council would like to have appropriate representation of Graduate Students on University committees to address health insurance and sustainability issues.

Robinson asked how is the Graduate Student Council structured under ASCSU? Zaunbrecher explained that the Graduate Student Council is responsible to advocating for graduate students and is a part of ASCSU. Zaunbrecher added that the Graduate Student Council does not have a designated office space but it does have a website.

Mike Lundblad asked that the Graduate Student Council send emails to Faculty Council members so that their events can be publicized more broadly.

Pedros-Gascon asked if Graduate Student Council has voting powers. Zaunbrecher and Ortega responded that graduate student members of Faculty Council standing committees have the right to vote.

Gallagher thanked Zaunbrecher and Ortega for their report to Faculty Council.

Zaunbrecher's and Ortego's report was received.

CONSENT AGENDA

- A. Changes in Curriculum to be Approved: University Curriculum Committee Minutes: August 24 and 31 and September 7, 2012
- B. Approval of Degree Candidates - Fall Semester 2012

Howard Ramsdell, Chair, University Curriculum Committee, moved that Faculty Council approve the above Consent Agenda items.

Ramsdell's motion was adopted and the Consent Agenda items were approved.

ACTION ITEMS

- A. Elections - Student Representatives (Graduate and Undergraduate) - Faculty Council Standing Committees - Committee on Faculty Governance

Steve Reising, Vice Chair, Committee on Faculty Governance, moved that the Faculty Council adopt the undergraduate and graduate students nominated to serve on Faculty Council Standing Committees.

The students nominated to serve on Faculty Council Standing Committees were elected to one year terms beginning October 2012 to June 30, 2013.

DISCUSSION

- A. Campus Climate Survey Results - Mary Ontiveros, Vice President for Diversity

Gallagher introduced Mary Ontiveros, Vice President for Diversity. Ontiveros noted that the full report on the Campus Climate Survey can be found on the Diversity website: www.diversity.colostate.edu/campus-climate-2012.aspx click on "By the Numbers."

Ontiveros explained that the original goal was to develop a survey only to survey faculty and staff about diversity. However, it became evident and very clear that other issues were pertinent (e.g., women and gender equity, Commitment to Campus, and issues regarding the Fort Collins community). Ontiveros added that the Survey also needed to be inclusive of off-campus employees.

Ontiveros noted the following areas of potential concern:

Classified Staff: Not content with several issues, such as less vacation and sick leave than

Administrative Professional staff, inflexible work hours/tasks, and inability to negotiate salary, etc.

Associate Professors were less content than Assistant and Full Professors. For example, Associate Professors felt under-appreciated/under-valued, and without a strong voice in departments. Other issues included stagnant salaries, or unfair salaries compared to high-earning Assistant Professors.

Adjunct/Contingent/Part-Time Faculty: Felt they were not valued and have no voice in shared governance.

Harassment: One in five (20 percent) of the respondents felt that they had been harassed at some point, although harassment was not defined nor was date of harassment provided. Ontiveros stated that this is a concern that must be considered in the future.

Ontiveros noted that the proportion of “neutral” responses was high when asked if departments were working to recruit diverse staff. Ontiveros noted that this is a concern because it indicates that departments may not be actively recruiting diverse staff or respondents are ambivalent.

Ontiveros stated that she has conducted Focus Groups of CSU employees, and the results are being compiled. Ontiveros noted that individuals that participated provided first-hand anecdotes of employee satisfaction.

Ontiveros explained that the next steps will include the development of a plan to recruit and retain diverse staff, provide more in-depth analysis, and the sharing of results with individual colleges and departments.

Robinson asked if colleges and departments were identified in the survey? Ontiveros responded yes and no. She explained that the respondents were asked what division (President, Vice Presidents, Colleges) they worked in, but some respondents did not provide this information. She added that information is not available by department. Ontiveros stressed that confidentiality is of great importance so a specific question about department affiliation will not be asked. Ontiveros noted that Institutional Research is currently summarizing the results by College and this information will be available when completed.

Jenn Matheson asked if respondents were representative of employee demographics? Ontiveros responded yes. Deb Young asked for insights regarding harassment claims. Ontiveros replied that reports of harassment by respondents suggest that most incidences

were verbal and gender related.

Ontiveros asked that if Faculty Council members had further questions or insights on the survey to please contact her.

Gallagher thanked Ontiveros for her presentation to Faculty Council. Gallagher noted that this presentation would be posted on the Faculty Council website.

The Faculty Council meeting adjourned at 5:35 p.m.

Timothy Gallagher, Chair
Mary Stromberger, Vice Chair
Diane L. Maybon, Executive Assistant/Secretary

ATTENDANCE
BOLD INDICATES PRESENT AT MEETING
UNDERLINE INDICATES ABSENT AT MEETING

Agricultural Sciences

Stephen Koontz, Excused

Denny Crews

Deb Young

Steve Newman

Francesca Cotrufo

Dana Hoag

Andrew Norton

Kelly Curl

Agricultural and Resource Economics

Animal Sciences

Bioagricultural Sciences & Pest Management

Horticulture & Landscape Architecture

Soil and Crop Sciences

College-at-Large

College-at-Large

College-at-Large

Applied Human Sciences

Molly Eckman

Tracy Nelson-Ceschin

David Sampson

Jenn Matheson

Scott Glick

Matthew Malcolm

Sharon Anderson

Louise Quijana

(Substitute for K.

Bundy-Fazioli Spring 2013)

Design and Merchandising

Health and Exercise Science

Food Science and Human Nutrition

Human Development and Family Studies

Construction Management

Occupational Therapy

School of Education

School of Social Work

Business

Suzanne Lowensohn

Stephen Hayne

Patricia Ryan

Jim McCambridge

Kelly Martin

Accounting

Computer Information Systems

Finance and Real Estate

Management

Marketing

Engineering

Russ Schumacher

Brad Reisfeld

Suren Chen

Steve Reising

Don Radford

Eric Maloney

Sudeep Pasricha

Atmospheric Science

Chemical and Biological Engineering

Civil and Environmental Engineering

Electrical and Computer Engineering

Mechanical Engineering

College-at-Large

College-at-Large

Liberal Arts

Ann Magennis

Anthropology

**(Substitute for Van
Buren Fall '12)**

Eleanor Moseman	Art
Elizabeth Williams	Communication Studies
David Mushinski	Economics
Michael Lundblad	English
Ernesto Sagas	Ethnic Studies
Antonio Pedros-Gascon	Foreign Languages and Literatures
Robert Gudmestad	History
Cindy Christen	Journalism and Technical Communication
Gary Moody	Music, Theater, and Dance
Michael McCulloch	Philosophy
Bradley MacDonald	Political Science
Ken Berry	Sociology

Liberal Arts (continued)

<u>Francisco Leal</u>	<u>College-at-Large</u>
<u>(Substitute for</u> <u>_____ Vogl Spring '13)</u>	
Kari Anderson	College-at-Large
(Substitute for Aoki Fall '12)	
Alex Bernasek	College-at-Large

Natural Resources

Melinda Laituri	Ecosystem Science and Sustainability
Paul Doherty	Fish, Wildlife, and Conservation Biology
Yu Wei	Forest, Rangeland, and Watershed Stewardship
J. Magloughlin for Sally Sutton	Geosciences
(Substitute S. Egenhoff)	
<u>Stu Cottrell</u>	<u>Human Dimensions of Natural Resources</u>

Natural Sciences

Eric Ross	Biochemistry and Molecular Biology
David Steingraeber	Biology
John Wood	Chemistry
<u>Robert France</u>	<u>Computer Science</u>
Iuliana Oprea	Mathematics
Raymond Robinson	Physics
<u>Benjamin Clegg</u>	<u>Psychology</u>
Philip Chapman	Statistics
Ed DeLosh	College-at-Large
<u>Mike Steger</u>	<u>College-at-Large</u>
R. Eykholt for Roger Culver	College-at-Large

Carl Patton **College-at-Large**

Veterinary Medicine & Biomedical Sciences

<u>Scott Earley</u>	<u>Biomedical Sciences</u>
Daniel Smeak	Clinical Sciences
D. Gilkey for J. Rosecrance	Environmental & Radiological Health Sciences
Gary Mason	Microbiology, Immunology and Pathology
Terry Nett	College-at-Large
<u>Jeffrey Wilusz</u>	<u>College-at-Large</u>
C. W. Miller	College-at-Large
Alan Schenkel	College-at-Large
Susan Kraft	College-at-Large
<u>William Hanneman</u>	<u>College-at-Large</u>
Ron Tjalkens	College-at-Large

University Libraries

Michelle Wilde **Libraries**

(Substitute for N. Hunter
Fall '12)

Louise Feldmann **At-Large**

Officers

Tim Gallagher	Chair, Faculty Council
Mary Stromberger	Vice Chair, Faculty Council
Carole Makela, Excused	BOG Faculty Representative
Diane Maybon	Executive Assistant/Secretary
Lola Fehr	Parliamentarian

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

Steve Resising for D. Estep, Chair	Committee on Faculty Governance
<u>Susan LaRue, Chair</u>	<u>Committee on Intercollegiate Athletics</u>
Jerry Magloughlin, Chair	Committee on Libraries
David Greene, Chair	Committee on Responsibilities & Standing of Academic Faculty
<u>Mark Zabel, Chair</u>	<u>Committee on Scholarship Research and Graduate Education</u>
Melinda Frye, Chair	Committee on Scholastic Standards
<u>Jeff Wilusz, Chair*</u>	<u>Committee on Strategic and Financial Planning</u>
Stephanie Clemons, Chair	Committee on Teaching and Learning
<u>Eric Prince, Chair</u>	<u>Committee on University Programs</u>

Howard Ramsdell, Chair

University Curriculum Committee

Ex Officio Non-Voting Members

Jennifer Aberle, Chair

Committee on Special and Temporary Faculty

Ex-Officio Non-Elected Non-Voting Members

Anthony Frank, excused

President

Rick Miranda

Provost/ Executive Vice President

Brett Anderson

Vice President for Advancement

Mary Ontiveros

Vice President for Diversity

Lou Swanson

Vice Provost for Engagement/Director of Extension

Robin Brown

Vice President for Enrollment and Access

Dan Bush

Vice Provost for Faculty Affairs

Jodie Hanzlik

Dean Graduate School

Patrick Burns

Vice President for Information Technology/Dean

Libraries0

Jim Cooney

Vice Provost for International Affairs

Tom Milligan

Vice President Public Affairs

Bill Farland

Vice President for Research

Blanche M. Hughes

Vice President for Student Affairs

Alan Lamborn

Vice Provost for Undergraduate Affairs

Amy Parsons

Vice President for University Operations

Craig Beyrouthy

Dean, College of Agricultural Sciences

Jeff McCubbin

Dean, College of Applied Human Sciences

Ajay Menon

Dean, College of Business

Steve Abt

Interim Dean, College of Engineering

Ann Gill

Dean, College of Liberal Arts

Jan Nerger

Dean, College of Natural Sciences

Mark Stetter

Dean, College of Veterinary Medicine and

Biomedical Sciences

Joyce Berry

Dean, Warner College of Natural Resources

David Mornes

Chair, Administrative Professional Council