

**MINUTES**  
Executive Committee  
**Tuesday, October 11, 2016**  
**3:15 p.m. – Room 106 - Administration**

**Present:** **Mary Stromberger**, Chair; **Paul Doherty, Jr.**, BOG Faculty Representative; **Rita Knoll**, Executive Assistant; **Jason Ahola**, Agricultural Sciences; **Troy Mumford**, Business; **TBD**, Engineering; **Scott Glick**, Health and Human Sciences; **Antonio Pedros-Gascon** substituting for Angela Christian, Liberal Arts; **Nancy Hunter**, Libraries; **Maria Fernandez-Gimenez**, Natural Resources; **George Barisas**, Natural Sciences; **J Lucas Argueso**, CVMBS; **Rick Miranda**, Provost/Executive Vice President

**Absent:** **Stephanie Clemons**, Vice Chair (excused)

**Guests:** **Tony Frank**, President

The meeting was called to order at 3:15 p.m. by Mary Stromberger.

**November 1, 2016 FACULTY COUNCIL AGENDA ITEMS:**

**I. Proposed Faculty Council Agenda – November 1, 2016 – Eddy 212 – 4:00 p.m.**

**A. ANNOUNCEMENTS**

1. Next Faculty Council Meeting – December 6, 2016– A201 Clark Building – 4:00 p.m.
2. Executive Committee Meeting Minutes located on FC website –

[\(http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agenda-minutes/\)](http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agenda-minutes/)

**B. MINUTES TO BE APPROVED**

1. Faculty Council Meeting Minutes –

**C. UNFINISHED BUSINESS**

**D. REPORTS TO BE RECEIVED**

1. Provost/Executive Vice President – Rick Miranda
2. Faculty Council Chair – Mary Stromberger
3. Board of Governors Faculty Representative – Paul Doherty, Jr.

**E. CONSENT AGENDA**

1. UCC Minutes –

**F. ACTION ITEMS**

- 1.

**G. DISCUSSION**

**October 11, 2016 EXECUTIVE COMMITTEE AGENDA ITEMS:**

**I. Minutes to be Approved**

**A. *Executive Committee Meeting Minutes***

1. September 20, 2016

The minutes were unanimously approved and will be placed on the Faculty Council website.

**II. Items Pending/Discussion Items**

**A. *Announcements***

1. Next Executive Committee Meeting: October 18, 2016 – 3:15 p.m. – Room 106 - Administration

Stromberger announced that the next Executive Committee meeting would be held on October 18, 2016.

Stromberger announced there will be several parking forums led by Martin Carcasson. Carcasson will attend the Executive Committee meeting on October 25, 2016 for a feedback session.

**B. *Action Items***

1. UCC Minutes – September 23 and 30, 2016

Makela noted major changes to courses, effective spring 2017, and yesterday was the deadline to put these into the spring schedule. UCC will still have courses on the agenda, but now they are ready to put in programs for next Fall.

Glick moved (Argueso 2<sup>nd</sup>) to place the UCC meeting minutes from September 23 and 30, 2016 on the November 1, 2016 FC meeting consent agenda.

Glick's motion was unanimously approved.

**C. *Reports***

1. President – Tony Frank

Frank reported the following:

On the state budget and legislative issues--The Hospital Provider Fee may be up for discussion next year, depending on election results. Predicting what will happen is tough this far out, but we are planning for no change in state support, but we are also projecting budgets with different state investments and possible tuition increases (0 -5%). Salary increase might be in the 2-3% range, and investment in salaries is recognized as a need.

Our health insurance is self-funded and managed by Anthem. The consultants and Benefits Committee recommendations come just before the open period and that does not allow for meaningful discussion. We are anticipating an 11% increase this year. Some money will be invested to reduce this increase to ~9% and then immediately open a discussion about containing future costs and get the Campus engaged in the discussion. Miranda added that we are self-insured and that actual claims drive increases. As a campus, we are not as healthy now as we were in the past.

Hunter asked if really sick people are switching over to the CSU plan – which is possible. Mumford added that often a few very sick people drive costs and sometimes case managers are employed to help with these cases.

Glick asked about the ballot issue 69 for single payer healthcare in Colorado and whether any analysis has been done about how that will affect CSU. Preliminary analyses have been conducted, but more work will need to be done if the amendment looks to pass.

Doherty asked what other correlates might add to increased health care costs. Miranda thought there could be many--including overall cost per claim.

If we tighten our belt, we could probably make a decent investment in one issue such as salary, research, and infrastructure. However, making progress on all fronts will be tough without increased investment from the State and Frank sees lack of State investment as a potential big issue going forward. Campus should be thinking about prioritization of such items.

Mumford asked about mechanisms for reserve funds when times get tough. Miranda replied that we did put a little bit in reserves last year in case we need it.

Barisas asked if we are keeping with maintenance expenses that could really shut down a building. Frank said that we have a priority list, with safety risk being high priority and try to keep chipping away at that list each year. However, there are some big issues like the sewer system and redundancy in heating plant and we hoped that the State would maintain

the physical plant – but that has not occurred. New buildings often help with removing things from the deferred maintenance list.

Pedros-Gascon noted that faculty has not received merit raises beyond cost-of-living raises and that faculty moral has decreased. Frank agreed and understands the concerns. Stromberger added that such raises really should not be called merit raises, but should be called cost-of-living increases. Pedros-Gascon added that faculty in his college are especially underpaid. Frank and his administration have heard the message.

Barisas asked why faculty raises aren't close to tuition increases. Miranda replied that a 1% faculty raise is about \$3 million. A 1% resident tuition increase is about \$1 million. Frank and Miranda discussed other tuition-salary raise scenarios and that tuition is covering many more expenses than salary raises.

Ahola asked about the 10-20 year plan for higher education funding. Will Colorado residents support higher ed in the future? Will philanthropy play a bigger role? Frank added that Colorado is a moderate tuition state. Per dollar, Colorado is the most efficient state for producing degrees. This general issue is the central challenge for higher education.

Argueso asked how Colorado ranks in higher education investment. Frank replied that we rank 49 or 50<sup>th</sup>. Argueso asked about communication to the residents of Colorado about the ranking. Frank replied that Colorado residents see that tuition has gone up without seeing the decline in state support. Public communication strategies have occurred in Colorado and around the country, but with little effect.

Frank encouraged everyone to get involved in the parking discussions.

The Colorado Department of Higher Education will likely be getting a new director soon.

The recent philanthropic campaign focused on directed projects (e.g., buildings) is ahead of schedule.

Frank explained the recent CSU System reserve policy. CSU-Global will keep a 250-day cash on hand reserve and the rest will flow into the CSU System reserve. The System reserve will allow the System to help Pueblo with some residence hall debt, some new programs, and some new IT systems. These all address a Pueblo sustainability plan. Hunter asked about the timeline for the new Kuali student system for Pueblo. Miranda thought about 2-3 years. Hunter noted that the Library system pulls from

Banner and asked if Pat Burns was aware of the future Kuali plans. Frank replied that Burns is in charge and aware of the issue.

Frank explained some of the financial aspects of Big 12 management. Doherty and Barisas asked about how television contracts work and Frank explained some scenarios.

Frank's report was received.

2. Provost/Executive Vice President – Rick Miranda

Miranda reported the following:

Miranda did not have anything to add to Frank's report, other than the BOG approved all our proposed degrees.

Questions:

Stromberger asked about when the next budget update will occur.

Miranda noted that the revenue projections would change positively because of the recent student census. The December report will change noticeably and that is the next one to pay attention to because of the better student numbers, the election, and the Governor's budget will have been announced.

Stromberger asked if the December Faculty Council meeting would be a good time to present the budget.

Miranda: December might be good, but February may be better.

Pedros-Gascon asked if a 2% reallocation would be planned for the budget next year.

Miranda thought we should include some reallocation in the budget. Last year the reallocation was around 1.2%. The Board was glad to see a reallocation and might want to see one again.

Barisas noted such reallocation has taken place since the Yates presidency.

Miranda's report was received.

3. Faculty Council Chair – Mary Stromberger

Stromberger reported the following:

Stromberger noted that the CoTL is still working on their recommendations for the course survey and it might be a couple of weeks before we see some recommendations.

Miranda added that changes to the P&T document could happen to support *Manual* recommendations/changes.

Stromberger's report was received.

4. Board of Governors Faculty Representative – Paul F. Doherty, Jr.

The Board of Governors (BOG) met October 6-7, 2016 in Fort Collins. Below are Doherty's notes from this meeting. Full BOG meeting minutes are available on the BOG website.

- 1) On Thursday, October 6<sup>th</sup>, the BOG met at CSU's ARDEC (Agricultural Research Development and Education Center) facility. The Dean of Agricultural Sciences (Ajay Menon) and Dr. James Pritchett presented a vision for the future of agricultural sciences and then the board was given a tour of the ARDEC campus.
- 2) Audit and Finance Committee
  - a. Updates on the state budget and minimum wage ballot issues were provided
  - b. Campus budget updates were presented
    - i. Currently modeling 0-5% tuition increases; 2-3% salary increases)
  - c. Plans of finance were approved (bond issuance for up to \$100 million for improvement projects and \$230 million in refinancing)
  - d. CSU System Reserve Policy was approved
  - e. CSU-Pueblo Compensation Equity Study was presented
    - i. Pueblo employees are underpaid (11-17%) as compared to similar jobs/institutions and the commissioned report suggests that \$3.75 million would be needed to make salaries equitable
  - f. A CSU System Reserve was created.
  - g. Kuali updates and expansions (e.g., to CSU-Pueblo) were presented for a cost of \$3.4 million.
- 3) Real Estate/Facilities Committee
  - a. Gifts and namings were approved for the Meat Lab (College of Ag), Design Center (College of Health and Human Sciences) and the College of Engineering.
- 4) On Friday, October 8<sup>th</sup>, the meeting resumed with a dialog with the northern Colorado legislative delegation (Senator John Kefalas, Representatives Joann Ginal and Jeni Arndt). Discussion was broad ranging with tuition, hospital provider fee, living wage, open records all being discussed.
- 5) The replacement search for President Lesley DiMare (CSU-Pueblo) has commenced with the position to be filled by June.

- 6) General Counsel Mike Nosler will retire and Jason Johnson will be the new General Counsel effective January 1.
- 7) Strategic Mapping for the CSU System
  - a. System-wide Council meeting for the AP and State Classified Councils
  - b. Recent academic coordination meeting held on Sept 28<sup>th</sup>
    - i. Explore possible academic initiatives (e.g., degree pathways, faculty exchanges)
- 8) Cleery Act/Campus Safety annual update
- 9) Academic and Student Affairs Committee
  - a. Introduction of new VPUA – Kelly Long
  - b. New degrees (MS, PhD) in Computer Engineering approved for CSU.
  - c. New certificates (business analytics, cyber security, data management and analysis, information technology operations, management and leadership fundamentals, business administration, marketing) approved for CSU-Global.
  - d. Faculty *Manual* changes to Section C.2.1.9.5.d approved – includes a representative from the office of VP for Research on the Committee on Libraries.
  - e. Provost Miranda presented on how students learn and how current research is driving changes to curriculum and instructional delivery
- 10) Annual Research Report – VP for Research Alan Rudolph
  - a. Overall awards for 2016 - \$282 million (5.1% increase)
  - b. Presented on needed infrastructure, big-bet funding, cluster hires/teams, leveraging relationships.
  - c. CSU-Pueblo (Provost Kreminski) had \$4 million in research funding

The next BOG meeting will be December 8-9, 2016 at the System Office in Denver.

Doherty's report was received.

**D. Discussion Items**

1. None.

Stromberger asked if the Health Benefits changes could be a good discussion item or report. Stromberger will talk to Diana Prieto about providing a report to Faculty Council on November 1.

Stromberger will also contact Matt Hickey, Chair, CoTL about expectations for next steps with the course survey. Mumford said this would be useful for his college and recent discussions they are having.

Stromberger asked if the CoNTTF have been scheduled to meet with the Council of Deans. Proposed *Manual* changes might be coming as early as December.

Page 9  
Executive Committee Meeting Minutes  
October 11, 2016

Miranda explained some promotion structures he might expect from CoNTTF.

Barisas asked how such discussions affect the rationale for tenure.

Miranda did not think we should weaken tenure. He hopes that the proposals from CoNTTF will provide due process for NTTF.

Barisas thinks this tenure discussion will come up as discussions progress.

Pedros-Gascon suggested that better evaluation of NTTF could be improved by having an evaluation committee.

Miranda noted that we need more robust processes and criteria for retention and promotion of NTTF and this conversation will be ongoing.

Executive Committee adjourned at 4:51 p.m.

Mary Stromberger, Chair  
Paul Doherty, Jr., BOG Faculty Representative  
Rita Knoll, Executive Assistant