

MINUTES
Executive Committee
Tuesday, October 18, 2016
3:15 p.m. – Room 106 - Administration

Present: Mary Stromberger, Chair; Stephanie Clemons, Vice 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; 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

The meeting was called to order at 3:17 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 – September 20, 2016
(<http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas-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.

Stromberger contacted Diana Prieto, Executive Director of Human Resources and Equal Opportunity. Prieto and Teri Suhr, Chief, Total Rewards Officer/HR will

be at the November 1, 2016 Faculty Council meeting to give a presentation on changes to health care plans.

E. CONSENT AGENDA

1. UCC Minutes – September 23 and 30, 2016

F. ACTION ITEMS

- 1.

G. DISCUSSION

October 18, 2016 EXECUTIVE COMMITTEE AGENDA ITEMS:

I. Minutes to be Approved

A. *Executive Committee Meeting Minutes*

1. September 27, 2016

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

B. *Faculty Council Meeting Minutes*

1. October 4, 2016

By unanimous consent, Executive Committee approved the placement of the October 4, 2016 Faculty Council meeting minutes on the November 1, 2016 Faculty Council meeting agenda.

II. Items Pending/Discussion Items

A. *Announcements*

1. Next Executive Committee Meeting: October 25, 2016 – 3:15 p.m. – Room 106 - Administration

Stromberger announced that the next Executive Committee meeting would be held on October 25, 2016.

Martin Carcasson will attend next week's meeting re: parking. We will be the last group that Martin presents to for input, then he will review all the sessions. We should hear his findings some time in November.

B. *Action Items*

1. UCC Minutes – October 7, 2016

Makela said there are two undergraduate certificates in the department of philosophy. They are changing their undergrad minor in philosophy and dropping religious studies.

Doherty: "Deactivation" term--can you reactivate at any time?

Makela: There is the possibility to reconstruct. May have to come up with new course numbers if current course numbers get used for other courses.

Glick moved (Giminez 2nd) to place the UCC meeting minutes from October 7, 2016 on the November 1, 2016 FC meeting consent agenda.

Glick's motion was unanimously approved.

C. Reports

1. Provost/Executive Vice President – Rick Miranda

Miranda reported the following:

Miranda gave an update on the Provost's Ethics Colloquium. Includes diverse topics of professional ethics.

School of Public Health is part of consortium with the Denver Anschutz Medical Center and Greeley (UNC). Each of three universities has a stand alone M.S. for public health. Students apply; three different institutions have concentrations for different strengths. We have our Masters of Public Health. We are running it as a SAU. The Dean of the School is located at Anschutz. He is stepping down and a search will begin soon. CSU will have representation on the search committee.

The process for distributing funds from enrollment growth ("2-3-6") has changed. The last couple of years monies arrived at colleges too late. This year, estimates of enrollment growth were made in summer. In August, to get ahead, a fraction of the money was released to the colleges (e.g. \$400,000). Enrollment ended up greater than estimated (500-600 more). After census, the fall funds were recalculated, and Miranda released another to colleges and the library to help with instructional costs. In November, funds for the spring semester will be released. Next year, these funds will be turned into a base allocation.

Doherty: Any accountability on that money—TA's, etc.?

Miranda: Yes, we ask every college for a report on how the funds will be spent.

Ahola: Do you factor in summer school?

Miranda: There is tuition sharing in the summer also.

Miranda's report was received.

2. Faculty Council Chair – Mary Stromberger

Stromberger reported the following:

This week's Ethics Colloquium will be presented by Dr. Alex Guerrero, Associate Professor of Philosophy, University of Pennsylvania. He will discuss the idea of a lottocratic approach to governance, whereby legislatures and other political figures are selected by lottery. On Thursday morning, Stromberger will participate in a panel with Guerrero on the lottocratic approach to selecting faculty for department, college, and university committees, including faculty council. This will be followed by a presentation on Thursday, October 20, 2016 at 4 pm.

Throughout the last two years, Stromberger has been working with the AP and State Classified Councils to advocate for supervisor training. A budget request was submitted and one-time funds were approved. Funding was allocated for a software piece that tracks professional development (e.g. record and monitor training taken by employees). Two trainers were hired – Therese Lask and Michelle Newhard. The chairs of the three councils met with two new trainers and talked about the training plan. The AP and CPC wanted “mandatory” supervisor training, but there was pushback because of the difficulty of training supervisors who do not want to participate. It's not fair to others participating in the cohort. So instead, training will be strongly encouraged of supervisors, and communicated to newly hired supervisors as an expectation.

Training will consist of three foundational courses – Mindset for Supervisors, Rules of the Road, and Principles of Community. The Mindset for Supervisors will include 360 and Strength Finders analyses, and participants will develop a professional development plan. It is estimated that these three courses will take 24-30 hours.

Additional courses will be offered every semester as core or elective courses. A supervisor can take 8 of these courses to achieve a certificate.

A pilot training with a cohort of ~20 supervisors will occur this November/December. The results of the pilot study will be assessed and changes made as necessary. Then the training program will launch next spring. There is capacity to train several hundred supervisors each semester. The goal is to make the foundational courses available to every supervisor – everyone with a direct report. This would include faculty with research associates.

Hunter: What is the format presented? Will there be course work?

Stromberger: Not sure. The first foundational course may be a two-day leadership workshop. Right now they are working on the content and need to decide how to launch.

Hunter: Is it going to be set up like a pass-fail?

Stromberger: For example, in this mindset for a supervisor class, there is some take-home and interpretation. There is homework in that one (eg., 360, strength finders, and development plan).

Argueso: What is the practical aspect of implementing this?

Stromberger: I suggested they bring this to a Council of Deans meeting. Need to prioritize the supervisors to be trained first. For example, supervisors who manage several people, not faculty with only 1 direct report. Perhaps department heads should be prioritized.

Miranda: For Department Heads: 1) Seminars are offered for new department chairs; 2) Dan Bush holds semester workshops with up to 55 department chairs.

Miranda: There are template letters on the website. Language could be inserted that if taking the position, they agree to participate in these workshops.

Stromberger's report was received.

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

Doherty reported the following:

No report. BOG will meet again December 8-9, 2016 at the CSU System Office in Denver.

Doherty's report was received.

D. Discussion Items

1. None.

There was open discussion of faculty concerns brought forward to EC members.

Angela Christian received an email from a colleague: Can FC put pressure on the state to give classified personnel a raise?

Stromberger: Stacey Baumgarn is the CPC chair. Baumgarn is very active in this area and has been advocating for salary raises to Tony and others. He sent a letter to the governor and our representatives (Representatives Joann Ginal and Jenny Arndt and Senator Kefalas), that was signed by the councils. The governor's office did not respond back yet, but Ginal, Arndt and Kefalas responded positively.

Lucas Argueso also received an email from a colleague: Can we discuss the policy for concealed carry gun permits at CSU?

Stromberger said she could invite Jason Johnson, OGC, to come to EC to discuss this topic.

Miranda: Seven years ago, Tony wrote a provision that concealed guns would be forbidden at CSU. CU Boulder had done something similar, but was challenged at the level of the Colorado Supreme Court. BOG accepted Tony's provision, depending on the outcome of the CU court case. The court decided against CU. The state statute exempts K-12 schools but not higher education institutes from places where concealed carry guns are allowed. The BOG and President of universities cannot overturn the decision of the rest of the state. Concealed carry guns are allowed at CSU as long as the statute remains as is.

Stromberger: There have been faculty who have requested that names of employees and students with a permit to carry a concealed weapon be made public.

Miranda: This would be unconstitutional.

Barisas: This is an "unproblem; and unissue." Little data indicates that those with concealed guns actually cause problems on a campus.

Stromberger: Until this statute is changed and higher ed is exempt, the statute remains and we cannot ban concealed guns.

Miranda: We forbid weapons in the dorms. It is written in the clause when renting rooms. Because the student has waived their right to carry in the dorms, CSU can forbid the guns. The same thing in Moby and the Sony Lubick Field; the tickets say you give up that right.

Doherty: Doherty does not view it as a big deal. Our police have gun safes where students can leave their hunting guns when in the dorms.

Hunter: We receive federal funds. Can they prevent concealed carry in federally funded buildings?

Mumford: It is better to address the issue of fear. If faculty are afraid, or a student, there is training available.

Stromberger will talk with Police Chief Scott Harris to determine if there will be training sessions available to the faculty, on active shooter training. Stromberger will work with Harris to advertise training to faculty, as well as the rules regarding concealed carry on campus.

Executive Committee adjourned at 4:28 p.m.

Mary Stromberger, Chair
Stephanie Clemons, Vice Chair
Rita Knoll, Executive Assistant