

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 Rita Knoll, ext 1-5693.

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

**MINUTES**  
**Faculty Council Meeting**  
**December 6, 2016 – 4:00 p.m. – A201 Clark**

**CALL TO ORDER**

The Faculty Council meeting was called to order at 4:04 p.m. by Mary Stromberger, Chair.

**ANNOUNCEMENTS**

1. Next Faculty Council Meeting – February 7, 2017 – A101 BSB – 4:00 p.m.

Stromberger announced that the next Faculty Council meeting would be held on February 7, 2017 at 4:00 p.m. in A101 BSB.

2. Executive Committee Meeting Minutes located on FC website –  
October 18 and 25, 2016; November 15, 2016

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

**MINUTES TO BE APPROVED**

1. Faculty Council Meeting Minutes – November 1, 2016

Amendments were noted by Robert Keller (Liberal Arts) and C.W. Miller (CVMBS).

By unanimous consent, the minutes of the November 1, 2016 Faculty Council meeting were amended and approved. The amended minutes will be placed on the FC website.

**UNFINISHED BUSINESS**

1. None

**REPORTS TO BE RECEIVED**

1. President – Tony Frank

Frank reported the following:

- a. Budget discussions will be left for the Provost.

b. The balance of free speech on campus was perceived the biggest issue for this academic year. This is still a big challenge. What was not foreseen was how the election results would impact our institutions. To this point, we do not have a lot of input from the Trump Administration on impacts to research and budgets. The new nominee for Secretary of Education seems to have experience with schools of choice in Michigan (K-12); not higher education. One could assume that we would look at a less regulatory structure. Title IX may be a point of discussion. Many campuses have supported that effort but it will put more pressure on institutions to regulate Title IX.

Probably the private sector will get back into student loan business. What will that mean to PELL grants? Accreditation – specifically online in private sectors – will be under scrutiny. We shall see over time.

Regarding the Trump Administration impacts on immigration policy, concerns have been raised about undocumented students. Frank explained the DREAM act, DACA, and ASSET:

1) DREAM Act. This is a federal act proposed earlier in the Senate that provides a path to citizenship if undocumented children attend college or join the military. It is still deadlocked in Congress. There is not a lot of reason to be optimistic. Does not allow a path to citizenship or financial aid, but it does allow a social security number.

2) DACA – Deferred Action for Childhood Arrivals. Executive order signed by President Obama in 2012. Prevents undocumented students from being deported; renewable every 2 years. DACA students can get a social security number to complete a FAFSA form, for state financial aid (not federal).

3) ASSET ACT – Colorado bill passed in 2013. Allows DACA students to be eligible for institutional financial aid and in-state tuition.

There is concern that DACA will be overturned by President-elect Trump. There is still a lot of time between now and January 20<sup>th</sup> to gather information and see what happens. In the meantime, CSU is putting workforces together. CSU has sent messages of support to our DACA students, that they are an important part of our student body. We've talked to attorneys to gather additional information.

There is no formal action we are taking at this time. We think it is not wise to do so, to potentially overreact to hypothetical situations. This is a big topic, but I have no other clarity to offer at this time.

Anton Betten (Natural Sciences): Number of undocumented students at CSU?

Frank: 119 students at CSU.

Cotrufo (Soil and Crop Sciences): Impacts on new administration on research?

Frank: We have no idea with the new administration re: research. There are a couple of statements indicating that investments in NIH will occur. However, priorities might be around infrastructure and defense.

Frank was asked about impacts to international enrollments.

Frank: There is a lot of worry across the country with international enrollments. After 9/11 enrollments dropped. Every one percent drop in our international student enrollment is about \$350,000 in revenue. We build an international population for diversity and quality of learning. Not just for revenue. The international experience for our students is not only study abroad, but being around international students on our campus.

Ross McConnell (Computer Science): Thank you for your support of the ASSET program. Also, the bullying policy didn't go through Faculty Council. It went through your administration. We haven't been able to find out if it will go through the faculty manual process?

Frank expressed concern about taking a wide-spread policy and taking policies about students, post docs, etc., and putting them in the *Manual*. When the *Manual* is going around for corrections by so many people, and correcting pieces that are trumped by other statutes--when those statutes change, the *Manual* is instantly out of date. However, Frank is willing to listen to arguments about putting this policy in the FC *Manual*.

Ross McConnell (Computer Science): Appendix I: related to discrimination and retaliation. I heard this policy applies to the whole university. Applies to all the university members of the community. It seems to me that our *Manual* applies to more than our faculty and admin faculty.

Frank: That language was added to make the language relevant so it wasn't trumped by other policies. That language was put in related to AP's, etc.

Ross McConnell (Computer Science): How about academic freedom?

Frank: We support it in many ways. Academic freedom is never an excuse for others having to put up with being treated poorly--whether it is unacceptable behavior between faculty and students and faculty to faculty. I don't think we are above those rules and laws. This is a trivial argument in my perspective.

Ross McConnell (Computer Science): What constitutes unacceptable behavior?

Frank: There are a lot of gray areas around behavior, up to any including issues of law.

Mary Meyer (Statistics): I actually want to add my voice to Ross' concerns. The policy that is made by your cabinet, we all have heard about incidents where this was misapplied and faculty members suffered greatly. Part of our job with FC is to look at these policies and a lot of faculty were damaged by not having FC oversight.

Frank: I am going to push back. So far, there have only been four official complaints of bullying, not many. Also, let's make sure we review how policies get set up. We don't sit in cabinet and make up policies without input. If a policy is appropriate for discussion on the campus, then it goes to the appropriate groups. When this policy was established, there was vetting by FC members reviewing this policy. After all those groups comment, the person who crafts the policy then brings the formal process back to cabinet for a vote whether it will be put in place again or not. We are not under any illusions that we are getting any policies correct the first time. Your predecessors felt that we needed the bullying policy. If you tell me that every policy has to be reviewed by Faculty Council, I will respectfully disagree with you.

Robert Keller (Liberal Arts): Bullying is different than sexual harassment. Defining what it is, etc. I don't believe there are any laws against bullying. One person may call it bullying and another may call it constructive criticism.

Frank: There are laws and statutes in certain states. This is a slippery slope.

Robert Keller (Liberal Arts): What's wrong with having this debated on the floor of FC? To take a look at it. I have great confidence in this council to do so.

Frank: I feel the appropriate policy has been involved. What is wrong going through the appropriate process? CoRSAF will be involved in revisions with the bullying policy. Bullying is going to be hard to define. That doesn't mean you shouldn't do something about bullying. CoRSAF will review and bring up for FC.

Stromberger: The bullying policy was discussed in a Faculty Council meeting last spring and in several sub-committees. There was discussion about the bullying policy last spring. I gathered feedback from faculty and submitted that feedback to Bob Schur. Much of the feedback was incorporated into the policy.

Maria Legare (CVMBS): There was a lot of feedback during FC, implications that we should discuss this further, etc. There was no approval of the policy though.

Frank: The policy was deliberated a year after input. There has been FC input. IF you want more, we are set up to do that. The BOG has the final say. I don't believe the FC *Manual* should govern policies that govern ALL employees.

Dan Turk (Chair, CoRSAF): Can you tell us how the bullying policy is being revised? Our committee has started talking about this.

Frank: I can't speak to that.

Stromberger: Richard Eykholt (UGO), Lanai Greenhalgh (Ombuds), AP Council, State Classified Council, Dan Bush, Stromberger and others have met to draft a revised policy, based on concerns that have been brought forward by AAUP and the Standing Committee on the Status of Women Faculty. Richard Eykholt is also a member of CoRSAF. He is preparing the draft now and will take this to CoRSAF for review.

Frank: I do hear these concerns you have. There was a pretty strong sense across the campus that there are certain behavioral norms that would protect vulnerable populations from stronger populations. This doesn't seem to be the FC concern. It seems to be about whether it should be in the FC *Manual*. I respectfully disagree.

Moti Gorin (Philosophy): Would Faculty Council approval for the policy be justified on the grounds that the bullying policy applied to faculty not only as employees/colleagues/etc.? In our role as teachers, we might have input that would be overlooked by non-teachers.

Mary Meyer (Natural Sciences): Last October I attended a colloquium, by Philip Stark, on student evaluations. One of his findings was gender bias. The extent of it surprised me. Since this is well-established, why is CSU still using course evaluations when it is harming women?

Stromberger: I will report on the course survey later this afternoon.

Mary Meyer (Natural Sciences): We are using the course evaluations on T & P decisions. Course evaluations should not be used to evaluate teaching effectiveness.

Dan Bush (Vice Provost for Faculty Affairs): Department heads have been given a consistent message that course evaluations should not be used for teaching effectiveness.

Stromberger: I will update FC on this issue.

Robert Keller (Liberal Arts): I appreciate that CoRSAF is considering the bullying policy.

Frank's report was received.

2. Provost/Executive Vice President – Rick Miranda

Miranda reported on the following:

- a. Miranda hears reports that evidence of teaching effectiveness is not taken into account much in T & P.
- b. Masters of Addiction policy discussed in recent meeting. You will be voting on it this afternoon.
- c. APLU had its annual meeting recently, in Austin, TX. CSU won an award from CICEP related to “Innovation and Economic Prosperity”— the IEP “Place” award.
- d. Budget: Miranda visited UFFAB (University Facility Fee Advisory Board). Their funds helped build the biology building that is going up. They also use cash funds for smaller renovation projects. Their funds are also used for bonds. Miranda meets with them once or twice a year. The committee is looking at proposals to renovate Clark and other maintenance projects. Decisions are made in the spring.
- e. Budget: pushing out funding to colleges re: growth in student enrollments. This year we are sending the funds earlier. \$1.4 million were pushed out this fall. \$1.5 million coming out this month. More timely deployment of resources
- f. BOG will be meeting this week. They will be considering several drafts, based on different tuition increase models, of the incremental E&G budget (see Miranda's slides from the BOG Board book). New revenues include \$3M in new state appropriations, and new tuition revenue from enrollment growth and shifts in international/out-of-state students. Based on tuition increases, new revenues are budgeted to be \$30.8M (for a 4.5% tuition increase), \$31.5M (for a 5% tuition increase), and \$33M (for a 6% tuition increase).

New expenses include:

- Faculty/staff compensation = \$11.7M (based on 2.5% merit increase). This includes promotions, retentions, and a 0.5% increase in the DCP.

- Academic incentive funding = \$8.7M. This includes return of tuition, due to enrollment growth, to colleges (2-3-6 model), graduate tuition sharing, etc.
- Financial aid = \$6.3M (based on 5% tuition increase)
- Mandatory costs = \$5M
- Reallocation = \$3M (about 1% of cut-able budgets within units)
- Quality enhancements = \$1.37M
- Multi-year strategic investments from Central Admin = \$1.7M The budget is just barely balanced. This will be sufficient for the BOG draft budget.

Michael Pante (Anthropology): How serious are the salary raises?

Miranda: It costs \$1.9M for every 0.5% increase in faculty/staff salaries. If the state gives more money, it would make it easier to give higher raises. Academic funding is the next big number; these are additional help with more teaching staff. I could also go to the colleges to see if they don't want us to share much. Departments are planning for growth and they recruit more students as Miranda does not want to renege on giving departments more money.

Nancy Hunter (Libraries): What does the reallocation mean?

Miranda: Ask all colleges to send back 1%.

CW Miller (CVMB): Can we get a copy of the draft budget?

Miranda: It is in the Board book.

CW Miller (CVMB): Can we adjust our workloads to get more salary increases?

Miranda: That would come up from the bottom.

Jenny Morse (Chair, CoNTTF): Does this include salary increases for NTTF?

Miranda: Yes.

Mohammed Hirchi (CLA at-large): What about salary adjustments for women, because of salary inequities.

Miranda: Waiting for new model for salary equity for full professors. That report is due shortly. Dan Bush has been working with that committee. We hope to have that out for the spring salary exercises.

Miranda's report was received.

3. Faculty Council Chair – Mary Stromberger

Stromberger reported on the following:

A. Committee on Teaching and Learning

1. Brought forward recommendations to Executive Committee on November 29 regarding the student course survey redesign, as well as revisions to the Manual related to the use of course surveys in teaching evaluations.

The recommendations included the following:

- a. The survey is to be evidenced based, and consisting of a set of core questions that address instructional delivery and course content as well as a flexible pool of questions that allow for customization.
  - b. be delivered on-line through a delivery platform. CoTL has been working with Drs. Pat Byrne and David Johnson on this issue.
  - c. that there be clear policies/guidelines on appropriate use of course survey data by faculty and by department heads, P&T committees, etc.
  - d. that the process to develop the course survey not be rushed
  - e. clarification on who has access to data (besides the instructor)
2. EC recognizes that it will take some time for such a survey to be developed, as well as the survey delivery platform that is necessary to deliver the survey on-line. Executive Committee understands CoTL's recommendation to not rush this process, but we also recognize the urgent need to produce a survey sooner rather than later. The current survey is unacceptable and we cannot continue to use it.

That being said, last week Stromberger charged CoTL with the following:

- a. Begin immediately with the assembly of a set of core questions that addresses instructional delivery and course content, is reliable and evidence-based, and can be administered on-line through Canvas. EC is

referring to this as the Phase I survey, which is to be ready for Faculty Council approval by May 2017.

b. Parallel to the Phase I development process, EC charges CoTL to continue working towards the survey envisioned by Dr. Zinta Byrne, complete with a pool of flexible questions for customization (what we are calling the Phase II survey). CoTL should work with Dr. Pat Burns to identify or develop the survey delivery platform that will allow the Phase II survey to be delivered on-line. The target deadline for the Phase II survey to be approved by Faculty Council is May 2018.

c. At the same time the Phase I survey is presented to Faculty Council, CoTL will bring forward proposed revisions to the Manual, Sections E.12.1 and I.8, that clearly state the purpose of the survey, the responsibilities of ASCSU in financing the survey, where survey results will be posted, and parties that have access to the survey (I.8), as well as a clear policy on how the course survey will and will not be used in faculty teaching evaluations.

Stromberger noted that this charge, to separate the survey redesign into a Phase I and Phase II survey, strikes a balance to quickly produce a survey, that while not perfect, is better than what we currently have. Stromberger explained that EC desires CoTL to continue working towards the ideal survey as envisioned by Dr. Byrne, and that efforts will not stop after the Phase I survey.

## B. Parking Plans

The Parking Services Committee recently reviewed four potential parking plans. Stromberger and Michael Pante (Anthropology, also a member of the Parking Services Committee) explained the four plans.

### 1. Current plan

No programmatic changes

Permit cost increases

\$582 Administrative Professional and Faculty (3% increase)

\$582 State Classified (FY17 increase plus 3% for FY18)

\$536 Commuter Student (3% increase)

\$628 Resident Hall Student (FY17 increase plus 3% for FY18)

2. Current plan with revisions:

Pricing:

- \$582 Administrative Professional and Faculty (3% increase)
- \$582 State Classified (FY17 increase plus 3% for FY18)
- \$536 Commuter Student (3% increase)
- \$628 Resident Hall Student (FY17 increase plus 3% for FY18)
- \$250 Research Blvd permit
- \$400 Moby reduced parking permit (out by 4 pm event days)

Discounted lot at Ingersoll for resident hall students - \$400

Some issues still to consider:

- Reserved parking - demand based
- Staff and faculty?
- Commuter students?

Retiree permits - average of 84 per day on campus

Eliminate completely?

Restrict to Research Blvd Lot?

30 year employees - free permits

30 Year employees average salary is over \$104K

15 people under \$50K, of those 3 are under \$35K

Keep as is?

Eliminate completely?

Restrict to only people who make less than \$50K?

State and Service Vehicles - pay for using customer spaces

Elevated fines - if we can work out a few minor details this will be possible

1st each year - Free

2nd is current price

3rd is elevated

4th is elevated

5th and up is one last elevated price

Reset annually

\*Monday/Wednesday/Friday permit or Tuesday/Thursday permit: Semester permits only A & Z: (Checking final details to see if system can do it yet)

### 3. Salary-Based Model

#### Salary Based Model w/ 5 bands

Min	Max	# of FY16 permits	cost	Revenue	Elasticity	Cost per day
20,256	34,999	267	\$250	\$65,750	(0.1)	0.96
35,000	49,999	922	\$490	\$446,880	(0.1)	1.88
50,000	79,999	1,067	\$730	\$677,440	(0.2)	2.81
80,000	119,999	708	\$970	\$522,830	(0.2)	3.73
120,000	1,450,000	436	\$1,210	\$343,640	(0.2)	4.65
		3,400				
				\$2,056,540		
			TARGET	2,050,000		
			Difference	6,540		

#### Salary Based Model w/ 4 bands

Min	Max	# of FY16 permits	cost	Revenue	Elasticity	Cost per day
20,256	34,999	267	\$250	\$65,000	(0.2)	0.96
35,000	69,999	1,711	\$582	\$932,946	(0.2)	2.24
70,000	119,999	986	\$914	\$708,350	(0.2)	3.52
120,000	1,450,000	436	\$1,246	\$345,142	(0.2)	4.79
		3,400				
				\$2,051,438		
			TARGET	2,050,000		
			Difference	1,438		

### 4. SP+ Model (Consultant's model)

#### Parking in Designated Lots

Permit fees vary by lot (e.g., \$582 for lot by old field house, \$1,100 for BSB lot or lot south of Admin Building, \$2,400 for reserved lot south of Admin Building).

Removes state and service from the lots or have to create more spaces for them  
reducing inventory for paying customers

Hard to plan for visitors

Daily permits, monthly permits and visitor parking to the perimeter or in  
designated areas?

Wait lists for many lots

New employees and faculty would be forced to park in out laying lots with no  
wait lists and wait for closer spots to open up

Special events would be limited to where they could park or customers would be  
displaced

Relocating permits holders due to lots closures (new buildings) would be difficult

Handling people who go on sabbatical

Parking limited to one lot only

Park down would be Moby or Research Blvd

Hard to manage - labor intensive

Requires constant work and reallocations

Longer implementation time

Harder for staff, faculty and students to get used to

Most drastic change from what we have now

Pante: Parking Services Committee recommended that we go forward with the  
Current Plant with Modifications (option 2 above). Keep research lot as reduced  
permit fee lot and include Moby for reduced rate at \$400. Very clear that the  
university's mission is to not drive to campus. Some things are unfair. Pante  
would like to see an alternative transportation fee that is more widely distributed  
(rather than just being paid for through parking permits) but it wasn't supported.

Stromberger encouraged Faculty Council to consider the four options and send  
comments to her to pass on to administration.

Stromberger's report was received.

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

Doherty reported on the following:

The BOG will meet this Thursday – Friday. Public comment period at 9 am on  
Thursday.

Doherty's report was received

### **CONSENT AGENDA**

1. UCC Minutes – October 21 and 28, 2016; November 4, 2016
2. Approval of Fall Degree Candidates

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

Makela's motion was unanimously approved by Faculty Council.

### **ACTION ITEMS**

1. Elections – Academic Faculty Nominations to Faculty Council Standing Committees - CoFG

Steve Reising, Committee on Faculty Governance, moved that Faculty Council elect faculty to the following standing committees:

### **COMMITTEE ON NON-TENURE TRACK FACULTY**

		<b>Term Expires</b>
<u>LESLIE STONE-ROY</u> Nominated by Committee on Faculty Governance	CVMBBS	2019
<u>TOBIN MAGLE</u> Nominated by Committee on Faculty Governance	LIBRARIES	2019

### **COMMITTEE ON UNIVERSITY PROGRAMS**

<u>MO SALMAN</u> Nominated by Committee on Faculty Governance	CVMBBS	2019
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Stromberger asked for nominations from the floor. Hearing no nominations, the nominations were closed.

Reising's motion was adopted and the nominees were elected to their respective committees, starting July 1, 2016 through June 30, 2019 (for three-year terms).

2. Proposed revisions to Section D.3.6 Responsibilities for Ensuring Nondiscrimination Practices; D.5.1 Nondiscrimination and Affirmative Action; Appendix 1: Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, Stalking, and Retaliation of the *Academic Faculty and Administrative Professional Manual* – CoRSAF

Dan Turk, Chair, CoRSAF, moved that Faculty Council approved the proposed revisions Section D.3.6 Responsibilities for Ensuring Nondiscrimination Practices; D.5.1 Nondiscrimination and Affirmative Action; Appendix 1: Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, Stalking, and Retaliation of the *Academic Faculty and Administrative Professional Manual*, pending final approval by the Board of Governors.

Deletions ~~Oversecored~~—Additions Underlined

D.3.6 Responsibilities for Ensuring Nondiscrimination Practices (*last revised June 21, 2011*)

Any faculty member or administrative professional who encounters acts of discrimination because of race, age, color, creed, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, ~~or~~ gender identity or expression, or pregnancy, or because a person has inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant, either on or off campus, is urged to report such incident to the University by completing a simple form available for that purpose from the Office of Equal Opportunity (OEO).

D.5.1 Policy: Nondiscrimination and Affirmative Action (*last revised June 21, 2011*)

Colorado State University does not discriminate on the basis of race, age, color, creed, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, ~~or~~ gender identity or expression, or pregnancy, and will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. The University complies with the Civil Rights Act of 1964, related Executive Orders 11246 and 11375, Title IX of the Education Amendments Act of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Age Discrimination in Employment Act of 1967, as amended, the Americans with Disabilities Act (ADA) of 1990, the Civil Rights Act of 1991, the ADA Amendments Act of 2008, the Genetic Information Nondiscrimination Act of 2008, and all civil rights laws of the State of Colorado. Accordingly, equal opportunity of employment and admission shall be extended to all persons. ~~The and the~~ University shall promote equal opportunity and treatment in employment through a positive and continuing affirmative action program for ethnic minorities, women, persons with disabilities, and veterans. The ~~OEO~~ Office of Equal Opportunity is located in 101 Student Services.

December 6, 2016

APPENDIX 1: Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, Stalking, and Retaliation (last revised August 7, 2015)

Purpose of Policy

Colorado State University is committed to providing an environment that respects the dignity and worth of every member of its community. The University strives to create and maintain a work and study environment that is fair, inclusive, and responsible so that each member of the University community is treated with dignity and respect and is rewarded for relevant considerations such as ability and performance. The purpose of this policy is to define the types of conduct that are prohibited by the University as a means of achieving these goals and to prevent harm arising from discrimination, harassment, sexual harassment, sexual misconduct, domestic violence, dating violence, stalking and retaliation.

Colorado State University is committed to providing an environment that is free from discrimination and harassment based on race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or pregnancy, and will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant.

e. Discrimination is conduct that is based upon an individual's race, age, creed, color, religion, national origin or ancestry, ~~ancestry~~, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or pregnancy, or because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant, and that (a) excludes an individual from participation in, (b) denies the individual the benefits of, (c) treats the individual differently from others in, or (d) otherwise adversely affects a term or condition of an individual's employment, education, living environment or University program or activity. It is unlawful discrimination for an employer to refuse to hire, to discharge, to promote or demote, to harass during the course of employment, or to discriminate in matters of compensation, terms, conditions, or privileges of employment against any person otherwise qualified because of any of these factors. This includes failing to provide reasonable accommodation, consistent with state and federal law, to persons with disabilities.

g. Harassment covered under this policy is conduct that demonstrates hostility towards a person (or a group of persons) based upon that person's race, age, creed, color, religion, national origin or ancestry, ~~ancestry~~, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, ~~or pregnancy~~, or because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant and has the purpose or effect of:

Statement of Policy Principles

It is the policy of Colorado State University to maintain an academic and work environment free of discrimination, harassment, sexual harassment, sexual misconduct, domestic violence, dating violence, stalking and retaliation for students, faculty, and employees. Such conduct is

contrary to the standards of the University community and common decency. It diminishes individual dignity, impedes equal employment and educational opportunities and equal access to freedom of academic inquiry, and creates barriers to fulfilling the University's scholarly, research, educational, and service missions. Such conduct will not be tolerated at the University.

Discrimination, harassment, sexual harassment, sexual misconduct, domestic violence, dating violence, stalking and retaliation also are illegal; they are prohibited in the employment context by Title VII of the 1964 Civil Rights Act, in the education context by Title IX of the Educational Amendments of 1972, and, in both employment and education contexts, by Colorado's anti-discrimination laws, including, but not limited to, C.R.S. §24-34-401, et seq. Such conduct also can violate federal and state criminal laws.

Colorado State University does not discriminate on the basis of race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, ~~and or pregnancy~~, and will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. The University complies with the Civil Rights Act of 1964, as amended, related Executive Orders 11246 and 11375, Title IX of the Education Amendments Act of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Age Discrimination in Employment Act of 1967, as amended, The Pregnancy Discrimination Act of 1978, Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, the ADA Amendments Act of 2008, the Genetic Information Nondiscrimination Act of 2008, and all civil rights laws of the State of Colorado. Accordingly, equal opportunity of employment and admission shall be extended to all persons. The University shall promote equal opportunity and treatment in employment through a positive and continuing affirmative action program for ethnic minorities, women, persons with disabilities, and veterans.

Rationale:

The language in the Manual needs to be brought into alignment with Federal law. The proposed changes do this. The primary changes add pregnancy and discussion of pay as items that cannot be discriminated against. Several small editorial changes are also included.

Turk's motion was unanimously approved by Faculty Council.

3. New Degree: Master of Addiction Counseling, Plan C (M.A.C.), be established effective Fall 2017 in the Department of Psychology, College of Natural Sciences – UCC

Carole Makela, Chair, UCC, moved that FC approved the New Degree: Master of Addiction Counseling, Plan C (M.A.C.), be established effective Fall 2017, pending final approval by the Board of Governors.

Description:

The Plan C Masters in Addiction Counseling is designed to provide students the education needed to become a Licensed Addiction Counselor. With this degree and licensure, graduates will be able to enter the workforce as treatment providers for those struggling with substance use and substance use disorders. The Master's Degree is structured as one year of course work and one year of internships to satisfy state requirements for certification and licensure. This program is seen as a continuation of the Addictions Counseling Concentration in the BS in Psychology. That concentration leads to Level 1 Certification, where the Plan C Master's Degree will lead to the highest level of certification in the field of addictions treatment.

Rationale:

Potential graduate program applicants seeking a terminal master's degree from CSU in counseling will be adequately prepared for a career in Addiction Counseling with the proposed master's degree, which qualifies them for the relevant license. There is currently a shortage of properly trained individuals in the field of addictions treatment, so by launching this program Colorado State University will be able to train individuals with a terminal master's degree who are ready to fill this demand.

Makela's motion was unanimously approved by Faculty Council.

4. Proposed revisions to Section I.11 – Students Called to Active Duty of the *Academic Faculty and Administrative Professional Manual* - CoTL

Stephanie Clemons, Vice Chair, moved the Faculty Council approve the proposed revisions to Section I.11 – Students Called to Active Duty of the *Academic Faculty and Administrative Professional Manual*, pending final approval by the Board of Governors.

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

I.11 Students Called to Active Duty (~~last revised May 5, 2005~~)

In response to military action declared by the President of the United States or Congress in which United States forces are being called into active duty, the University shall apply this policy for the duration of such actions, and the Adult Learner and Veterans Services (ALVS) Center for Advising and Student Achievement (CASA) shall execute it.

Any student called to active military duty should visit ALVS for consultation. ~~may, upon presentation of a copy of his or her orders to CASA, be given a grade of Incomplete in courses~~

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~~for which she/he is registered. The student or his or her designate may make this request in person, by letter, or by telephone. However, the request will not be processed by CASA until a copy of the orders are received.~~ The ALVSCASA advisors will counsel with the student or his or her designate and the student's instructors to select the option (either withdrawal from the University, cancellation of courses, or taking of an Incomplete) that is most appropriate to that student's situation. (Note: The ALVSCASA cannot disclose personally identifiable educational information with a third party, even a spouse or other designee, without a signed FERPA Release Form. The FERPA Release Form authorizes ALVSCASA to disclose the student's educational information to his or her designee. (See Section I.2.). Additional details are provided in the General Catalog section on University Withdrawal for Call to Active Duty (<http://catalog.colostate.edu/general-catalog/academic-standards/registration/#university-withdrawal>).

If the student chooses to withdraw from the University as a result of an undetermined amount of time required away from his or her studies during military service, the tuition paid for the semester will be refunded. If the student opts for a grade of Incomplete for the course, tuition will not be refunded. The grade of Incomplete shall remain on the student's record for a period not to exceed one year following the end of the semester in which the student re-enrolls at Colorado State University. By this date, the grade will be changed by the instructor or department head of record, or it will convert to a grade of "F." It will be the responsibility of ALVSCASA personnel to track these students and to keep the Office of the Registrar notified of the status of these students, since the time period for which the grade of Incomplete may remain on the record may vary from the normal University time limits for resolution of grades of Incomplete.

Rationale:

The proposed revisions reflect the current process that CSU follows to assist students called to active duty. Assistance is provided by the Adult Learner and Veteran Services office, not by CASA.

Clemons' motion was unanimously approved by Faculty Council.

5. Proposed revisions to the *General Catalog* – University Withdrawal for Call to Active Duty – CoTL

Stephanie Clemons, Vice Chair, moved that Faculty Council approve the proposed revisions to the *General Catalog* – University Withdrawal for Call to Active Duty.

Additions are underlined, and deletions are indicated by ~~strikeouts~~.

University Withdrawal for Call to Active Duty

Called to Active Military Duty

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CSU will assist any student called to active military service with reasonable accommodations and in making the best possible transition. As a primary point of contact, students are encouraged to work with Adult Learner and Veterans Services (ALVS) ~~and the Center for Advising and Student Achievement (CASA)~~ in order to review all options prior to leaving CSU. Depending on when in the semester the student is called to duty, different options may be available including University withdrawal, late withdrawals, or incompletes.

~~If the student chooses to withdraw from CSU as a result of the amount of time required away during military service, upon presentation of military orders, the tuition paid for the semester will be refunded. All students should request a University Withdrawal on RAMweb and then contact CASA to present their military orders.~~

~~If most of the semester in which a student is called to active duty is complete, the student may work with individual instructors to assess whether or not incompletes are a viable option. ALVS will assist students in this process. At the discretion of the instructor, a temporary grade of "I" may be assigned to a student passing a course. The student and instructor will complete a contract for course completion. The student called to military duty will have an extended time allowed for course completion, that being one full year after the student has returned to CSU. There are no refunds associated with receiving incompletes and no fees associated with completing those courses.~~

Students anticipating encountering a different scenario during the semester, such as being gone for a limited amount of time; are encouraged to work with ALVS in order to explore ~~work out~~ reasonable accommodations in her/his courses or selected withdrawals from individual courses.

#### University Withdrawal for Call to Active Duty:

1. To complete a University Withdrawal a student should do so online, through RAMweb. ~~For more information, contact Center for Advising and Student Achievement (CASA) located in the TILT Building, 801 Oval Drive, to meet with an advisor. Walk-in hours are Monday through Friday, 10:00 to 2:00. If you prefer, you can make an appointment by calling (970) 491-7095.~~
2. After requesting the University Withdrawal online, present your orders to ~~CASA~~ that the ~~tuition appeal can be expedited at that time.~~ Ideally, you will have your deployment orders in hand when you visit ~~CASA~~ ALVS. If you do not have your orders with you, or can only complete the withdrawal over the phone, then you can ~~fax~~ submit the orders to ~~CASA~~ at (970) 491-1133 ALVS. When ~~CASA~~ ALVS receives the orders, your tuition assessment will be adjusted to 0%.
3. If you are deployed between academic terms (for example, at the end of the semester or over the summer), you do not need to withdraw online or contact ALVS ~~CASA~~ to withdraw; however, you do need to be sure you have cancelled your registration for the upcoming term. You may cancel courses on RAMweb.
4. Graduate students: Please be sure to review your options for Continuous Registration versus the Graduate Form IB (Graduate Application for Readmission) as you make

arrangements for your deployment.

5. Short-term deployments may not require a University Withdrawal, depending upon the length of the deployment and when in the semester it occurs. Students given orders for a short-term deployment should work directly with their instructors, who are strongly encouraged to accommodate deployed students with a reasonable plan for making up work. Students who are advised they may be assessed a penalty for the absence should contact Adult Learner and Veteran Services (ALVS) to discuss their options. If you have any questions about the withdrawal process, be sure to speak to ALVS ~~a CASA advisor~~.

To return to CSU (whether you were deployed during the academic term or between terms):

1. Returning undergraduate students should go to the Admissions website for information on the Undergraduate Intent to Return process.
2. The Intent to Return form asks you which semester you plan to return to CSU. As soon as you know when you will return, you should submit the form so that you can register for classes in a timely manner. Please note the relevant application deadline. Keep your academic advisor apprised of your plans—by phone or email if necessary—so that your advisor can make sure that you have a schedule figured out for your returning semester.
3. Returning graduate students who have not utilized Continuous Registration must complete and submit a Graduate School Form 1B (Graduate Application for Readmission) and a copy of the deployment orders in order to have the \$150 readmission fee waived.
4. Graduate students who choose to utilize Continuous Registration during their deployment are not required to reapply when they return, but they will be charged \$150 and the University Technology Fee per academic term that they are away, and the continuous registration fee is NOT waived for deployment.

Important note: If you were admitted to CSU and were not able to enroll due to deployment, you may be required to submit a new application for admission and new supporting documents depending upon your original term of admission. Enrollment deferrals of up to one year beyond the original term of admission are allowed in such cases but must be arranged in advance; deadlines apply.

If you have questions about the return process (for enrolled students) or about obtaining an enrollment deferral (for newly admitted students), please contact the Office of Admissions at [admissions@colostate.edu](mailto:admissions@colostate.edu).

#### Rationale:

The proposed revisions reflect the current process that CSU follows to assist students called to active duty. Assistance is provided by the Adult Learner and Veteran Services office, not by CASA. The proposal also clarifies that the continuous registration fee is not waived for graduate students on continuous registration while away on active duty.

Clemons' motion was unanimously approved by Faculty Council.

5. Proposed revisions to the *Graduate and Professional Bulletin* – Graduate Study – CoSRGE

William Sanford, Chair, CoSRGE, moved that Faculty Council approve the proposed revisions to the *Graduate and Professional Bulletin* – Graduate Study.

ADDITIONS - UNDERLINED - DELETIONS ~~OVERSCORED~~

**GRADUATESTUDY**

- Requirements for All Graduate Degrees
- Evaluation of Graduate Students and Graduate School Appeals Procedure
- Master's Degrees
- Ph.D. Degree
- Graduate Specializations
- Graduate Certificates
- Dissertation and Thesis
- Graduation Procedures
- Inter-University Graduate Programs

Within graduate degree programs, certain well-defined “specializations” may be offered. A Graduate Specialization is a formal Faculty Council approved program with a defined curriculum addressing a specialty within one of the graduate degree programs. Specializations are automatically listed on transcripts. Please visit the Graduate School website for a listing of degrees and available specializations.

Rationale:

- The above paragraph about Graduate Specializations was previously listed in the Graduate & Professional Bulletin (G&PB); however, it did not get transferred into the online version of the G&PB in the Catalog.
- There is no description of what a specialization is in the Graduate & Professional Bulletin; therefore, the paragraph would give an introduction to specializations. Additionally, a link would be provided to the Graduate School website where a list of current specializations can be found.
- It would be helpful to have a brief overview defining specializations since many departments ask about them and this is an effective way to provide information.
- The Graduate & Professional Bulletin does not currently list the specializations. There is no plan to request that the specializations be listed in the G&PB.
- (Prior to the online version of the General Catalog and transfer of the Graduate & Professional Bulletin into the General Catalog, a list of graduate degree programs, and a list of specializations were included in the G&PB. It was decided by a large

group of individuals reviewing copy for the online version of the Catalog that these lists would not be included in the G&PB once it moved to online status.)

Sanford's motion was unanimously approved by Faculty Council.

### **DISCUSSION**

1. None.

Stromberger adjourned the meeting at 6:00 p.m.

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

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

<b>ELECTED MEMBERS</b>	<b>REPRESENTING</b>	<b>TERM</b>
<b>Agricultural Sciences</b>		
<b>Stephan Kroll</b>	Agricultural and Resource Economics	2019
<b>Stephen Coleman</b>	Animal Sciences	2018
<u>Scott Nissen</u>	Bioagricultural Sciences & Pest Management	2018
<b>Adam Heuberger</b>	Horticulture & Landscape Architecture	2019
<b>Francesca Cotrufo</b>	Soil and Crop Sciences	2017
<b>Jane Choi</b>	College-at-Large	2019
<b>Jason Ahola</b>	College-at-Large	2017
<b>Bradley Goetz</b>	College-at-Large	2019
<b>Health and Human Sciences</b>		
<b>Anna Perry</b>	Design and Merchandising	2019
<b>Brian Tracy</b>	Health and Exercise Science	2018
<b>David Sampson</b>	Food Science and Human Nutrition	2019
<b>Lisa Daunhauer</b>	Human Development and Family Studies	2018
<b>Scott Glick</b>	Construction Management	2017
<b>Barb Hooper</b>	Occupational Therapy	2017
<u>Tom Chermak</u>	School of Education	2018
<b>Eunhee Choi</b>	School of Social Work	2019
<b>Business</b>		
Bill Rankin	Accounting	2019
<b>Stephen Hayne</b>	Computer Information Systems	2018
<b>Tianyang Wang</b>	Finance and Real Estate	2019
<b>Troy Mumford</b>	Management	2018
<b>Kelly Martin</b>	Marketing	2018
(substituting for Tuba Ustuner-Fall 2016 sabbatical)		
<b>Lisa Kutcher</b>	College-at-Large	2019
<u>John Hoxmeier</u>	College-at-Large	2019
<b>Engineering</b>		
<b>Russ Schumacher</b>	Atmospheric Science	2018
<u>Travis Bailey</u>	Chemical and Biological Engineering	2019
<b>Rebecca Atadero</b>	Civil and Environmental Engineering	2018
<u>Siddharth Suryanarayanan</u>	Electrical and Computer Engineering	2019
<b>Shantanu Jathar</b>	Mechanical Engineering	2017
<u>J. Rockey Luo</u>	College-at-Large	2019
<b>Steven Reising</b>	College-at-Large	2019
<u>Ted Watson</u>	College-at-Large	2018

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**Liberal Arts**

<b>Michael Pante</b>	Anthropology	2017
<b>Marius Lehene</b>	Art	2017
<b>Nick Marx</b>	Communication Studies	2019
(substituting for Julia Khrebtan-Horhager)		
<b>Robert Keller</b>	Economics	2017
<b>Sue Doe</b>	English	2018
<b>Albert Bimper</b>	Ethnic Studies	2019
<b>Jonathan Carlyon</b>	Languages, Literatures and Cultures	2018
<b>Thaddeus Sunseri</b>	History	2017
(substituting for Adrian Howkins Fall 2016)		
<b>TBD</b>	Journalism and Technical Communication	2017
<b>Wesley Ferreira</b>	Music, Theater, and Dance	2019
<b>Moti Gorin</b>	Philosophy	2019
<b>Kyle Saunders</b>	Political Science	2018
<b>Tara Opsai</b>	Sociology	2019
<u>Antonio Pedros-Gascon</u>	College-at-Large	2019
<b>Mohammed Hirchi</b>	College-at-Large	2017
<b>David Riep</b>	College-at-Large	2018
<b>Angela Christian</b>	College-at-Large	2018
<u>Lori Peek</u>	College-at-Large	2018

**Natural Resources**

<b>Monique Rocca</b>	Ecosystem Science and Sustainability	2017
<b>Julie Savidge</b> (Fall 2016/Fall 2017; Barry Noon (thru Spring 2018))	Fish, Wildlife, & Conservation Biology	2018
<b>Maria Fernandez-Giminez</b>	Forest and Rangeland Stewardship	2017
<b>William Sanford</b>	Geosciences	2017
<b>Richard Knight</b>	HDNR in Warner College	2017
(substituting for Stu Cottrell – sabbatical Fall '16)		

**Natural Sciences**

<b>Jennifer Nyborg</b>	Biochemistry and Molecular Biology	2019
<u>Melinda Smith</u>	Biology	2018
<b>George Barisas</b>	Chemistry	2017
<b>Ross McConnell</b>	Computer Science	2019
<u>Gerhard Dangelmayr</u>	Mathematics	2017
<u>Mingzhong Wu</u>	Physics	2017
<b>Silvia Canetto</b>	Psychology	2019
<b>Mary Meyer</b>	Statistics	2019
<u>Ed DeLosh</u>	College-at-Large	2017
<b>Anton Betten</b>	College-at-Large	2019
<u>Janice Moore</u>	College-at-Large	2018
<b>Brad Conner</b>	College-at-Large	2018
<b>Alan Van Orden</b>	College-at-Large	2018

**Veterinary Medicine & Biomedical Sciences**

<b>C.W. Miller</b>	Biomedical Sciences	2019
<u>Dean Hendrickson</u>	Clinical Sciences	2019
<u>Lucas Argueso</u>	Environmental & Radiological Health Sciences	2017
<b>Alan Schenkel</b>	Microbiology, Immunology and Pathology	2018
<u>Ryan Ferris</u>	College-at-Large	2017
<u>Gerald Callahan</u>	College-at-Large	2017
<u>Patrick McCue</u>	College-at-Large	2018
<u>Stuart Tobet</u>	College-at-Large	2018
<u>DN Rao Veeramachaneni</u>	College-at-Large	2018
<b>Marie Legare</b>	College-at-Large	2019
<u>Anne Avery</u>	College-at-Large	2019
<u>Tod Clapp</u>	College-at-Large	2019
<b>Dawn Duval</b>	College-at-Large	2019

**University Libraries**

<b>Nancy Hunter</b>	Libraries	2019
<b>Naomi Lederer</b> substituting (Fall 2016) for Michelle Wilde	(Excused) At-Large	2019

***Ex Officio* Voting Members**

<b>Mary Stromberger</b>	Chair, Faculty Council/Executive Committee	2017
<b>Stephanie Clemons</b>	Vice Chair, Faculty Council	2017
<b>Paul Doherty, Jr.</b>	BOG Faculty Representative	2017
Don Estep, Chair	Committee on Faculty Governance	2017
Todd Donovan, Chair	Committee on Intercollegiate Athletics	2017
Nancy Hunter, Chair	Committee on Libraries	2017
<b>Jenny Morse, Chair</b>	Committee on Non-Tenure Track Faculty	2017
<b>Dan Turk, Chair</b>	Committee on Responsibilities & Standing of Academic Faculty	2017
<b>William Sanford, Chair</b>	Committee on Scholarship Research and Graduate Education	2017
Karen Barrett, Chair	Committee on Scholastic Standards	2017
Katharine Leigh, Chair	Committee on Strategic and Financial Planning	2017
Matt Hickey, Chair	Committee on Teaching and Learning	2017
Eric Prince, Chair	Committee on University Programs	2017
<b>Carole Makela, Chair</b>	University Curriculum Committee	2017

***Ex-Officio Non-Voting Members***

<b>Anthony Frank</b>	President
<b>Rick Miranda</b>	Provost/Executive Vice President
Brett Anderson	Vice President for Advancement
Mary Ontiveros	Vice President for Diversity
Louis Swanson	Vice Provost for Engagement/Director of Extension
Robin Brown	Vice President for Enrollment and Access
<b>Dan Bush</b>	Vice Provost for Faculty Affairs
Patrick Burns	Vice President for Information Technology/Dean Libraries
Jim Cooney	Vice Provost for International Affairs
Tom Milligan	Vice President for Public Affairs
Alan Rudolph	Vice President for Research
Blanche M. Hughes	Vice President for Student Affairs
<b>Kelly Long</b>	Vice Provost for Undergraduate Affairs
Lynn Johnson	Vice President for University Operations
Ajay Menon	Dean, College of Agricultural Sciences
Jeff McCubbin	Dean, College of Health and Human Sciences
Beth Walker	Dean, College of Business
David McLean	Dean, College of Engineering
Jodie Hanzlik	Dean, Graduate School
Ben Withers	Dean, College of Liberal Arts
Jan Nerger	Dean, College of Natural Sciences
Mark Stetter	Dean, College of Vet. Medicine & Biomedical Sciences
John Hayes	Dean, Warner College of Natural Resources
Toni-Lee Viney	Chair, Administrative Professional Council