MINUTES
Executive Committee
Tuesday, December 15, 2015
3:30 p.m. – Room 106 – Administration

Present: Mary Stromberger, Chair; Stephanie Clemons, Vice Chair; Rita Knoll, Executive Assistant; Bradley Goetz, Agricultural Sciences; Scott Glick, Health and Human Sciences; Adrian Howkins, Liberal Arts; Nancy Hunter, Libraries; Monique Rocca, Natural Resources; George Barisas, Natural Sciences; C.W. Miller for David Gilkey, Veterinary Medicine and Biomedical Sciences; Rick Miranda, Provost/Executive Vice President

Absent: Jose Chavez, Engineering (excused); Margarita Lenk, Business (excused); Paul Doherty, Jr. BPG Faculty Representative (excused)

Guests: Gwen Gorzelsky, Anton Betten, Antero Garcia, James Folkestad, Laura Jensen, Bob Schur, Dwight Burke, and Tracy Hutton.

The meeting was called to order at 3:31 p.m. by Mary Stromberger.

February 2, 2016 FACULTY COUNCIL AGENDA ITEMS:

I. Proposed Faculty Council Agenda – February 2, 2016 – A202 Clark Building – 4:00 p.m.

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – March 1, 2016 – A202 Clark Building – 4 p.m.

2. Executive Committee Meeting Minutes located on the FC website – November 10 and 17, 2015
   (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.

4. UGO Annual Report

E. CONSENT AGENDA

1. UCC Minutes – November 6 and 13, 2015

F. ACTION ITEMS

1.

G. DISCUSSION

1. Principles of Community statement
December 15, 2015 EXECUTIVE COMMITTEE AGENDA ITEMS:

II. Minutes to be Approved

There were no Executive Committee meeting or Faculty Council meeting minutes to approve.

III. Items Pending/Discussion Items

A. Announcements

1. Next Executive Committee Meeting: January 19, 2016 – 3:00 p.m. – Room 106 Administration

Stromberger announced that the next Executive Committee meeting will be held on January 19, 2016 at 3:00 p.m. in room 106 Administration.

2. Terri Suhr sent Stromberger an email yesterday regarding electronic accessibility of various forms, including W2’s. Employees can sign up to receive W2’s electronically now.

B. Action Items

1. UCC Minutes – November 20, 2015

Goetz moved, (Hunter 2nd) to place the November 20, 2015 UCC meeting minutes on the consent agenda for the February 2, 2016 Faculty Council meeting agenda.

Stromberger remarked that it is nice to see strikeouts and underlines to the courses—easier to read changes.

Goetz’s motion was unanimously approved.

2. Change to 2016 Academic Calendar – Sunday Commencement (May 15, 2016 @ 11 a.m. – WCNR )

Stromberger announced that John Hayes, Dean, Warner College of Natural Resources, wanted to have a Sunday Commencement as last year’s commencement venue was not conducive. This would be considered a “pilot program” to see if a Sunday commencement would work. Miranda has been working with colleges for alternatives (i.e. Liberal Arts has outgrown Moby for commencement).
At last week’s BOG meeting, Miranda mentioned to the Board the possibility of adding the Sunday commencement for WCNR. The Board agreed to this request, pending Faculty Council approval.

Stromberger proposed the change to the academic calendar (page 7) be approved by Executive Committee on behalf of Faculty Council as CSU Events need to know, sooner than later, of any changes, as well as students and their families for preparation.

Stromberger: Any discussion?

Barisas: No religious objections?

Stromberger: That could be a possibility—not sure.

Glick: If successful, could a survey be put out to see if parents/families were ok with Sunday commencement?

Miranda: CSU Events usually puts out surveys for students and parents; this could be added.

Miranda will communicate with Matt Helmer and Jen Welding, CSU Events.

Executive Committee unanimously approved the 2016 academic calendar change on behalf of Faculty Council.

3. Honorary Degree candidates

The Honorary Degree Committee, consisting of Brett Anderson, Rick Miranda, Jody Hanzlik, Mary Stromberger, Alan Rudolph, Carmen Menoni (University Distinguished Professor), Darrell Fontane (University Distinguished Teaching Scholar), and Don Samelson (Chair of CoSRGE), reviewed applications of two honorary degree candidates.

After approval of candidates by the Honorary Degree Committee, the names were forwarded to President Frank. Frank approved both candidates, and sent their names to Executive Committee for approval.

Stromberger discussed evaluation criteria, including outstanding achievement to the state, nation, or world. Candidate(s) must have some type of relationship to CSU. A candidate that models CSU’s philosophies and values is important.

Executive Committee discussed the two candidates, Abigail Kinoiki Kekaulike Kawananokoa and Bob Wilson.
Goetz moved (Glick 2nd) to award Abigail Kawananokoa and Bob Wilson honorary degrees at the May 2016 commencement exercises (CVMBS for Abigail and CHHS for Bob).

Goetz’s motion was unanimously approved.

Stromberger will write a recommendation to the Board of Governors that Abigail and Bob be approved to receive honorary degrees in May 2016.

C. Discussion Items

1. Engage Program

   Topic: Use of Learning analytics. There is work on learning analytics on campus. Seeking EC input on how this work should move forward. In some cases, it is moving forward intentionally – and in small ways. No anxiety issues related to privacy at the level of use by individual faculty members. Know everyone involved. Small scale projects. Larger aspects on learning analytics are about ready to be launched.

   Engage is a platform that delivers electronic texts to students including pdfs and research articles. Advantages of using Engage: 1) access to textbooks – Engage makes textbooks accessible to students even if they are waiting for financial aid. Students can tag parts of text; highlight, etc. 2) can help students and professors engage with each other more. All of the work that students do is tracked through learning analytics so that a professor can see what students are studying, and analyze that in relation to success in the course. A dashboard will be provided, how much highlighting did they do, etc. A pilot program with instructors will occur this spring semester. The platform could expand rapidly.

   But learning analytics are not controlled in the same way – when a vendor is involved, the vendor gains access to student study data.

   What we want to discuss with EC are the advantages and concerns of learning analytics. There is potential in identifying struggling students earlier (the first three weeks into semester); could send student a text message. For example, the dashboard could tell that the student is not engaged – not reading textbook, not doing homework. Faculty could then reach out to the student and see if there are problems. There are also risks and concerns.
One faculty member expressed concerns that by collecting data related to interaction with textbooks, we are “in students’ bedrooms”, and that could be perceived problematic.

How do we address potential benefits and possible risks? Laura Jensen is the co-chair of committee of Reinvention Center, made up of 65 institutions. She drafted a white paper on ethics of learning analytics.

Wanted to seek input from CSU faculty as well through a similar process used by course survey.

Laura Jensen: while there are great benefits, we need to be transparent about potential concerns and risks. We want to be careful in collecting student data without a breach. When we do research, we have an IRB. When we gather analytics for collection of data, there is less guidance. Are we venturing into personal data? There is a lot of data we have access to that we haven’t had before. People see great benefits, so it’s worth having these conversations:

1) Could a governing board, with reps from all over campus, have oversight of data? Board has all reps from across campus.

2) We need greater transparency to students that we currently have access to some of their data (e.g. FERPA signature).

3) Are analytics gathered for the greater good (e.g. help students to be successful)?

Jim Folkestad: Looked at a number of different tools. Several projects are emerging (math). Develop predictive models around how well students succeed in the math course. If the student struggles early, how to identify them and put interventions in place. Canvas is a vendor-based tool. CSU wants to control the data. Use underlying learning theory, and then build predictive models on how we can understand these students. We are moving through the IRB process.

Gorzelsky spoke for Dave Johnson who worked with a faculty member in Biomedical Sciences. Students were asked to complete 9 modules. Too much work and not sustainable. “A” groups spent less time on two of the 9 modules and spent less time overall. So, the faculty member could change up the modules to benefit more students.

Gorzelsky: Another risk is losing control of data to vendors, who might sell data. For example, employers might use data to evaluate potential employees. The employer could benefit by knowing how the student
performed in the class through access to the data. CSU wants to stay in control of data, not let vendors sell data.

Miranda: This issue is one of the reasons we joined UNIZIN as a consortium. Not a for-profit vendor controlling the student data.

Major goal: get perspectives of various groups about what they would like to see happen re: learning analytics at CSU. In Virginia, their students were upset they DID NOT receiving alerts to help them in their student success. Seek perspectives from faculty, students, etc. – across campus. If you wish us to attend FC, we would be happy to do so.

Stromberger advised the group to talk with as many constituents as possible, including ASCSU. We need to know how students want the data to be used.

Miranda: Also, that leaves a faculty member open. If the faculty member knew a student was failing and didn’t do anything, could a student bring up the issue? Then again, if a student isn’t engaging, an email goes up. What if a faculty member doesn’t respond in a timely manner?

Stromberger: It will be interesting to look at the Engage pilot results this spring. See what they recommend in the future?

Barisas: Good that our analytics are out of a for-profit vendor.

Jensen: Data architecture and governance. We need storage capacity at CSU rather than uploading student information into the Cloud.

Hunter: Students have right to see their data. How long should a university store data?

Jensen: Storing a transcript vs. other data – length of time. This is big data—thousands of bits of data per day.

Howkins: College to college visits might be better than to FC. Issue: could an outside vendor sell information that indicates students work twice as hard/more time at CSU than Purdue and get worse grades?

Barisas: Students should be able to opt in or opt out of having their time tracked.

Hunter: There is a data policy at CSU being developed. Should this be folded into that policy?
Stromberger: Include Alan Rudolph and Pat Burns in future conversations. Meet with the Data policy group.

Clemons: Meet with associate deans; perhaps debates on campus.

2. Policy discussions – Bob Schur, Director, Office of Policy and Compliance
   - Alcohol and Drugs
   - Protection of Minors

Schur introduced two policies that are being developed. He would like faculty feedback.

The first policy is on Alcohol and Drugs. Comprehensive policy - not just ownership and dispensation but a policy that addresses alcohol and drug use on campus, and being impaired. Also provides guidance at presence of alcohol at events. Needs to be a policy that is consistent on campus. The committee developing this policy includes Sally Alexander, Dwight Burke, Diana Prieto, Dan Bush, and Jack Avens (faculty from FSHN).

The second policy is on Protection of Minors on campus. This is being created in response to the sex abuse scandal at Penn State. The policy provides for mandatory reporting of child abuse. Everyone is a mandatory reporter. Policy provides safety measures for children involved in campus programs or children brought to campus by working parents.

Dwight: What isn’t covered? Minors enrolled in campus. Various high school students who are attending CSU, are also excluded. Difficult to know where all those students are.

Stromberger: Section 4 may not be friendly to women. Almost every mom/dad has had to bring a child to campus, especially on days when there is no school. For some, it might be a daily occurrence – parent may pick up child after school and bring them to work to sit in their office. If no issue in past, why include this into the policy?

Schur: Work place is not for children.

Barisas: Regulation that regulates best, is the regulation that regulates least. There is an infinity of “potentials” on campus. In the absence of an issue, then don’t regulate.

Schur: Agrees in general.
Tracy Hutton: Various department heads have called to ask for a policy regarding bringing a child to the office. Disruption is cause for action.

Stromberger: Will send this out to FC for response by end of January.

Barisas: Also needs to go to department heads.

Schur: Will use department head email list.

Miranda: Issue may be about having children in public places rather than private places. Front office vs. private office. Yes, faculty will have children in office in a semi-regular basis. Having children in public spaces is another issue.

Hunter: Public libraries deal with this all the time. We are considered an open day care center. Unattended children is an issue. Individuals drop off children and then leave. Also at LSC, children come to lunch all the time. But they are attended.

Howkins: Alcohol and drug policy. Exemption to food or drug class. Re: tailgating, all policies are out the window. How will that change with the new stadium?

Schur: There is a new and separate policy under development for the new stadium. Re: protection of minors. Will be revised before circulation for further comment.

D. Reports

1. Rick Miranda – Provost/Executive Vice President

Miranda reported the following:

1. There was a BOG meeting last week. Both program motions passed. Sabbaticals and program reviews were presented. Enrollment and open source textbook reports were given. BOG meeting went well.
2. Salary equity exercise from the fall: results will be published next week to every single individual. Then a community message will also be sent. About $300,000 will be used to adjust salaries of full professors. Now working on how these salary exercises will go forward for next year.
3. No change on the budget conversation. Gave same presentation to FC. No comments.

Miller: Why is enrollment going up so high at CSU?
Miranda: It has to do with our reputation in and outside the state. Many other universities did not enjoy increases that CSU did. More freshmen and transfer students. The numbers of increases are up across every category at CSU. We are also getting smarter in the Office of Admissions and aid packages. Some financial aid and/or scholarships were also changed a little to increase recruitment.

Stromberger: Admissions decisions are now made within a week. Students are committing earlier.

Miranda: So many different strategies are being employed. Out-of-state: did college fairs before. Now have people in states who work for CSU who can connect with high schools and develop relations. We are seen as a university that is “in the game.” Based on our reputation, CU put on a big marketing campaign to attract students. They felt they needed to make a push in-state to recapture some of the market.

Miranda’s report was received.

2. Faculty Council Chair – Mary Stromberger

Stromberger reported the following:

1. We are interviewing for the UCC curriculum liaison specialist. Four candidates are being interviewed. Will have someone in place in January.

2. Research Data Policy working group members Alan Rudolph, Pat Burns, and Linda Schutjer met with Stromberger last week. The group discussed research management and storage. Stromberger recommended the group get feedback on draft policies from three standing committees: Committee on Libraries, CORSAF, and CoSRGE.

3. On Monday, Stromberger attended an Affordable Housing Committee meeting. A presentation was given by Group Realty. They provided short term of ideas: rent to CSU people at lower than going rate. Another short term option: CSU could have a master lease on an entire apartment building. Group is predicting in 5 years there will be many rentals available. CSU could be master leasee. Longer term solutions: CSU should use land next to campus or transportation for employee housing (mix of single-family homes and apartments). Similar to Stanford or Columbia. The home price value is capped, so homes can be affordable over longer periods of time. Group Realty can help the Affordable Housing Committee develop recommendations. There are people in the community who wish to partner with CSU employees.

4. Yesterday, first Faculty advisory committee for Semester at Sea. Mary is on committee; Chair is Alecia Cook. Committee is made up of
several faculty. This committee will eventually be made up of global
teaching scholars. Stromberger announced that Howkins and Lenk
were selected as Global Teaching Scholars and will sail in Fall 2016.
Paul Doherty was also selected and will sail in 2017. Eleanor
Moseman is also going in 2017. CSU is on schedule with Semester at
Sea. Almost all courses are posted on the Semester at Sea website. All
faculty have been hired for Fall 2016 and three-fourths have already
been selected for Spring 2017. We are on track.

5. At Cabinet meeting today, Mary Ontiveros presented the Principles of
Community statement. Cabinet endorsed the statement after
discussion. The statement was developed with input from 700 different
people; 21 months of development. Very little was changed since a
draft was presented at EC. At Cabinet, a couple words were suggested
and adopted. Stromberger believes that the group are done
wordsmithing. They want to move on to develop diversity training
programs and reinforce these values. For example: bystander training.
Or, what actions do we take to live up to these values. Howkins: could
take this to FC for endorsement. The discussion would need to be
framed appropriately. Or if we asked for endorsement and vote, what
if FC doesn’t support. Could it be an action item? Will bring this back
in January. This is a positive thing.

Stromberger’s report was received.

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

No report given.

Executive Committee adjourned at 5:00 p.m.

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