

MINUTES
Executive Committee
Tuesday, April 26, 2016
3:00 p.m. – Room 106 - Administration

Present: Mary Stromberger, Chair; Paul Doherty, Jr., BOG Faculty Representative; Rita Knoll, Executive Assistant; Bradley Goetz, Agricultural Sciences; Margarita Lenk, Business; Jose Chavez, Engineering; Scott Glick, Health and Human Sciences; Adrian Howkins, Liberal Arts; Nancy Hunter, Libraries; Monique Rocca, Natural Resources; George Barisas, Natural Sciences; C.W. Miller, CVMBS; Daniel Bush, Vice Provost for Faculty Affairs for Rick Miranda.

Absent: Stephanie Clemons, Vice Chair (excused); Rick Miranda, Provost/Executive Vice President (excused)

Guests: Carole Makela, Chair, UCC; Katie Brayden, Vice Chair, APC; William (Bill) Hanneman, Chair, CoRSAF; Robert Schur, Office of Policy and Compliance; Richard Eykholt, CoRSAF and Grievance Officer

The meeting was called to order at 3:00 p.m. by Mary Stromberger.

May 3, 2016 FACULTY COUNCIL AGENDA ITEMS:

I. Proposed Faculty Council Agenda – May 3, 2016 – A202 Clark Building – 4:00 p.m.

A. ANNOUNCEMENTS

1. Next Faculty Council Meeting – May 3, 2016 – A202 Clark Building – 4 p.m.
2. Executive Committee Meeting Minutes located on the FC website – March 22, 2016 (amended); March 29, 2016 (amended) (<http://facultycouncil.colostate.edu/faculty-council-meeting-dates-agendas/minutes/>)

Stromberger announced that two awards will be presented at the next Faculty Council meeting—the Graduate Student Council Advising Award and the Harry Rosenberger Faculty Council Service Award.

B. MINUTES TO BE APPROVED

1. Faculty Council Meeting Minutes – April 5, 2016

C. UNFINISHED BUSINESS

1. Election – Faculty Council Standing Committee representatives – Committee on Faculty Governance

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 – March 25, 2016; April 1, 2016

F. ACTION ITEMS

1. Revisions to the *Graduate and Professional Bulletin* – Application: U.S. Citizens or Permanent Residents – CoSRGE
2. New CIOSU: Center for Meaning and Purpose – CUP
3. New Degree: PhD in Communication (effective 2017) – UCC
4. Proposed revisions to Sections C2.8 and E4.2 of the *Academic Faculty and Administrative Professional Manual* – CoFG
5. Proposed revisions to the *Graduate and Professional Bulletin* – Evaluation of Graduate Students and Graduate School Appeals Procedure - CoSRGE

G. DISCUSSION

- 1.

April 26, 2016 EXECUTIVE COMMITTEE AGENDA ITEMS:

I. Minutes to be Approved

A. Executive Committee Meeting Minutes

1. April 12, 2016

By unanimous consent, the April 12, 2016 Executive Committee meeting minutes were approved and will be posted onto the Faculty Council website.

II. Items Pending/Discussion Items

A. *Announcements*

1. Next Executive Committee Meeting: May 10, 2016 – 3:00 p.m. – Room 106 - Administration

Stromberger announced that the next Executive Committee meeting will be held on May 10, 2016. It will be the last meeting of the semester.

At this meeting, EC will probably have some UCC minutes to approve on behalf of Faculty Council, so that the Catalog can be updated before it is published this summer.

B. *Action Items*

1. UCC Meeting Minutes – April 8, 2016 and April 15, 2016

Makela explained that the minutes included a number of graduate certificates. The minutes of April 15 reflect the new formatting style for minutes, where new programs, including certificates, are listed at the beginning of the UCC Minutes.

Barisas moved (Goetz 2nd) to place the April 8 and 15, 2016 UCC meeting minutes on the consent agenda for the May 3, 2016 Faculty Council meeting.

Barisas' motion was approved.

2. Proposed revisions to the Preface of the *Academic Faculty and Administrative Professional Manual – APC*

Katie Brayden, Vice Chair of APC, explained that the proposal is to allow the AP Council to vote on proposals that affect Admin Professionals, prior to action by Faculty Council.

Questions:

Miller: How do we distinguish how proposals will affect Admin Pros in addition to Faculty in the *Manual*?

Brayden: Some areas are focused primarily on Admin Pros, but there are gray areas that might not be clear and guidance from the Chair of Faculty Council would be needed. Section D and Section K of the *Manual* relates to Admin Pros.

Stromberger: Today's proposed revisions in Section F, related to parental and catastrophic leave, are examples of proposed revisions that will affect Admin Pros.

Doherty asked for clarification that the Admin Pro Council would not have a veto vote.

Brayden confirmed that is the case.

Stromberger: If this is approved by FC and BOG, we need to have enough time for AP to review proposed *Manual* revisions in the future, so there is a timing issue involved.

Howkins moved (Miller 2nd) to place the proposed revisions to the Preface of the *Academic Faculty and Administrative Professional Manual* on the agenda of the May 3, 2016 Faculty Council meeting.

Howkins' motion was approved.

3. Proposed revisions to Section F.3.16 Parental Leave and Catastrophic Circumstances Leave of the *Academic Faculty and Administrative Professional Manual* - CoRSAF

Bill Hanneman and Richard Eykholt explained the motion language was cleaned up (e.g. reference to Catastrophic Leave) and aligned with federal government policies.

Eykholt: Regarding F.3.16 – basically the parental leave benefits have been extended a bit. Some language has been cleaned up. Main thing is to have the parental leave benefit.

Questions:

Howkins: Why does UC-Boulder have more generous leave policies?

Bush: UC-Boulder does not necessarily have a more generous policy. It is dependent on finances within a unit. As a whole, CSU is at the top in terms of what is offered in terms of parental leave, because Central will reimburse units.

Barisas moved (Lenk 2nd) to place the proposed revisions to Section F.3.16 Parental Leave of the *Academic Faculty and Administrative Professional Manual* on the agenda of the May 3, 2016 Faculty Council meeting.

Barisas' motion was approved.

4. Proposed revision to Section F.3.17 Catastrophic Circumstances Leave of the *Academic Faculty and Administrative Professional Manual* – CoRSAF

Hanneman and Eykholt explained that more careful definitions have been inserted. No benefits have been eliminated. The possibility of paid and unpaid leave are now options (unpaid was not a possibility before; paid leave is still mandated – no benefit was lost).

Eykholt noted one amendment after consultation with AP council. In section 1, first paragraph: Examples of eligible scenarios include (p. 29). We wanted to change this to: Examples of eligible scenarios include *but are not limited to*.

Questions:

Glick: What type of impact is expected? Available funds? There has to be more of an impact instead of just if a person has a catastrophe.

Eykholt: Catastrophic Leave doesn't have a change in funding demands for units. For the Parental Leave Policy, benefits were expanded and costs have increased, but these are reimbursed by Central Administration units.

Bush explained more details of the parental leave.

Lenk: Does this affect all faculty types?

Eykholt and Bush replied that the policy affects everyone, except State Classified employees.

Lenk: In the past, everyone was just helping each other out.

Bush: Depends on the flexibility of each independent unit and some units were not as flexible.

Goetz moved (Glick 2nd) to place the proposed revisions to Section F.3.17 Catastrophic Circumstances Leave of the *Academic Faculty and Administrative Professional Manual* on the agenda of the May 3, 2016 Faculty Council meeting.

Goetz's motion was approved.

5. Proposed revision to Section E.9 of the *Academic Faculty and Administrative Professional Manual* – CoRSAF

Hanneman explained that this change resulted from the recent Bullying Policy. This change states that decisions regarding merit salary increases can take into consideration positive as well as negative behaviors.

Questions:

Doherty noted that the negative behaviors are clearly defined but the positive behaviors are not. This leaves open the possibility of departments playing favorites.

Miller noted some history with the word "congeniality" being taken out in determining a person's worth. He agreed with Doherty that positive behavior will never be put into our evaluations.

Stromberger noted that this has to do with merit pay, not necessarily annual reviews.

Lenk asked about unintended consequences, and could this lead to more grievances surrounding positive behaviors not being rewarded?

Eykholt and Bush explained that the clear delineation of negative behaviors makes the grievance procedure more focused and clean.

Barisas moved (Hunter 2nd) to place the proposed revisions to Section E.9 of the *Academic Faculty and Administrative Professional Manual* on the consent agenda for the May 3, 2016 Faculty Council meeting.

Barisas' motion was approved.

C. Reports

1. President – Tony Frank

Frank reported the following:

Update on the status of the Board of Governors confirmation process.
Update on the status of the Hospital Provider Fee.

Glick asked about the state of the stadium and Frank explained the financing of the stadium.

Frank also explained the System reserve fund and discussed shared governance.

Frank's report was received.

2. Dan Bush, Vice Provost for Faculty Affairs

Bush reported the following:

Funding priorities are being discussed.

Salary exercise is happening, including a number of equity cases.
Many department heads are being hired.

Miller asked for clarification on the equity and salary exercise. Bush explained that issues of salary equity exist every year for a number of reasons.

Barisas asked what fraction of the BARC requests (tens of millions) will be honored. Bush and Stromberger guessed that ~10%.

Miller asked for an explanation of the 2/3/6 process. Bush explained that when an increase in students across the campus takes place, the increase in students and tuition is related to each college, and 1/2 goes to college, 1/3 goes to the university, and 1/6 goes to the Provost. College dean decides how to spend that 1/2. Tuition sharing for new majors is a different process. Miller asked if something was written down. Bush replied no.

Bush's report was received.

3. Faculty Council Chair – Mary Stromberger

Stromberger reported the following:

The Ombuds position is progressing. The search committee narrowed it down to 4 candidates for interviews. Search committee will be interviewing soon. Ombuds should be hired before July 1, 2016.

This morning, Stromberger attended the Cabinet meeting with President Frank. Four policies were approved by Cabinet:

- 1) Research Data policy: How research data is managed and stored.
- 2) Alcohol and Drug policy: Cannot have drugs or alcohol on campus. Also talks about being inebriated on campus and cannot come to work. Students are covered under the Student Code of Conduct.
- 3) Protection of Minors policy: Softened the language up a lot about employees that bring children to the campus (as long as they are not disruptive, etc.).
- 4) Records Retention policy: How long student records need to be retained. Different records need to be retained for different timelines. For example, records of graduation are retained forever.

Stromberger's report was received.

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

Doherty reported the following:

Doherty is preparing for the BOG meeting next Thursday and Friday (May 5-6, 2016). He has not seen the agenda yet, but it will be coming out soon.

Doherty's report was received.

D. Discussion Items

1. President's Evaluation

Lenk moved (Barisas 2nd) to enter executive session.

Hunter moved (Glick 2nd) to exit executive session.

Executive Committee adjourned at 5:12 p.m.

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