

Colorado State University-Pueblo AY 2015-16
Senate Meeting Agenda OUC Aspen Leaf Room
September 21, 2015 3:30 PM to 5:30 PM

Senators Present: Brian Vanden Heuvel, Donna Souder, Matt Cranswick, Ian Brennan, Annette Gabaldon, Justin Goss, Ida Whited, Dora Luz Cobian-Klein, Antonio Rueda Mesa, Dana Ihm, Bill Brown, Steve Liebel, Jude DePalma, Neb Jaksic, Sandy Hudock, Scott Gage, Michael Mincic, and Margie Massey

- I. Call to Order: Margie Massey
 - a. Margie Massey called the meeting to order at 3:32.
- II. Approval of minutes (none approved at Retreat)
 - a. N/A: Retreat minutes do not require approval
- III. Approval of Agenda
 - a. Donna Souder made motion to approve. Brian Vanden Heuvel seconded. Unanimous approval.
- IV. Information Items/Reports
 - A. President Di Mare
 1. President Di Mare reported that projected enrollment is down 6%, putting the university budget off by \$2,000,000. She said she would provide more information during the next constituent meeting.
 2. President Di Mare confirmed that she has made a COLA request to the BoG. Specifically, she has requested \$450,000 from the BoG and the chancellor. She also managed to acquire \$150,000 from the Foundation. She expected to hear from Tony Frank some time during the week of September 21.
 3. President Di Mare confirmed that incentive pay is in her contract and that she did receive \$13,000. She added that she returns this money to the university. For example, she directed the dollar amount she received last year to biology for programming, equipment, and scholarship. A donor may direct where his or her money goes.
 4. President Di Mare reported that she called for a stand-alone audit; Margie Massey has the email the president sent to the system office last year requesting the audit. The president stated that the university has corrected two of the findings identified in the audit (the two findings were not specified), adding that the audit committee she testified before was satisfied with the result. Karl Spiecker provided information on how to access a recording

of the president's testimony before the audit committee. President Di Mare added both that the lead on the audit would be present on campus on September 22 and that the lead wrote via email that he was satisfied with the audit.

5. Ida Whited asked if we are going to have another audit. President Di Mare responded that she has requested an audit on housing and that an audit on athletics was just completed. Karl Spiecker stated that this year's audit of the university's finances will be consolidated with an audit of the entire system (we will still be happy to see the university's information separate from the system as a whole).

6. Ida Whited asked for the university's total budget. Karl Spiecker responded that the budget is approximately \$88,000,000 (\$22,000,000 is for auxiliaries, \$52,000,000 is for E&G, and the remaining are restricted funds reserved for federal work study, federal Pell, and federal grants). Karl added that our budget does not include capital construction or controlled maintenance projects, which are above the budgetary figures he cited.

7. Ida Whited asked Karl Spiecker if he read the special report, and if so, what his feelings are about it. Karl Spiecker responded that he's glad we requested it because it helped us to identify areas for improvement, including areas already flagged by the president. He, then, cited the limitations of AIS and the subsequent transition to Kuali as an example of improvements made based upon the special report.

8. Ida Whited asked Karl Spiecker if he is a CPA. He responded that he is not. Ida, then, asked if we have a CPA in our accounting department. President Di Mare confirmed that CSU-Ft. Collins's CPA is CSU-Pueblo's CPA. Ida expressed that she wants to have confidence in the ability of university leaders to have control over finances, budgets, and expenses and that our university's finances are a serious issue. Karl Spiecker is confident about the university's responses to the audit, including the partnership with CSU-Ft. Collins. President Di Mare, Brian Vanden Heuvel, and Provost Kreminski confirmed AIS is no longer being used for financials.

9. Ida Whited asked if we could perform another stand-alone audit to ensure the problems identified in the previous audit were resolved. President Di Mare and Karl Spiecker confirmed that stand-alone audits are always welcomed.

10. Ian Brennan asked if CSU-Ft. Collins's CPA has time allocated both for CSU-Ft. Collins and for CSU-Pueblo. Karl Spiecker did not have specific information on Ian's question. He added that the strength of the partnership resides in the ability of CSU-Pueblo's accounting team to have access not only to the CPA, but also to the CPA's team of accountants.

11. President Di Mare announced that the university is hiring a firm to redesign its web site. The contractors will be advised and directed by a committee including representatives from all of the colleges, from ITB, and from other units on campus. The Provost and the VPFA have solicited names of individuals from the different units to serve on the committee.

12. President Di Mare reported on how \$212,000 from the President's Gala Funding has been spent (the money is used for student scholarships and academic programming). For academic programming, \$50,000 went to the Forensics Program, Biology received \$20,000 for equipment and research, CSU-Pueblo Today received \$5,000 to help with advertising, Chicano Studies and the collaboration between Fawn Amber Montoya and Bev Allen receive \$6,000, Ballet Folklorico received \$5,000 to support programming, HSB received \$5,000 for programming, and CSM received \$5,000 for programming. For scholarships, Engineering received \$10,000, EXHPR received \$10,000, Biology received \$12,000, Social Work received \$10,000, Psychology received \$10,000, and Athletics received \$25,000. A total of \$173,000 was spent toward programming and scholarships.

13. President Di Mare discussed the marijuana excise tax. Sal Pace is putting forward a ballot initiative asking the public to vote in an excise tax on marijuana. A portion of the money will be dedicated to CSU-Pueblo for scholarships and for research on medicinal marijuana. The dollar amount that would be dedicated to CSU-Pueblo is not yet determined.

14. Bill Brown asked if the university will continue its relationship with Royal after the 6% drop in enrollment. President Di Mare responded that the university will give Royal one more year. If enrollment does not change, then the university will consider using money paid to Royal in a different way.

15. Donna Souder asked if constituent meetings could be videotaped. President Di Mare replied that she would find out what would be possible and added that she would ask Trisha Macias to distribute Power Point slides.

B. Provost Kreminski

1. Provost Kreminski announced the visit of a delegation from a polytechnic institution in China. The group visiting campus was interested in collaborating with CET. Bill Brown provided background information on the visit, adding that the institution, which provides a three-year program, is interested in sending students to CSU-Pueblo to complete their BS degrees.

2. Provost Kreminski stated that he had submitted information on three internal dean searches. The information distributed described the process to be used and provided a timeline.

3. Provost Kreminski highlighted language in the catalog stating that all instances of academic dishonesty must be reported by faculty even if the faculty take no action against the student. Donna Souder asked how the university could realistically track dishonesty and misconduct issues. Margie Massey added that if the language exists in the catalog, then it should be on our syllabi. Donna, then, stated that she would like to discuss this issue further as there is fear both of losing a teachable moment the instant a case of dishonesty is reported beyond a particular program and of putting academic freedom and content expertise at risk. She added that the section the provost is referencing is open to interpretation and that not every instance of plagiarism or cheating needs to be turned over. Lastly, Donna acknowledged that the university does not have a policy on dealing with graduate students who commit academic dishonesty. Scott Gage asked what is done with the information that is collected. The provost replied that the information would go to the equivalent of the student judicial office. He, then, added that the matter involves student affairs, so he's not 100% sure. Donna Souder expressed concern that in previous years, no faculty participated on disciplinary committees reviewing cases of dishonesty or misconduct; she's hesitant to turn students over to an entity that understands neither the student's situation or context nor what we do within the classroom. Matthew Cranswick discussed positive experiences he had working on dishonesty issues with Jessica Boyton.

4. Provost Kreminski stated that this year's no-show implementation was successful overall with a significant amount of faculty participation. He, then, stated that upon hire, adjuncts will now have access to email, department I Drive, Blackboard, and the employee PAWS portal (so adjuncts may complete early alerts and no-shows). Adjuncts still do not have AIS access. Jude DePalma asked why the university does not provide adjuncts with full access. The provost responded that it's not clear if it's appropriate for adjuncts to have access to everything (e.g., transcript evaluations).

5. Provost Kreminski announced that he's bringing in four speakers through the Food for Thought lecture series. Food will be served during the lectures.

6. Margie Massey asked if the web site design committee has been compiled. Provost Kreminski said no. He, then, reiterated the committee's mission, which is to provide recommendations to the contractors responsible for the redesign. Donna Souder asked how much we're paying the contractor. The provost answered that he's not certain, adding that he believes the cost is over \$50k but under \$100k. He added that the contractor will be responsible for the "front end" of the university's web site (the site's design and appearance). Ian Brennan asked if the contract with the re-designers is long-term. Provost Kreminski was not sure and said he would ask. Margie Massey said she does not believe the

contract is multi-year.

7. Jude DePalma asked when the search will begin for the associate dean of nursing. The provost stated that a search will also be conducted for an associate dean of teacher ed. He, then, reported that Sylvester had provided some draft position descriptions but that there are questions regarding the responsibilities of the associate deans (e.g., will they work with the dean's office or will they serve as chairs?). Margie Massey asked if the questions are keeping the positions from being announced. Provost Kreminski confirmed that it's a big part of it.

8. Donna Souder asked about space allocation on campus. Provost Kreminski said that a standing committee will be formed to determine allocation. The committee's first charge will be to develop its process.

9. Bill Brown asked whether there is good reason for the ad hoc committee working on APR standards to be working on the standards and whether the revision of the APR standards will be connected at some point to raises. Provost Kreminski responded that according to the handbook, raises and APR evaluations are connected. As for why the committee is doing the work, the provost asked that the committee not think about the why in terms of internal processes but in terms of the BoG observing that our scores have been skewed heavily toward exceptional performance and are feeling irritated that CSU-Pueblo has not taken any action on the matter. Bill asked why we have not been given sufficient reason for why our scores are a problem. The provost reiterated that the BoG is bothered by CSU-Pueblo's numbers. Bill asked again why faculty at CSU-Pueblo have to stipulate that we're not exceptional. Provost Kreminski replied that the word exceptional implies an outlier. Matthew Cranswick stated that CSU-Pueblo faculty are exceptional given the circumstances we face and continue to work through (e.g., power outages, no COLA, no merit pay, intermittent Internet access). Scott Gage asked upon what data or criteria the BoG is asking for lower numbers. Provost Kreminski reiterated that CSU-Pueblo's APR scores do not ring true to the BoG. Matthew Cranswick responded that the BoG need to understand the conditions CSU-Pueblo faculty are working in and the reasons we're rated as we are. Donna Souder asked if we could invite Pueblo BoG members to attend a meeting this year. Margie Massey said yes. Bill Brown asked why the BoG doesn't insist on equality of pay and teaching load if they expect CSU-Pueblo to be like CSU-Ft. Collins. Brain Vanden Heuvel stated that from his perspective as a chair, our current APR process is not easy and broken. He, then, encouraged the ad hoc committee to consider why we have five categories instead of three and to specify a difference between a score of 3.0 and a score of 4.0. He also highlighted that decisions need to be made quickly. Donna Souder expressed concern over the time we have to make decisions regarding APR standards, which will affect faculty working at CSU-Pueblo.

Provost Kreminski suggested that we may not have strong rubrics at CSU-Pueblo. He also expressed his hope that the ad hoc committee could be problem solvers. Ida Whited stated she sees the APR issue as a money issue, adding the Ft. Collins's score may be lower because their scores are actually tied to considerations such as merit raises. She, then, added that the BoG may be focusing on an unimportant issue at the expense of more pressing concerns such as IT infrastructure, facilities, and the university's budget. Donna Souder asked why the BoG is concerned if our APR scores are not tied to money—unless the end goal is to provide CSU-Pueblo faculty with COLA and merit raises. If that is the BoG's concern, she added, then it's not a concern that is being expressed. Ian Brennan said that the BoG already has a number in mind and asked why we don't just tweak the standards to provide that number. Donna Souder asked how the university can retain quality faculty—a concern not being addressed by the BoG. Ida Whited stated that we should give the BoG the numbers they want while also being concerned with how we can make faculty feel happier and more productive. Margie Massey suggested that if the problem deals with the word “exceptional,” then we should change the word to reflect the BoG's expectations. She also asked why the BoG would want to keep faculty around since faculty are likely to continue to improve the longer they are working. Bill Brown asked if the provost is expected the ad hoc committee to redefine all of the rubrics. Brian Vanden Heuvel stated that redefining rubrics is up to the departments and colleges. In response to discussion about guaranteeing that APR standards and evaluations are uniform and less subjective, Brian said that the ad hoc committee's goal is not to guarantee anything. Provost Kreminski reiterated his hope that the ad hoc will come up with practical solutions to the problem. Scott Gage and Donna Souder stated that the problem we're trying to solve has not been clearly defined as a problem. The provost said that he knows the situation is frustrating, but we have to do something; otherwise, it will seem we are disregarding the BoG. Donna Souder asked Provost Kreminski what the BoG could tell us to do that he would say no to. The provost replied that there are a number of things, citing the adoption of CSU-Global's model of teaching online with adjuncts as one example. Bill Brown asked why the BoG is ignorant of our working conditions if the members are business savvy. Provost Kreminski asked if the APR is the way to show appreciation. He said that we can dig in and say no to the BoG. Michael Mincic agreed with Brian that our current APR system is broken, citing ambiguity across CSU-Pueblo's different colleges, and he added that he doesn't believe we can say that our system is foolproof right now. Michael believes that now is the time to take a look at our system and to develop a holistic approach to APRs. Lastly, Michael stated that he does not want to hurt faculty moving toward tenure. Donna Souder asked if we have any leeway with the October 5 deadline. Provost Kreminski confirmed that we have a firm October deadline because of the November 15 deadline. Margie Massey stated that the October 5 deadline was

set to allow the Senate to address the ad hoc committee's recommendation in time for our next meeting and in time for the Senate to send back suggestions for revision to the committee. The BoG has to have handbook language changes by November 15 for the following academic year. Donna, then, asked if the changes would take effect in January 2016, and Margie said yes. Donna asked if that were ethical. Scott Gage asked if there any consideration given to junior faculty members who are soon to apply for T&P who have been following a system that is about to be changed. Provost Kreminski said that language could be included indicating that the previous standards will be applied to untenured faculty seeking tenure and promotion. He added that faculty do not need scores of 5 to receive tenure and promotion, which could occur with scores of 3 or 4. Brian Vanden Heuvel called for us to move on. Margie Massey confirmed with Provost Kreminski that the ad hoc committee's recommendation would take effect in January 2016. The provost said yes. Margie, then, asked if it's possible to say that we are implementing a change but the change cannot take effect in January 2016? The provost did not answer. Donna Souder reiterated her concern about the ethics of changing the APR process midstream. Brian Vanden Heuvel stated that he does not think the APR changes will be monumental; they will only require a change in numbers and the names associated with those numbers. Michael Mincic agreed with Brian.

Margie Massey asked for a motion to extend the meeting by twenty minutes. Donna Souder issued the motion, and Bill Brown seconded. Neb Jaksic and Matthew Cranswick opposed. No abstentions.

Ian Brennan stated that it only makes sense to have the deans produce a list of names to reach the percentages expected by the BoG. He added that this approach does not have to affect tenure and promotion. Ida Whited agreed with Ian. Donna Souder asked how the BoG receives the APR scores. Provost Kreminski said that the scores are part of a standard report based on information provided by the deans. He added that we could have a system that could have no impact on tenure and promotion. Ian Brennan suggested that we give the BoG the numbers they want while maintaining the same system internally.

C. Senate President - Margie Massey

1. Margie Massey stated that the information she was going to provide was already covered.

V. Unfinished Business and New Action Items-First Readings, Second Readings, and Votes

a. Ad-hoc APR Committee

1. Margie Massey stated that we had covered this issue in our discussion of the APRs.

b. 2nd reading– Energy Class in Physics – GEB –

1. Donna Souder read the proposal. Bill Brown stated that the proposal has had its first reading with a preliminary vote that was not unanimous. He explained that the proposal does not now need a unanimous vote. Jude DePalma asked for clarification that the proposal is seeking to make a course general education for one year only. Donna Souder said yes and added that the General Education Board has done similar things in the past. Bill Brown stated that the one year would provide information on whether or not the course would work as a permanent general education course. Margie Massey confirmed that the request is not irregular. Neb Jaksic called the proposal to question. Motion passed with one abstention (Brian Vanden Heuvel).

VI.

Committees/Boards Reports

a. Academic Programs and Standards Board (APSB) – Bill Brown

1. Brian Vanden Heuvel reported that the board needs to meet to revote on a chair since Jonathan Reis is no longer serving on the board.

b. Committee on Shared Governance (CSG) – Brian Vandenheuvel

1. Brian Vanden Heuvel reported that five boards need to be confirmed by the Senate. Membership on four of the boards were voted on at Senate retreat (CAPB, CSG, FCC, and FPP), but Brian wanted affirmation that we confirmed those memberships. Motion to affirm the Senate's confirmation passed unanimously.

2. Brian Vanden Heuvel needed a vote to confirm the membership of GEB. Motion passed unanimously.

3. Brian Vanden Heuvel identified seats the Senate needed to vote on.

a. ITB: Rick Huff the only nominee. Donna Souder affirmed.

b. Library Board: Senate needed to fill a lecturer position on the board. Paul Brown from Biology the only nominee. Donna Souder asked for a delay on the affirmation. Brian Vanden Heuvel will call for more nominees.

c. FDAB: Sam Ebersole will serve again by acclamation.

d. Grievance Panel: Neb Jaksic and Maya Avina will serve again by acclamation. Brian Vanden Heuvel stated that we have left one position open on the grievance

panel.

e. Parliamentarian for the Senate: Brian Vanden Heuvel will issue a call.

f. SABA: Brian Vanden Heuvel reported that the Senate is not responsible for filling this board.

- c. Curriculum and Academic Programs Board (CAPB) – Donna Souder

- 1. Donna Souder had no report.

- d. Faculty Compensation Committee (FCC) – Margie Massey

- 1. Margie Massey had no report.

- e. Faculty Handbook Committee (FHC) –

- 1. Brian Vanden Heuvel will call the committee's first meeting.

- f. Faculty Procedures and Policies Committee (FPP) – Dora Luz Cobian-Klein

- 1. Dora Luz Cobian-Klein reported that in the first meeting, the committee shared APR information with Bill Brown and offered assistance. In the second meeting, the committee decided that He-Boong Kwon will serve as its chair.

- g. General Education Board (GEB) – Donna Souder

- 1. Donna Souder had no report.

- h. Graduate Studies Board – (GSB) Neb Jaksic

- 1. Neb Jaksic reported that the board would be meeting on September 23.

- i. Information Technology Board (ITB) – Margie Massey

- 1. Margie Massey reported that the board has met and will be hosting an open forum regarding email policies and the university's web site redesign. Brian Vanden Heuvel asked if the committee has a chair, and Margie Massey confirmed that Jonathan Poritz is serving as chair.

- j. Scholarly Activities Board (SAB) – Neb Jaksic

- 1. Neb Jaksic reported that the board would be meeting on September 24.

- k. University Budget Board (UBB) – Margie Massey

1. Margie Massey was unable to attend the first meeting. Neither Margie nor Brian Vanden Heuvel know the board's chair.

1. University Board on Diversity and Equality (UBDE) – Mike Mincic

1. Michael Mincic reported that the board has not met yet.

VII. Faculty Representatives

- a. Board of Governors (BoG) – Mike Mincic

1. Michael Mincic reported that the BoG will meet in two weeks.

- b. Colorado Faculty Advisory Council (CFAC) – Mike Mincic

1. Michael Mincic reported that the council will meet in three weeks.

VIII. New Business

1. Bill Brown announced that the APR ad hoc committee will host an open forum on September 23 in CHEM 114.

2. Margie Massey announced that Brian Vanden Heuvel will submit requests for board and committee reports one week in advance so that Margie may submit them to the Senate and post them on the Senate web site.

IX. Adjournment

1. Margie Massey called for a motion to adjourn. Neb Jaksic motioned, and Donna Souder seconded. Motion passed unanimously, and the meeting was adjourned at 5:43.