

#313

Below are the minutes of the January 19, 2005 Faculty Senate meeting. The next meeting will be held at 4:00 p.m. on Monday, January 31, 2005 in the UC Columbine Room.

## **AGENDA FOR THE JANUARY 31, 2005 SENATE MEETING**

1. Call to Order
2. Approval of the Agenda
3. Approval of the January 19 Minutes
4. Announcements
  - Chair's Report
5. Administrative Reports: President, Academic Affairs
6. Reports of Standing Committees: Academic Policies, Codification, Elections, Faculty Welfare, Salary Equity, SPEEC, SRC, BOT, PASC
7. Reports of Special Committees: Commission on University Experience, Faculty & Staff Professional Development Center Task Force, Joint Retrenchment Committee, Transition Team
8. Special Orders
9. Unfinished Business
  - Revision to the Faculty Senate Bylaws
10. New Business
  - Faculty Evaluation Revision
11. Other New Business
12. Comments to the Good of the Order
13. Adjournment

## **MINUTES OF THE JANUARY 19, 2005 SENATE MEETING**

Members present: Black, Blair, Blanke, Blubaugh, de la Torre, DeKrey, Dietz, Erskine, Gardiner, Geringer, Graham, Grapes, Hauk, Huang, Jenkins, Jurin, Laxalt, Little Owl, Luger, Maestas, Merrill, Murry, Norton, Peercy, Picard, Posselt, Pulos, Roehrs, Rothaus, Temkin, Trelogan, and Waters. Absent members with alternates: Embry (Luger). Members absent: Jones, Lang, Mallory, Newmark, and Schneider. Guests: David Caldwell, Joan Clinefelter, Laura Connolly, Annie Epperson, Stephen Luttmann, and Curt Peterson.

The agenda was approved as amended by adding an appointment under Special Orders. The December 6, 2004 minutes were approved without objection.

### **Announcements**

- Chair's Report (Dietz)
  - The following Senate Action Forms (SAFs) were approved:
    - #855 regarding Library representation on the Transition Team.
    - #857 regarding the role of the ordinary governance process in the Charting the Future (CTF) mandated revision of policies.
    - #858 regarding suspension of the Course/Instructor Survey.
    - #861 regarding revision to the Mid-Term Grade Policy.
  - The memo from the Provost sent to deans, directors, and departments regarding the role of the ordinary process in the CTF mandated revision of policies was read.
  - There will be a meeting of the faculty on January 25 at 3:30 in Ross 1040. There have been no additional agenda items and no motions regarding employee compensation submitted.
  - Tom Trelogan was introduced as the new chair of the General Education Council, replacing Phil Klein.

### President's Report (Norton)

- A memo regarding the final report from the Higher Learning Commission received in December was distributed. Two encouraging notes from the report were cited in the memo.
- In March, the President of the United States will award the Malcolm Baldrige Quality Award to the Monfort College of Business and \$100,000 from a private foundation; \$50,000 will go to programming for the College and \$50,000 will be for travel for up to 50 people to attend the award ceremony.
- The Performance Contract has been finalized and will be acted upon by the CCHE in February. The Board has requested a side-by-side matrix of the provisions for the nine State institutions.
- A web site sponsored by CCHE, [www.CollegeInColorado.org](http://www.CollegeInColorado.org), has been developed to talk about what our role is as a public institution in higher education. The idea is to encourage more students in Colorado to attend college.
- With the passage of the federal budget bill we have received special appropriations with the help of several Congressmen:
  - \$450,000 for the Center for Low Incidence Disabilities
  - Two \$5,000 research grants for the Cancer Rehabilitation Institute
  - \$50,000 for the Urban Education Center at Lowry
- The Board decided at the end of 2002 to move to Division I AA football. In December a letter was received that UNC will be one of four universities out of five that will be considered for admission to the Big Sky Conference due to our academic profile. Their accreditation team will visit the campus.
- As requested, a memo explaining the changes in administration compensation was distributed.
- A memo was distributed reviewing compensation and the need to develop policies; outlining the creation of a Commission on Compensation to address the issues; asking the Senate to select representatives to the Commission; and presenting the charge to the Commission.
  - During discussion, faculty pointed out that
    - it is very troublesome when faculty do not receive merit pay due to the University's financial situation but the administration is given money for stipends and incentives.
    - the faculty are maxed out with their workloads, service on all the commissions and task forces, and working on policies, etc. that are needed for the CTF transition.
    - only administrators are receiving stipends and incentives for their extra work.
- There is no news on State funding. Generally, there is good will toward higher education in the General Assembly this year. There is an agreement that something has to be done about higher education. Faculty were encouraged to submit questions in writing or by e-mail to the Faculty Trustee who will submit them for a response.

### Provost's Report (Huang)

- Fall, 2004 enrollment was 12,078.
- For the Performance Contract new and continuing students need to be encouraged to sign up for the stipend; if they don't we won't get it.
- The Fee for Service component is about \$4 million which is to be negotiated with the CCHE.
- There are 25 applications for sabbatical leave that will go to the Board in February; three are for one year, the remainder are for one semester.
- The dean searches are going well. The Provost will have the final lists at the end of the month.
- This year there are 63 applications for the Voluntary Separation Agreement
- The University has committed to a new integrated data base which will be completed by January, 2007.

### Salary Equity Committee - No Report

### Academic Policies Committee (Murry)

- The Committee discussed on-line issues.

### Codification Committee (Jenkins)

- The Committee has an item of business under Unfinished Business.

### Elections Committee (Merrill) - No Report

### Faculty Welfare Committee (Temkin)

- The revised Faculty Evaluation Policy should be ready for the next Senate meeting.

Professional Administrative Staff Council (Posselt)

- Joan Lamborn and Julie Posselt will be the PASC representatives on the Commission on Compensation.

State Personnel Employees Executive Council (Maestas)

- The SPEEC banquet will be February 21 at 6:00 p.m.

Student Representative Council - No Report

Board of Trustees (Blanke)

- The Senate and guests were briefed on the history of the concerns regarding stipends and incentives for administrators.
- A list of questions on behalf of the faculty was sent to the President who responded to each.
- More questions, including questions if any amounts were given to the base, came in later. The memo the President distributed and discussed under her report explaining the changes in administrative compensation was the result.
- It was recommended to the Board members, who agreed, that policies need to be put in place for compensation. Consequently the Commission on Compensation has been formed to develop policies for all campus employees. A couple of items that need to be included in the discussions are:
  - Is the 55 percent for instruction a proper percentage or should it be higher.
  - Should there be incentives and stipends in a year when faculty positions are being lost.

Commission on the University Experience (Laxalt) - No Report

Faculty & Staff Development Center Task Force (Hauk) - No Report

Joint Retrenchment Committee (Temkin) - No Report

Transition Team (Temkin) - No Report

Special Orders

- As the Board has not acted on the Constitutional amendment that adds a representative to the Faculty Senate membership from the Cultural Houses, Solomon Little Owl was reappointed for Spring, 2005.

Unfinished Business

1. The first reading was held on the proposed revision of the Faculty Senate Bylaws. Section VI Salary Equity Committee was omitted pending a review by that Committee. The second reading will be held at the next meeting.

New Business

1. There will be four faculty representatives on the Commission on Compensation: three ex-officios (chair of the Salary Equity Committee, chair of the Faculty Welfare Committee, faculty trustee) and one term faculty member who was elected by the Senate. It was recommended to elect by approval vote, meaning that a Senate member could vote for X number of people and the individual with the most votes wins.

MOTION: Luger/Laxalt moved to use the traditional method of voting of one office, one vote.

VOTE: The motion passed unanimously by a voice vote.

Connie Stewart was elected to serve as the term faculty member on the Commission.

MOTION: Luger/Roehrs moved to approve the recommendation of the Executive Committee for the appointment of the three ex-officios and one term faculty at-large to the Commission on Compensation. This Commission is to report back to the Faculty Senate.

VOTE: The motion passed unanimously by a voice vote.

2. MOTION: The Senate Executive Committee moved to amend the Faculty Constitution by deleting item (d) in 2-3-103(3) Meetings of the Faculty:

(d) Order of Business. The order of business at faculty meetings shall be as follows:

(I) Announcement of quorum

(II) Approval of minutes

(III) Announcements and communications

(IV) Reports from offices of administration, the Faculty Senate, and committees

(V) Unfinished business

(VI) New business

(VII) Adjournment

