



#654

MINUTES FOR THE MONDAY, NOVEMBER 24, 2025,
FACULTY SENATE MEETING AT 4:00 P.M. IN CAMPUS COMMONS 2300

Present: Brown, Brownhill, DeKrey, Dietz, Etheridge-Woodson, Feinstein, Fischer, Fleming, Garrett, Gershwin, Humphrey, Karlin, Landry, Leatherman, Leonard, Levin, Mannello, McDuffie, Muller, Newman, Schuttler, Senbet, Trask

Zoom: Castro (Stutler), Chapin, Cieminski (Taylor), Han, Kang, Lunaris, Manshad, Morse, Paytoe Gbayee, Shafie, Wieben

Absent: Alcantar, Elkins, Haddad, Henderson, Lee, Tian

1. Call to Order 4:00pm
2. Approval of the November 24, 2025 Agenda approved without objection
3. Approval of the November 10, 2025 Faculty Senate Minutes approved with the correction to the attendance
4. Chair's Report (Newman) – EBS senators have been contacted to schedule a meeting with Newman. This will be the last meeting in the current room, future meetings for the remainder of the year will be held in the UC Council Room. The December 8th Faculty Senate meeting is cancelled. Thank you, President Feinstein and Provost Fleming for the recent emails. Today is the first day of the Big Sky volleyball tournament, UNC plays at 7 p.m.
5. Administrative Reports

President (Feinstein) – Idaho State defeated NAU, marking an upset with the 8-seed beating the 1-seed. Football wrapped up the season with a win. President Feinstein attended the AASCU conference last week that was very positive, and a major takeaway was how Dreamscape is creating immersive learning environments that use narrative as a teaching tool. He held a Thanksgiving dinner for independent youth in his home. The UNC Foundation held a board meeting on Friday and approved a \$2M gift for the College of Osteopathic Medicine. The gift will further enhance marketing and student success of the program; a bridge funding strategy will also be provided. The recent meeting with commissioners went well, they were impressed with the work completed so far. A conservancy group is interested in establishing a permanent restrictive easement to prevent future development on the “Old Man” property in Estes Park. An offer of \$1.2 million has been made, and a proposal will be brought to the Board of Trustees, as the property holds value for various groups and for student use. The campus holiday party is scheduled for December 4 and is open to families. Friday, January 2 will be observed as a day off for the campus community. Administration has been and will continue responding to communications about the recent layoffs. Concerns were raised about the Honors Program, and students and faculty were reassured that HON will not be going anywhere. Keith Humphery will hold a meeting with students on December 2nd to address the changes in the cultural centers. President Feinstein was interviewed by the Greeley Tribune about the layoffs, and an article is expected to be published soon.

- Members asked how the study abroad program will be impacted with recent changes.
 - Provost Fleming shared that there will be a very limited number of faculty involved with the study abroad program. Operations will continue as normal in the spring, with limitations implemented after the spring semester.
- Landry addressed the discontinuation of the EAP program.
 - It was clarified that the university's existing benefits package already includes similar services and more. Communication regarding the EAP programs can be shared with faculty for clarifications.
- Leatherman asked whether there are plans to invest in or provide additional support for recruiting students.
 - President Feinstein shared that the proposed strategies for the first cohort include:
 - Implementing an intensive pre- matriculation bootcamp
 - Purchasing resources to help prepare students for qualifying exams
 - Hiring additional faculty earlier
 - Funding an aggressive marketing campaign (e.g., banners, social media, commercials)

Provost (Fleming) – The EBS Dean search completed its first round of interviews last week, and candidates have been invited to campus. The recently advertised book club filled quickly. Hanover remains on track and has shared their report; the team is now applying what they've learned to UNC.

Dean's Representative (Haddad) – No report

Board of Trustees (Fischer) – The Board of Trustees meetings will be on December 11th and 12th. The meeting is open to the community, and an agenda will be published one week before the meeting. Fischer encouraged anyone with comments on actionable items to attend the meeting.

6. Staff Council Reports

Classified Staff Council (Henderson) – Henderson will be giving gifts to each member of the council, and we will reflect on their accomplishments this semester, as well as set goals for next semester.

Professional Administrative Staff Council (Castro) – No report

7. Standing Committee Reports

Academic Policies (Gershwin) – Academic Policies has an item under new business. The committee is working on the S/U grading policy and AI policy statement requirements.

Codification (Schuttler) – Codification worked on the Request for Approval of Outside Employment, Outside Consulting or Professional Activity form and sent their revisions to Faculty Welfare. The committee also revised the S/U grading policy from Academic Policies and reviewed past Senate Actions.

Elections (Schuttler) – No report

Faculty Welfare (Brown) – Faculty Welfare finished revising Board Policy Manual 2-3-801 of Faculty Evaluations. The committee will revise the University Regulations 1-1-307 at the next meeting.

Salary Equity (Senbet) – Salary Equity has an item under new business.

8. Student Government Association Report (Brownhill) – Student Government Association is working on restructuring and editing their bylaws and committees are working on things individually as well.

9. Special Orders

10. Unfinished Business

- None

11. New Business

- Revisions to BPM Funding Priorities Guidelines (Senbet)

i. **MOTION:** Accept the revisions to Funding Priorities Guidelines

ii. **AMENDMENT:**

- 1-1-201(5)(a)

- Regarding the sentence “The President shall ensure that budget development is open” the Cabinet requires some confidentiality when discussing the budget.

- Proposed language:

- “The principles and processes guiding resource allocation shall be transparent. The President shall ensure that the budgeting process solicits input from and provides feedback to appropriate stakeholders, including the Faculty Senate, Professional Administrative Staff Council, Classified Staff Council, and the Student Government Association (see 1-1-204(4)). Transparency will be enhanced through stakeholder meetings, publicly accessible reports, and regular open forums.”

- 1-1-201(5)

- Addressing the concern of research being excluded, insert “, including research,” after “instruction-related expenses”

- 1-1-201(5)(d)

- Replace the reference to 1-1-201(5) with “in this section”

- Amendments Accepted

iii. **DISCUSSION:**

- President Feinstein understands the intent of the policy of ensuring input from the campus and providing feedback. However, the statement of the budget process being open and allowing participation during that process had to be changed.

- a. The budget process is the responsibility of the President and Cabinet.

- President Feinstein shared that they hold annual open forums for the budget and budgeting material is available on the website.

- Fischer stated that this Policy has not been followed for the last 20 years, and current administration find it is overly constraining and

- needed to be changed. goal is to push for accountability than constraint; requirement of the president must report to BOT and FS of what the budget is, FS would hold the president to account
- Fischer stated that this policy has not been followed for the last 20 years, and the current administration finds it overly constraining and in need of revision.
 - a. The goal is to shift the focus toward accountability rather than constraint. The policy would require the president to report the budget to both the BOT and the Faculty Senate (FS), enabling the FS to hold the president accountable.
 - Levin is in support of the transparency aspect of the policy and asked what the functional expense categories are.
 - a. Fischer shared that IPEDS was not the category but instead the organization that created the categories.
 - b. Provost Fleming also shared that it is the US Department of Ed. reporting system and that they are retroactive.
 - Levin is concerned that the revision has no indication that money will be spent on professional activity.
 - a. It was shared that the purpose of this policy is to prioritize instruction and ensure the institution is investing in important aspects of the university, rather than state what to fund and what not to fund.
 - b. Fischer emphasized that with this policy the President's report will include the research category among others and Senate will have the opportunity to require an explanation to changes in such categories. The budget presentation at the BOT meeting changes as well.
 - Newman clarified that with the recording of the IPEDS reports her salary is broken into different categories.
 - a. The portion that goes to research is in the functional category.
 - b. Provost emphasized that the IPEDS reporting is retroactive because they won't know how faculty salary is broken down until the end of the year.
 - Karlin asked for clarification regarding what is reported in the fall and what is reported after FTE is in place.
 - a. President Feinstein clarified that in the June meeting he will present the distribution of expenditure by category for the proposed budget. Then at a fall Senate meeting he would present the same information with the approved budget.
 - i. Dale and his team will have to reconfirm this information
 - b. Since information for the proposed budget will not be available, Provost Fleming reiterated that the IPEDS report is retroactive, and that functional expenses from the year before last will be what is known.

- Returning to Levin’s previous concern, Garrett understands the policy as instruction, student services, and institutional support structures as priorities, leaving research out.
 - a. Provost Fleming shared that they are not opposed to adding research, however, asks where the line is drawn with balancing the fact that faculty work is the core of the institution without diminishing the work other people do.
 - b. Levin shared that based on the current language, the categories listed are part of the proposed three, expect research.
- DeKrey asked if there would be a clear explanation of what the assumptions were that led to the budget.
 - a. It was clarified that 1-1-201(5)(c) addresses that concern and will be included in the President’s report.

iv. **VOTE:** Motion approved with 1 abstention

- Proposal to Adjust Full-Time and Part-Time Enrollment in Graduate Programs (Gershwin)
 - i. Moved to Jan. meeting

12. Special Reports

13. Comments to the Good of the Order

14. Adjournment 5:28pm