



#655

MINUTES FOR THE TUESDAY, JANUARY 20, 2026,
FACULTY SENATE MEETING AT 4:00 P.M. IN UC COUNCIL ROOM

Present: Brownhill, Chapin, Cieminski, Dietz, Etheridge-Woodson (Borum), Feinstein, Fleming (Sileo), Garrett, Haddad, Han, Humphrey, Kang, Karlin, Landry, Leatherman, Lee, Leonard, Mannello, McDuffie, Morse, Newman, Schuttler, Senbet, Wood

Zoom: Alcantar, Gershwin, Lunaris, Paytoe Gbayee, Manshad, Shafie, Tian

Absent: Brown, Castro, DeKrey, Elkins, Fischer, Henderson, Levin, Roberts, Trask, Wieben

1. Call to Order 4:00pm
2. Approval of the January 20, 2026 Agenda approved without objection
3. Approval of the November 24, 2025 Faculty Senate Minutes approved without objection
4. Chair's Report (Newman) – Happy New Year and happy spring semester! At the 11/24 Faculty Senate meeting, Senate voted in favor of the Budget Priority Guidelines. Additional changes were later recommended by legal counsel, and the proposal did not move forward to the Board of Trustees at that time. The subcommittee will be meeting again before bringing the guidelines back to Faculty Senate. Newman met with EBS senators and received a great deal of feedback, input, and ideas. Meetings with HSS are scheduled next, followed by MCB and UL. Work continues on the amorous relations policy in addition to the nepotism policy. The amorous relations policy has been approved by General Counsel and is moving forward. The All-Faculty Meeting is scheduled for April 16 from 2:00-3:30 p.m. in the Campus Commons Multi-purpose room. We are currently in touch with a faculty member regarding a focus on faculty well-being. Please let Newman know if you have any thoughts or ideas for the all-faculty meeting. A new final exam schedule has been implemented. Newman is collecting feedback and welcomes any input. The call for Employee of the Year nominations has been shared through Around UNC, and nominations are now being accepted. Newman is happy to share the link. The legislative preview was held last week and the call for the Provost Search Committee has been sent out. Newman attended the Catalyst conference this past weekend, it was a very transformative experience. February is Black History Month, and a Black Heritage Student and Professional mixer is scheduled for February 5th from 12pm-2:30pm. Website updates have been made, and the intranet has caused some confusion. Newman will be sending out a help sheet and welcomes feedback.
5. Administrative Reports
President (Feinstein) – Welcome back! The focus moving forward includes engaging with the new mayor and city council members, with plans to hold fireside chats with them as well as with the Weld County commissioner. The recent legislative preview event saw impressive attendance, including nearly all commissioners and council members. Funding remains a concern as approximately \$8M is needed to balance the budget. The national provost search process has officially begun, with a search committee being established and the goal of having someone in place by July 1. UNC has also

received strong media attention through the Greeley Tribune, highlighting efforts such as the 16th Street revitalization and UNC's collaboration with downtown partners. Fundraising efforts continue, with an upcoming \$175K gift to support medical student equipment; the program has already received 700 applications, with 150 candidates invited to second interviews, and plans remain in place for a white coat ceremony and ribbon cutting Fall 2026. Work is underway on Phase III, with outreach planned for Phase IV. As for the Provost search, Provost Fleming will continue her work until it is completed.

Provost (Sileo) – The call for M. Lucille Harrison nominations has been sent out, and senators are encouraged to identify individuals who may qualify. Phase 4 is being launched, and the process for determining its scope is underway.

Dean's Representative (Haddad) – Kim Black and Haddad presented to the BOT on AI. The presentation was well received, and related work and discussions are continuing across all colleges.

Board of Trustees (Fischer) – No report

6. Staff Council Reports

Classified Staff Council (Henderson) - No report

Professional Administrative Staff Council (Castro) – No report

7. Standing Committee Reports

Academic Policies (Gershwin) – Academic Policies have two agenda items. The Generative AI syllabus statement proposal was approved and will be sent to Codification.

Codification (Schuttler) – Codification completed BPM 2-3-801 from Faculty Welfare.

Elections (Schuttler) – No report

Faculty Welfare (Brown) – Faculty Welfare finished reviewing 1-1-307 and will begin revising the Faculty Evaluations portion of the University Regulations.

Salary Equity (Senbet) – Item under new business

8. Student Government Association Report (Brownhill) – Student Government Association is working on their constitution and approving bylaws. There will be a few spring events this semester.

9. Special Orders

- Confirmation of LAC Appointment
 - LAC, CCC for Written Communication and World Languages: Don Holman and Enrique Bernales Albites (2025-2028)
 - MOTION: Senbet moves to approve, seconded by Schuttler
 - VOTE: Approved unanimously

10. Unfinished Business

- Proposal to Adjust Full-Time and Part-Time Enrollment in Graduate Programs (Gershwin)
- DISCUSSION:
 - Lu Tian shared that she really appreciates this change and how it will help many students in her program.
- Following rules of procedure, voting will take place at the next meeting.

11. New Business

- S/U Grading Option Revision (Gershwin)
 - DISCUSSION:
 - Questions were raised about whether the decision was technical or philosophical. It was clarified that the issue originated with the Registrar, and it was noted that it becomes an equity issue, particularly for transfer students.
 - There will be potential financial implications for students who may need to switch majors.
 - Following rules of procedure, voting will take place at the next meeting.
- Proposal for Revisions to Faculty Promotion Stipend (Senbet)
 - DISCUSSION:
 - President Feinstein expressed support for salary increases and noted the desire to conduct additional work and research to determine whether UNC can afford them, including how peer-based numbers are developed and whether the budget can sustain the increases.
 - a. It was noted that this would result in an approximate \$118K increase, or about 0.5% of the budget.
 - It was noted that promotions would not be retroactive and could result in inversion and compression issues, requiring parity adjustments.
 - It was shared that HR is working on a model, including an equity/parity pool. There is currently no mechanism to address compression, and further analysis is needed due to the significant changes involved.
 - The need for an annual cost-of-living increase to support faculty retention was emphasized, which President Feinstein agrees with.
 - Following rules of procedure, voting will take place at the next meeting.

12. Special Reports

- Faculty and Staff Equity Advocates Program Invitation and Listening Session (Marston & Tranter)
 - Concerns were raised regarding accessibility to admissions information for recruiting purposes.
 - It was noted that there are many ways to foster engagement between staff and faculty and that challenges in these relationships are common across institutions.
 - The high level of turnover was highlighted and suggested that greater consistency would be helpful.
 - Newman the potential development of a “living” organizational chart that would include written descriptions of each person’s role and responsibilities.
 - It was noted that remote work can make connections more difficult and emphasized the value of understanding reporting lines and office affiliations.
 - Senators questioned how UNC is currently analyzing faculty - staff relationships

- It was shared that some data exists, though most feedback has come from staff rather than faculty.
- It was emphasized that building these relationships can have a profound impact on the university.
- Intentional faculty allyship as one approach that was suggested.
 - Haddad shared an experience from his previous institution of a campus connect model in which meetings rotate through parts of campus that faculty may not typically engage with, highlighting and showcasing staff work.
- It was suggested that staff might be interested in attending classes and noted that there are multiple ways for faculty to be involved through university-wide Boards, Councils, and Committees.
- Additional comments or feedback can be sent to Marston & Tranter

13. Comments to the Good of the Order

Carmen Sings Carmen is in the top 10 on the radio charts!

14. Adjournment 5:16pm