



#656

MINUTES FOR THE MONDAY, FEBRUARY 2, 2026,
FACULTY SENATE MEETING AT 4:00 P.M. IN UC COUNCIL ROOM

Present: Borum, Brown, Brownhill, Castro, Chapin, Cieminski, Dietz, Fleming, Garrett, Gershwin, Haddad, Henderson, Humphrey, Karlin, Landry, Leatherman, Lee, Lunaris, Levin, Mannello, McDuffie, Newman, Paytoe Gbayee, Schuttler, Senbet, Shafie, Trask
Zoom: Fischer, Kang, Manshad, Morse, Roberts, Tian, Wood
Absent: Alcantar, DeKrey, Elkins, Feinstein, Han, Leonard, Wieben
Guest: Jaya Kolli, Mit McGlaughlin

1. Call to Order 4:00pm
2. Approval of the February 2, 2026 Agenda approved without objection
3. Approval of the January 20, 2026 Faculty Senate Minutes approved with the correction to Dietz's name
4. Chair's Report (Newman) – The Provost Search Committee has been finalized, with Kim M., Stephani L., and Jaya K. serving as faculty representatives. The committee is planning to begin meeting this week. Newman has scheduled a chat with the HSS faculty senators and will be meeting with the University Libraries senator next. Jessica Doty, an expert in faculty well-being, has been confirmed as this year's presenter for the All-Faculty Meeting. The Nepotism and Amorous Relationships policy is continuing its progression and sent to the Faculty Welfare Committee. Newman is also working on a marketing plan for events, with the goal of sharing Faculty, Student Affairs, student events, and athletic events in a more unified way.
5. Administrative Reports
 - President** (Feinstein) – No report
 - Provost** (Fleming) – Provost Fleming clarified that she is not retiring but is instead stepping down to pursue a more flexible role. The development of Phase IV has begun, with initial discussions taking place with Cabinet and engagement with shared governance through town halls and a survey to gather ideas for implementation. The curriculum cycle has concluded and will be presented to the Board of Trustees. Sabbatical notices have been distributed. A total of 23 sabbatical applications were received, with a mix of semester-long and academic-year requests. Of these, one application was denied and three were delayed. Work on the budget is ongoing, with Fiscal Year 2027 currently under development. The leadership team is also discussing generative AI and the development of an ethical use statement. Feedback on this statement will be collected over the next few weeks.
 - Dean's Representative** (Haddad) – No report
 - Board of Trustees** (Fischer) – No report
6. Staff Council Reports

Classified Staff Council (Henderson) – Thank you, faculty, for those who nominated a Classified employee for employee of the year! The Valentine’s Day bake sale is postponed to February 12th.

Professional Administrative Staff Council (Castro) – The Pop of Appreciation event is taking place. Folks can purchase these through February 20th and will be hand-delivered on February 24th. All proceeds are going to our operational fund, to continue hosting events throughout the year. There will be homebuying sessions tomorrow (2/3) and February 22nd from 12:00pm – 1:00pm.

7. Standing Committee Reports

Academic Policies (Gershwin) – Academic Polices has two items under unfinished business and a future agenda item.

Codification (Schuttler) – Codification completed reviewing the AI statement policy and the Faculty Evaluations policy. They will continue reviewing the Administrators Moving to or Returning to Faculty policy.

Elections (Schuttler) – No report

Faculty Welfare (Brown) – Faculty Welfare will continue reviewing University Regulations 3-3-801. Most of the work related to Faculty Evaluations has been completed. The committee will next turn its attention to the Nepotism policy.

Salary Equity (Senbet) – Salary Equity has an item under new business and continues to review the Administrators Moving to or Returning to Faculty policy.

8. Student Government Association Report (Brownhill) – The election packets opened today and will remain open until March 2nd. The voting period is scheduled to take place in April.

9. Special Orders

10. Unfinished Business

- Proposal to Adjust Full-Time and Part-Time Enrollment in Graduate Programs (Gershwin)
 - i. **MOTION:** Adopt the changes to the Graduate catalog outlined below.
 - ii. **VOTE:** Motion approved unanimously
- S/U Grading Option Revision (Gershwin)
 - i. **MOTION:** Accept the proposed changes to the S/U grading language in the undergraduate student catalog.
 - ii. **DISCUSSION:**
 - It was stated that the proposed changes are contradictory and will become an issue for transfer students.
 - a. Equity issues can arise as well based on who the student asks.
 - It was clarified that the unit has the ability to waive the S/U grade.
 - Clarification about specific minimum grade requirements for courses and majors need to be added.
 - The registrar faced many challenges with the current policy and several conversations about handling these situations with no clear response.

- Not allowing this policy will disallow programs from making their determinations about their grade standards.
 - It was suggested that this item be returned to APC for further discussion regarding concerns.
 - a. Levin will share suggested language.
- Proposal for Revisions to Faculty Promotion Stipend (Senbet)
 - i. **MOTION:** Adopt the revisions to Faculty Promotion Stipend
 - ii. **DISCUSSION:**
 - Fleming clarified that the proposal went to SEC in December. At that time, it was acknowledged that the data was incomplete and they are currently working with HR to obtain complete data.
 - a. The amount is large enough that it would need to go through the formal budget process.
 - b. If approved, it will enter the budget process, and funding availability will need to be evaluated.
 - It was shared that faculty have taken pay cuts to continue doing what they love and that these are conversations that need to continue.
 - Questions about Cost of Living (COL) were addressed and it was clarified that this proposal does not have an impact on the cost of living.
 - a. It was clarified that this proposal does not affect COL funds, however, the funding would need to come from an identified source.
 - b. Some members would prefer a COL raise and would like to see it prioritized.
 - It was noted that work has already been done to raise the salary floor. This proposal would affect parity for some faculty, and some level of inversion is likely to occur.
 - a. SEC would need further discussion regarding this concern.
 - It was acknowledged that administration is trying their best to address salary concerns, but members were not convinced this is the best path forward.
 - It was asked if putting this proposal forward risks creating animosity.
 - a. Ideally, there should not be animosity. However, there is risk of public disagreement between Senate and administration.
 - A question was raised about whether it would make more sense to wait for a counteroffer from administration, if so, how long the senate should wait to return to this item.
 - a. A disadvantage of waiting is the potential loss of faculty; therefore, it was suggested that the proposal be submitted and advocated for while remaining open to feedback.
 - b. The importance of demonstrating to faculty what is being advocated on their behalf was emphasized.

- i. In this case there was concern that public discussion could create strife and place administration in an adversarial position.
 - The proximity of those receiving a promotion was a concern raised along with how compression will be harder to address than inversion.
 - a. It was also noted that the parity component would be more challenging because of this.
 - Regarding a projected timeline. It was noted that the administration is waiting for one additional data point. Once received, a timeline can be forecast.
 - The proximity of those receiving a promotion was a concern raised along with how compression will be harder to address than inversion.
 - a. It was also noted that the parity component would be more challenging because of this.
 - The proposal could be sent to the June BOT meeting once approved.
- iii. **MOTION:** Landry moves table this item and continue the discussion at the March 2nd meeting, seconded by Levin
 - a. Members would like to gain some clarity and consensus before voting on this item.
- iv. **VOTE:** Motion approved unanimously

11. New Business

12. Special Reports

- OSRP Update (Mit McGlaughlin) – will present at 3/23 meeting

13. Comments to the Good of the Order

- Welcome Jaya Kolli!
- Faculty and Staff of Color Luncheon is on Wednesday, February 11, 2026!
- Future teacher conference is this Friday!
- ORSP is having a heartbreakers event next Tuesday at 11:30am in CC.
- The job, internship, and graduate school fair is next Thursday in UC ballrooms

14. Adjournment 5:30pm