



#664

**MINUTES FOR THE MONDAY, SEPTEMBER 28, 2026,
FACULTY SENATE MEETING AT 4:00 P.M. IN UC COUNCIL ROOM**

Present: Brown, Chapin, Dietz, Elias, Elkins, Garrett, Gershwin, Haddad, Kang, Klein, Karlin, Leonard, Mannellow, Marchand-Martella, Muller, Murza, Newman, Schuttler, Senbet, Shafie, Stewart, Taylor, Trask (Blodgett), Wieben

Zoom: Alcantar, Bailey, DeKrey, Hall, Han, Kyle, Lee, Lindillo, Schaberl, Taylor, Tian

Absent: Etheridge-Woodson, Gregory, Henderson, Humphrey, Levin, Manshad, McDuffie

1. Call to Order 4:00pm
2. Approval of the September 28, 2026 Agenda approved with the removal of the two Special Order items.
3. Approval of the September 14, 2026 Faculty Senate Minutes approved without objection
4. Chair's Report (Newman) – Homecoming just wrapped up! UNC forward is in 2nd week; the second extended cabinet meeting was held today with task forces taking place across campus. The work being done is important and collaborative, with opportunities for faculty engagement. Faculty can submit comments and questions through the UNC Forward website. Newman stepped in for Faculty Trustee Kyle on the Presidential Search Committee during her absence and the process is moving forward.
 - A question was raised about how faculty can track suggestions and progress.
 - i. Interim President Haddad shared that an FAQ is being developed to address common themes and questions will be brought to Cabinet as they arise.
 - ii. If a suggestion has not yet seen movement, it may indicate that no one has taken it up. Faculty may also send questions or suggestions directly to Newman.
5. Administrative Reports

Interim President (Haddad) – Homecoming was very energizing! Open forums continue to take place within the colleges and have been encouraging. There seems to be a shared understanding of the work happening and an openness to collecting ideas about processes that could help improve UNC's fiscal health and address some of the frustrations people are experiencing. Interim President Haddad has met with several legislators and the Governor's team; he continues to look for ways to strengthen local partnerships. VSEP deadline was extended to September 30th. The tenure and promotion event went well, it was nice hearing from the deans, and the Shared Governance Lunch went well too. Speaker of the House, Julie McCluski, has postponed her visit to UNC for some time in October and the State of the University is scheduled for October 20.

 - Information was shared from an article reporting a 27% enrollment decline over the past 10 years compared with other Colorado institutions, raising the question about whether there are conclusions to draw from.

- It was noted that there is no single definitive reason for the decline, but possible factors include UNC's size, marketing approach, and ability to clearly communicate its identity.
 - Members highlighted the need for stronger market positioning, storytelling, and more proactive strategic initiatives.
- Questions were raised about why UNC has been affected more than institutions such as CSU, Mines, and CU Boulder.
 - It was noted that one of UNC's biggest competitors is students choosing not to attend college.
- There is a need to focus on looking forward rather than dwelling on the past and identifying ways for UNC to compete and move forward.
- It was noted that UNC often takes a defensive approach while other institutions take a more proactive approach. Continuing with the current approach may not be sustainable if UNC wants to maintain the quality of its student population.
- The need for more strategic use of limited resources was emphasized, rather than continuing existing practices or adding responsibilities without sufficient resources. Intentionality around priorities and investments was encouraged.
- It was noted that this is the first time administration has actively sought faculty input, and that faculty have valuable stories and perspectives to share.
 - Members suggest that administration should consider faculty expertise before turning to larger firms or external resources.
- Members discussed the importance of developing a unified brand message that differentiates UNC from its competitors and moves away from outdated marketing approaches.
 - A new catchphrase was also suggested.

Provost (Marchand-Martella) – Provost Marchand-Martella described the morning's discussion as exciting and encouraging, noting a strong commitment to finding ways for UNC to move forward. There is focus on ways to better support students and strengthen their experience at UNC, including ensuring that students have opportunities to graduate with meaningful work experience. Credit for prior learning was identified as an area that could be further developed to benefit students. Additional ideas included finding ways to demonstrate greater care and support for learners, refresh existing approaches, and explore new opportunities, including potential profit-sharing models. Faculty expressed interest in being involved in these conversations and helping shape the work moving forward.

- Administration is welcoming new ideas and innovations while also identifying areas that may need to be stopped or discontinued.
- Members raise questions about UNC's social media presence and reputation in Greeley, as well as whether more nontraditional approaches to reaching and serving students should be considered.
- Members note that student and faculty numbers remain relatively parallel over time while the administration continues to grow, raising questions about whether all existing administrative positions are necessary.
 - Faculty are encouraged to bring forward ideas for organizational changes and engage in these conversations.

- The importance of understanding broader changes in higher education, including changing student populations and their needs, was emphasized.
 - Belonging was identified as an important factor in the student experience.
- Members discuss how UNC can build off its current faculty while reimagining programs and structures around the needs of both faculty and students.
- Members question whether UNC needs additional resources to serve approximately 8,000 students or whether existing resources can be used more effectively.
- Newman raises the question of whether faculty activities are aligned with UNC's mission and suggests considering the same question for administrative activities.

Dean's Representative (Elias) – No report

Board of Trustees (Kyle) – No report

6. Staff Council Reports

Classified Staff Council (Henderson) – No report

Professional Administrative Staff Council (Lindillo) – The Professional Administrative Staff Council currently has a full executive board.

7. Standing Committee Reports

Academic Policies (Mannello) – Items under new business

Codification (Schuttler) – Codification worked on the M. Lucile Harrison Committee policy.

Elections (Schuttler) – Ballot have been distributed with a deadline of Friday, October 2nd at 5pm.

Faculty Welfare (Brown) – Faculty began reviewing the amours relationships and nepotism policy.

Salary Equity (Senbet) – Salary Equity continues to work on determining peer groups and parity.

8. Student Government Association Report (TBD)

9. Special Orders

10. Unfinished Business

- Work-to-Learn Feedback (Karlin)
 - i. If you have any feedback, please send it to Nancy Karlin.

11. New Business

- Internship Definition and the Awarding of Academic Credits Proposal (Mannello)
 - i. Senbet asked whether internships in other units are graded pass/fail or using letter grades.
 - 1. It was noted that grading practices differ by unit.
 - ii. Further discussion and a vote will take place at the next meeting.
- S/U Grading Option Proposal (Mannello)
 - i. It was clarified that the S- grade captures work at the D, D-, or D+ level, which satisfies prerequisite requirements in some units and that students may petition, with the unit making the final decision.

- ii. It was emphasized that departments can make exceptions as needed and the importance of proper student advising about the potential consequences of S/U grades.
- iii. Further discussion and a vote will take place at the next meeting.

12. Special Reports

13. Comments to the Good of the Order

14. Adjournment 5:21pm

