



GENERAL MEETING OF THE FACULTY  
Thursday, April 17, 2024  
3 pm | UC Panorama Room  
MINUTES

**Call to Order 3:08pm**

**Approval of the General Meeting of the Faculty Agenda Approved without objection**

**Approval of the April 23, 2024 Minutes approved without objection**

**Announcements and Communications:**

Faculty Senate Chair (Britney Kyle) – Kyle drafted a letter regarding a three-year degree and shared it with Colorado institutions, most of which were supportive, while two issued their own statements. Faculty Senate also endorsed a letter in support of students and DEI efforts and participated in CDHE meetings. As a reminder, BCC appointments have been sent, and faculty are encouraged to either self-nominate or nominate colleagues. Additionally, faculty is encouraged to attend graduation.

- Faculty Senate highlights from the 24/25 academic year:
  - Codification Committee (Mary Schuttler, chair)
    - The Codification Committee reviews proposals related to the Board Policy Manual, University Regulations, and the catalog. This year the committee reviewed bylaws from Boards, Councils, and Committees, in addition to past Senate Action forms to ensure that previously approved items have been properly implemented.
  - Academic Policies Committee (Harmony Newman, chair)
    - The Academic Policies Committee reviews and makes recommendations on policies to ensure they are responsive and equitable. They are working on finalizing a revised final exam schedule, four-day finals week, and have updated the undergraduate grader policy. Additional efforts include curriculum policy updates, establishing a micro-credentials steering committee, and supporting LAC's Foundational Skill Credential proposal.
  - Faculty Welfare Committee (Greg DeKrey, chair)
    - The Faculty Welfare Committee is engaged in creating and revising policies, as well as examining existing policies and procedures. Current areas of focus include academic titles, affiliate faculty, faculty evaluation, and faculty review policies. They have also met with Jeri-Anne Lyons to discuss OSRP and Robert Hepperle to discuss faculty benefits.
  - Salary Equity Committee (Dawit Senbet, chair)
    - The Salary Equity Committee is focused on promoting equity in faculty salaries. Compensation reports for FY23, FY24, and FY25 are now publicly available. A budget realignment has been approved by Faculty Senate, and discussions with Hanover are ongoing, with a follow-up at the April 28 SEC meeting. The committee recommends a 3% across-the-board increase effective August 1, noting that in FY26, 77% of faculty will benefit from this approach rather than a parity-based model.
  - Liberal Arts Council (Heidi Muller, chair)

- Primary work this year for the Liberal Arts Council was to continue to finalize the transition from the Core to the Curriculum. This year involved significant cross-campus coordination as our work on assessment became a model for integrating campus systems and developing a culture of constructive conversations around curriculum. Strengthening the Curriculum as a program of study focused on foundational skill development aligned with Colorado's gtP combined with a broad base of discipline-linked content and our unique IS and MS designations has UNCO well positioned to navigate any changes in state-level general education expectations. Many thanks have to be given to all members of the Council on a highly productive AY.

## **Administrative Reports:**

### **President Feinstein**

- Thank you, Britney, for your leadership. Thank you to the Faculty Senate. I am honored and privileged to work with all of you. Thank you, Faculty.
- Federal Landscape
  - In January, President Feinstein reaffirmed that our core values, especially those related to students and diversity are not changing. However, navigating the evolving federal landscape has become increasingly challenging. With legal counsel playing a significant role in helping guide these efforts.
  - An email regarding work visa issues has been distributed.
  - The HSI (Hispanic-Serving Institution) portal has reopened, and UNC's application has been submitted. Regardless of designation, UNC remains committed to serving Hispanic students.
- Budget
  - Advocacy continues for additional state support amid a projected \$1.2B shortfall, with tentative agreements on \$40M and a 3.5% tuition increase.
  - Compensation remains a priority, and further budget discussion is planned for the May Finance & Audit meeting.
- Accomplishments of this year
  - Accomplishments this year include the start of the fully funded construction of the College of Osteopathic Medical building with over \$2M raised.
  - There are stability and slight growth in enrollment, and the highest retention rates.
  - There is continued progress towards the HSI designation.
  - Successful reaccreditation from HLC after being on probation seven years ago, and recognition as an R2 university.
- While wishing for a higher budget, President Feinstein encourages faculty to attend graduation to reaffirm faculty support for students.

### **Provost Fleming**

- Provost Fleming echoed praise for Britney's leadership and highlighted the presence of many strong and emerging leaders.
- She shared that ten revitalization awards were given, and of 24 sabbatical applications submitted, 21 were approved, two delayed, and one withdrawn. Sixty-six personnel files were reviewed, reflecting faculty priorities.
- A 5.7% salary pool this year brought everyone up to a parity floor of 92.5%.
- Regarding faculty searches, 28 searches were conducted for full-time faculty.
  - With no freezes or cutbacks to raises, demonstrates President Feinstein's commitment.
- The Strategic Enrollment Steering Committee continues its work, implementing 533 different tactics to support enrollment goals.

## **Constitutional Amendment Forum:**

- 1263: Curriculum Policy Updates
  - Many of the sections in Board Policy and University Regulations devoted to curriculum have not been updated in many years and as such, much of the language does not cohere with the new digital workflow.
- 1265: Academic Titles Proposal
  - The new College of Osteopathic Medicine (COM) has unique needs for academic titles to accommodate faculty members who will be hired into either full-time or part-time positions and compensated monetarily. Two specific titles (Osteopathic Medicine Faculty and Clinical Affiliate Faculty) do not currently exist in Board Policy. These recommended policy changes remedy deficiencies as follows:
    - Creation of an Osteopathic Medicine Faculty title (subsection V) which may be used for CR/TT/T faculty members.
    - Creation of a Clinical Affiliate Faculty title (subsection VI) which may be used for faculty members who do not hold an academic rank.
    - The preexisting titles of Clinical Faculty and Research Faculty were modified from being exclusively used for CR faculty members to also being usable for T/TT faculty members in anticipation of a future need.
    - Various changes in language that clarify and/or update to current BP language preferences.
- 1266: Affiliate Faculty Proposal
  - The COM requested consideration of changes to BP 2-3-305 Academic Titles (see accompanying senate action). Among those changes was the creation of a new type of Affiliate Faculty position for which compensation will be provided. Existing Affiliate Faculty policy does not allow compensation for these personnel “under normal circumstances”. These recommended policy changes remedy the current policy conflicts as follows:
    - Compensation may be provided with the approval of the CAO or their designee.
    - Recommendations for the appointment of an affiliate faculty member that would include compensation shall be reviewed by the CAO or their designee.
    - Various changes in language that clarify and/or update to current BP language preferences.

#### **Recognition of 2024/2025 Faculty Awardees – See more details below**

- Recognition of 2024/2025 faculty awardees
- Celebration of M. Lucile Harrison Award winners: Nancy Karlin and Karen Barton

#### **Special Report:**

- **Faculty Engagement in Recruitment and Retention**
  - Please join us for a discussion of UNC’s recruitment and retention strategies, including ways that you can get involved

#### ***Q&A***

- A question was raised about whether UNC can adopt strategies that are working at other institutions.
  - Some institutions offer guaranteed financial aid packages.
  - UNC already has a highly competitive scholarship awarding process.
  - There is an opportunity to explore and potentially adapt funding models used by peer institutions.

- Discussion also focused on how students learn about UNC and where outreach can improve.
  - There are multiple opportunities for UNC to be more intentional and impactful in recruitment efforts.
  - The university currently purchases over 70,000 prospective student names for outreach.
  - Collaboration with institutional research supports recruitment strategies.
  - Efforts include digital advertising campaigns.
  - External platforms (e.g., EAB) are utilized, though there is a noted lack of personalization in outreach efforts

**Comments to the Good of the Order**

Thank you for being here!

Good job Britney!

**Adjournment 5:01pm**

Britney Kyle  
Chair

Lee-Aloha Amor  
Recording Secretary



# All-Faculty Meeting

## Spring 2025

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## Tenure and/or Promotion

### College of Education & Behavioral Sciences

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James Gambrell

Tenure & Promotion to Full  
Professor

Teacher Education



Michelle Holmes

Promotion to Associate  
Professor

Teacher Education



James Kole

Promotion to Full Professor

Psychological Sciences



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## Tenure and/or Promotion College of Humanities & Social Sciences

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Stacy Bailey

Tenure & Promotion to  
Associate Professor

English



Yavanna Brownlee

Promotion to Assistant  
Professor

English



Sarah Cornish

Promotion to Full Professor

English



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## Tenure and/or Promotion College of Humanities & Social Sciences

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Karla Del Carpio

Promotion to Full  
ProfessorWorld Languages &  
Cultures

Eli Klyde

Promotion to Full  
ProfessorJournalism & Media  
Studies

Heidi Muller

Tenure

Communication Studies



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## Tenure and/or Promotion College of Humanities & Social Sciences

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Jessica Salo

Promotion to Full  
Professor

Geography, GIS, &  
Sustainability



Kyle Ward

Promotion to Full  
Professor

Criminology & Criminal  
Justice



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## Tenure and/or Promotion College of Natural & Health Sciences

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Michael Aldridge

Promotion to Full  
Professor

Nursing



Patrick Burns

Tenure

Biological Sciences



Lisa Caldwell

Promotion to Senior  
Lecturer

Kinesiology, Nutrition, &  
Dietetics



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**Tenure and/or Promotion**  
**College of Natural & Health Sciences**

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**Nathaniel Eldredge**      **Promotion to Full Professor**      **Mathematical Sciences**



**Judith Leatherman**      **Promotion to Full Professor**      **Biological Sciences**



**Nicole Reisfeld**      **Promotion to Assistant Professor**      **Communication Sciences & Disorders**



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**Tenure and/or Promotion**  
**College of Natural & Health Sciences**

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**Deb Rojas**      **Promotion to Associate Professor**      **Nursing**



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## Tenure and/or Promotion College of Performing & Visual Arts

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Ryan Driscoll

Tenure & Promotion to  
Full Professor

Theatre Arts & Dance



Sarah Off

Tenure & Promotion to  
Associate Professor

Music



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## Tenure and/or Promotion University Libraries

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Melissa Gurney Schultz

Promotion to Senior  
Lecturer

Archives & Special  
Collections



Darren Ilett

Tenure & Promotion to  
Associate Professor

Teaching & Learning



Nicole Webber

Tenure & Promotion to  
Associate Professor

Scholarly  
Communication



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## EBS Faculty Awards

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James Gambrell, School of Teacher Education      Arno Luker Outstanding Teaching Award



Stephen Wright, Applied Psychology and Counselor Education      Arno Luker Outstanding Scholarship Award



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## EBS Faculty Awards

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Will Merchant, Applied Statistics and Research Methods      CEBS Outstanding Scholar Award



Cassie Bergstrom, School of Psychological Sciences      CEBS Empowering Inclusivity Award



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## HSS Faculty Awards

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Caitlin Monroe, History

Excellence in Teaching Award



Jieun Lee, Geography, GIS,  
and Sustainability

College Scholar Award



Kelly Langley-Cook, History

Diversity, Equity & Inclusion in  
the Classroom Award



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## MCB Faculty Awards

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Robin Tang, Computer  
Information Systems

College Scholar Award



Denny McCorkle, Marketing

MCB Teaching Award



Abe Harraf, Management

MCB Service Award



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# PVA Faculty Awards

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Brian Casey, School of Music      College Scholar Award



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# NHS Faculty Awardees

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Lisa Caldwell, KiND      Excellence in Advising Award



Melissa Henry, Nursing      Ellen Meyer Gregg, Excellence in Leadership Award



Aaron Apawu, Chemistry and Biochemistry      Faculty Undergraduate Research Mentor Award



Megan Stellino, KiND      Faculty Undergraduate Research Mentor Award



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## NHS Faculty Awards

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**Nathaniel Miller,**  
Mathematical Sciences

Excellence in Teaching Award



**Chris Harris,** Mathematical  
Sciences

Excellence in Scholarship Award



**Wendilyn Flynn,** Earth and  
Atmospheric Sciences

Excellence in Service Award



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## UL Faculty Awards

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**Stephanie Ward,** Teaching and  
Learning Librarian

College Scholar Award



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## ORSP Awards

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Joanna Lewis, Psychological  
Sciences

Early Career Investigator



Nick Pullen, Biological Sciences

Mid-Career Investigator



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## ORSP Awards

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Karen Barton, Geography, GIS,  
and Sustainability

Outstanding Achievement  
Award



Jill Bezyak, Rehabilitation  
Counseling and Sciences

Outstanding Achievement  
Award



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## **Award for Excellence in Social Science Engaged Research**

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**Jess Salo, Geography, GIS, and  
Sustainability**



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## **A.M. and Jo Winchester Distinguished Scholar Award**

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**Mit McGlaughlin, Biological  
Sciences**



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## Sears Helgoth Distinguished Teaching Award

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**Harmony Newman, Sociology  
and Gender Studies**



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## M. Lucile Harrison Award

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**Karen Barton, Geography, GIS,  
and Sustainability**

The M. Lucile Harrison Award is the most prestigious award given to faculty at UNC. It recognizes lifetime achievement in teaching, RSCW, and service throughout the recipient's career. From leading students on field courses from Nepal to the Mississippi River, to serving as a Fulbright Scholar in over ten countries, to hosting international speakers for the Greeley community, Dr. Barton exemplifies a deep commitment to education, global engagement, and making a meaningful impact in the lives of others.



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# M. Lucile Harrison Award

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## Nancy Karlin, Psychological Sciences

The M. Lucile Harrison Award is the most prestigious award given to faculty at UNC. It recognizes lifetime achievement in teaching, RSCW, and service throughout the recipient's career. With her students, Dr. Karlin has collected data across four continents and 10 countries examining resilience in the face of natural disasters in the U.S.A, Peru, and Italy, as well as the aging experience in Thailand, Botswana, Saudi Arabia, Tunisia, China, Japan, and South Africa. Dr. Karlin has provided extensive service to the field, having served on the executive committee of the Rocky Mountain Psychological for over 30 years, and on multiple school, college, and university committees as well as editorial boards.



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# Faculty Retiring in 2025

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Joan Clinefelter, History                      HSS



Phil Klein, Geography, GIS, and Sustainability                      HSS



Diane Schott, Sociology                      HSS



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## Faculty Retiring in 2025

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Michael Welsh, History

HSS



Mark Fetzkeewicz, Graphic Design

PVA



Jonathan Bellman, Music

PVA



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## Faculty Retiring in 2025

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Jenni Harding Middleton,  
Elementary Education

EBS



Linda Vogel, Educational  
Leadership and Policy Studies

EBS



Randy Larkins, Applied Statistics  
and Research Methods

EBS



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## Faculty Retiring in 2025

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David Greene, Rehabilitation and  
Human Services NHS



Gary Heise, Kinesiology, Nutrition,  
and Dietetics NHS

