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**MINUTES FOR THE MONDAY, APRIL 21, 2025,  
FACULTY SENATE MEETING AT 4:00 P.M. IN UC COUNCIL ROOM**

Present: Allen, Benedict, Brown, Cieminski, de la Torre, DeKrey, Dietz, Doerner, Elkins, Feinstein, Fleming, Gershwin, Greene, Kyle, Landry, Larson, Leatherman, Lee, Lunaris, Lovewell, Mestas, Muller, Newman, Paytoe Gbayee, Schaberl, Shafie, Senbet, Wieben

Zoom: Almquist, Castro (Stutler), Dong Saul, Fischer, Iannacchione, Kang, Mondy, Parker, Trask (Dineen)

Absent: Garrett, Gershwin, Leonard, Schuttler

1. Call to Order: 4:00pm
2. Approval of the April 21, 2025 Agenda: approved without objection
3. Approval of the April 7, 2025 Faculty Senate Minutes: approved without objection
4. Chair's Report (Kyle) – Hanover will be able to meet with the senate virtually on Thursday, April 24<sup>th</sup> at 2:30pm, an invite has been sent with details. FSEC will be meeting next week. The vice-chair election will be delayed and administrated through Qualtrics. The All-faculty meeting went well last week, it was the best attended meeting in a while. For anyone interested in the recruitment and retention process, the person to contact in each college is listed below:
  - EBS – Jennifer Lieber
  - HSS – Paige Johnson/Sarai Godoy
  - MCB – Ben Moore/James Henderson
  - NHS – Beckie Croissant
  - PVA – Tessa Espinosa

Faculty is encouraged to attend commencement and can contact Eli Klyde for information about being a graduation marshal.

5. Administrative Reports

**President** (Feinstein) – No report

**Provost** (Fleming) – Pies with provost was today. The Academic Affairs forum will be held on Wednesday (4/23) at 12pm. The provost office is interviewing for as many positions as they can, starting with the AVP of Undergraduate Studies and MCB dean. Today is the deadline for those interested in the interim Vice Provost for Academic Resources and Faculty Affairs position.

**Dean's Representative** (Doerner) – No report

**Board of Trustees** (Fischer) – No report

6. Staff Council Reports:

**Classified Staff Council** (Mondy) – Classified Staff Council is working with PASC about swapping the annual garage sale.

**Professional Administrative Staff Council** (Stutler) – No report. Thank you, Andy, for the shared governance reception!

7. Standing Committee Reports:

**Academic Policies** (Newman) – The Academic Policies Committee supported a draft of the amorous relations and nepotism policy, that will move forward to legal counsel. APC also discussed and is in support of the rules and procedure, which will be discussed in the Undergraduate Council and Graduate Council next fall. The AI policy was not supported by cabinet and has returned to APC for revisions. Tracy Gershwin has been elected as Chair and Judy Leatherman as Vice-chair of APC next year.

APC supported a draft of an amorous relations policy and nepotism policy and moved forward to legal; discussed and supported rules and procedures, will be discussed in UGC and GC for discussion in the fall; AI policy has not been supported by cabinet and will be returned to APC for revisions; officer was elected (chair – Tracy, vice chair – Judy)

DISCUSSION of AI Policy:

- President Feinstein does not understand how this can be controlled and believes the policy needs more specificity and how we would address violations. It needs more thought about how to create a policy for students moving forward
- Cieminski clarified that the intent of policy was around dissertations, and comprehensive exams.
- Doerner raised the questions about whether the current policy needs to be revised and whether a formal policy is necessary.
- It is important that this is a faculty decision and that expectations of AI use outside of classes are needed
- A further discussion on the AI policy was proposed for the future

**Codification** (Schuttler) – Mary Schuttler has been nominated for chair and Maggie Berg nominated for vice chair, elections will be held at the next Codification meeting.

**Elections** (Newman) – The results of the Boards, Council, and Committees (BCC) elections were sent out today. BCC appointments will be made today. The Qualtrics for the Faculty Constitution amendments will also be sent this week.

**Faculty Welfare** (DeKrey) – Jeff Brown has been nominated for chair and Jieun Lee nominated for vice chair, elections will be held at the next meeting. Faculty evaluations are addressed in the Board Policy Manual (BPM) and University Regulations (UR), FWC has not reviewed that section of UR yet and will continue in the fall. The revised section of Faculty evaluations will be sent to the provost.

**Salary Equity** (Senbet) – Salary Equity has an item under new business. Dawit Senbet has been nominated for chair and Joe Elkins nominated for vice-chair, elections will be held at the next meeting.

8. Student Government Association Report (Mestas) – The Student Government Association wrapped up elections.

9. Unfinished Business

- Faculty Perceptions of Administrators Survey (Fischer) –
  - The two changes that were addressed at the last meeting were fixed.

- MOTION: Senbet moves to approve the Faculty Perceptions of Administrators Survey, DeKrey seconds.
- VOTE: Motion accepted unanimously

#### 10. New Business

- Compensation resolution from Salary Equity Committee (Senbet)
  - Peer institutions implemented higher increases.
  - SEC approved a 3% across-the-board increase, which will benefit approximately 77% of faculty.
  - The committee also recommended:
    - Implement the raises in August 2025.
    - To avoid uncertainty, do not make the raises contingent on enrollment figures.
  - DISCUSSION:
    - Elkins proposed an amendment to
      - Page 1:
        - Inserting “rather” before “across-the-board increase” in the third paragraph
      - Page 2:
        - Inserting a second sub-bullet
          - “In addition, because raises for some UNC employees will begin in August 2025, there is a concern that delaying raises for faculty is inequitable.”
    - Senbet accepts the amendment.
  - MOTION: DeKrey moves to accept the Compensation resolution, Brown seconds
  - VOTE: Motion approved unanimously.
- DEI/defense of higher education discussion (Lunaris/Kyle)
  - Gauging "interest in issuing a joint statement in support of academic freedom, and protecting our vulnerable faculty, staff, and students" along with other Colorado faculty governance groups
    - CO institutions are working together on a statement that will go for a vote of endorsement in the fall.
  - DISCUSSION:
    - It is easy to pick off universities one by one but if they band together it'll be harder to make those changes.
    - Wieben stated that if the Administration will come after us, they will come after us regardless. It is more important to stand together with other universities than to fly under the radar.
    - Paytoe Gbayee stated students feel at home here at UNC. For students who will benefit, it may be a good option to look into what it would be like to join those institutions.
    - President Feinstein reminded everyone that not all universities in Colorado share the values or approach of UNC.
    - Dietz stated that the State of Colorado faces a billion-dollar deficit, and higher education is likely to be targeted to fill that gap.
    - Kyle suggests a response of “We will sign this if X number of institutions also agree to sign” as a contingency

- Wieben asked if there are any plans to create a plan of support across institutions?
  - de la Torre proposed waiting until next semester, with a new body in place and more information.
  - Cieminski expressed that everyday seems to be so unpredictable. There should be some kind of plan in place in case something happens out of nowhere. She would rather put something in motion now than wait.
  - Fleming emphasized that it's clear that people want to make a difference. They need to band together and there is no risk in staying in the loop.
  - MOTION: Kyle moves to communicate that senate would like to be kept in the loop regarding developments.
  - VOTE: Motion approved unanimously
- Thank you to Andy for your continued support!
  - The letter at the beginning of the semester was very helpful.
- The amendment to the GRIP Award is appreciated.
- While some faculty still feel uncertain or apprehensive, these small but meaningful actions are making a difference and providing a sense of hope.
- The importance of staying true to our values, core principles, and institutional integrity was echoed.
  - Even minor changes are being noticed and giving hope.
- Changes to adopted rules of procedure (Kyle)
  - These changes will give the senate enough time to review material.
  - The following sentences have been added to Faculty Senate Process:
    - “Motions that are approved in committee will be moved to Faculty Senate for discussion. Proposed changes will typically be previewed in an initial meeting of the Faculty Senate, and voted on in the following meeting, with limited exceptions such as where expediency is necessary.”
  - DISCUSSION:
    - Dietz stated that if this is what the Faculty Senate wants then this should be added to the bylaws.
      - Adding this to the bylaws will cause some restrictions, we want to maintain flexibility.
    - What makes for two readings?
      - Several factors contribute to the decision.
      - Codification meets on Wednesdays, so the earliest proposal can be forwarded to Senate is the following Thursday.
        - In a few cases, items had to be pulled due to timing or other concerns.
    - How would expediency be determined?
      - Any senator can call a vote regardless of the chair requesting two readings.
    - MOTION: DeKrey moves to approve the changes to adopted rules of procedure, seconded by Lunariss.
    - VOTE: The motion is approved with 22 in favor, 5 abstentions, 1 against
      - This will be added to the website

## 11. Special Orders

- Appointments to boards, committees and councils
  - **EBS dean's search**
    - Sandy Bowen – Special Ed.
    - Angela Weingartner – Applied Psychology & Counselor Ed.
    - Suzette Youngs – Teacher Ed
    - Micheal Welsh - History
  - **Academic Appeals Board - 5 at-large seats** **2025-2026 (1yr)**
    - Darcy Copeland - NHS (Nursing)
    - David Staton - HSS (Communication & Journalism)
    - Heather Pendleton-Helm - EBS (APCE)
    - Sara Mannello - NHS (KiND)
    - Robert Powers - NHS (Mathematical Sciences)
  - **Board of Athletic Control - 1 at-large seat** **2025-2026 (1yr)**
    - Heather Pendleton-Helm - EBS (APCE)
  - **Campus Recreation Advisory Board - 1 at-large seat** **2025-2026 (1yr)**
    - Laura Stewart - NHS (KiND)
  - **Constitutional Review Authority**
    - **1 MCB seat 2025-2030 (5yrs)**
      - Michael Martin - MCB
  - **Faculty Grievance Committee - 4 at-large seats** **2025-2027 (3yrs)**
    - Ken Parnell - EBS (APCE)
    - Mary Schuttler - PVA (Theatre)
    - Jeff Brown - HSS (Philosophy)
    - Sara Mannello - NHS (KiND)
  - **Faculty Research & Publication Board - 1 at-large seat** **2025-2026 (1yr)**
    - Chia-Lin Tsai - EBS (ASRM)
  - **Information Technology Committee - 2 at-large seats** **2025-2026 (1yr)**
    - Nari Yoon - MCB (Marketing)
    - Hammad Mazhar - NHS (Mathematical Sciences)
  - **Professional Administrative Staff Council Faculty Representative - 1 at-large seat** **2025-2026 (1yr)**
    - Stephanie Wiegand - UL
  - **Student Government Association Faculty Representative - 1 at-large seat** **2025-2026 (1yr)**
    - Karen Barton - HSS (Geography, GIS, Sustainability)
  - **University Center Advisory Board - 1 at-large seat** **2025-2026 (1yr)**
    - Thomas Endres - HSS (Communication & Journalism)
  - **Colorado Faculty Advisory Council - 1 at-large seat** **2025-2027 (2yrs)**
    - Cedar Welker - HSS (Political Science & International Affairs)
  - **Strategic Enrollment Management Steering Committee - 1 at-large seat** **2025-2026 (1yr)**
    - Sam Dong Saul - PVA (Graphic Design & Integrated Media Arts)
    - Jennifer Leffler - UL
  - **Substance Use and Abuse Committee - 1 at-large seat 2025-2026 (1yr)**
    - Angela Weingartner - EBS (APCE)

- **Mental Health Steering Committee – 1 at-large seat** **2025-2026 (1yr)**
  - Jill Bezyak - NHS (Rehabilitation Counseling)
- **Interpersonal Violence Prevention and Response Committee - 1 at-large seat 2025-2026 (1yr)**
  - Lisa Tafoya - HSS (Criminal Justice/Criminology)
- **LAC curriculum committees**
  - History, Literature, & Humanities – Tom Smith
  - Philosophy & the Arts – Bri Murphy
  - Social and Behavioral Sciences – James Kole and Chris McMahan
  - Mathematics & Natural Sciences – Nathaniel Miller and Graham Baird
  - International & Multicultural Studies – Yavanna Brownlee and Marian Hamilton
- MOTION: Landry moves to approve the Appointments
- VOTE: Appointment approved unanimously
- Faculty Senate Officer Nominations
  - Chair – Harmony Newman elected by acclamation
  - Vice – Chair
    - Elections will be done through Qualtrics
  - Secretary – Mary Schuttler elected by acclamation

## 12. Special Reports

## 13. Comments to the Good of the Order –

- Thank you for the great work, Britney!
- Congratulations to Joesph on graduating!
- UNC Jazz fest this week
- Muller's Senior softball team will be playing on the softball field on May 19<sup>th</sup> at 1pm
- Dick Dietz – Thank you Lee for the thorough minutes and work!
- UNC is the only place to use “Comments to the Good of the Order”

## Adjournment – 5:26pm