



UNIVERSITY OF
**NORTHERN
COLORADO**

#649

**MINUTES FOR THE MONDAY, SEPTEMBER 15, 2025,
FACULTY SENATE MEETING AT 4:00 P.M. IN CAMPUS COMMONS 2300**

Present: Brown, Brownhill, Castro, Chapin, Cieminski, DeKrey, Elkins, Feinstein, Fischer, Fleming, Garrett, Gershwin, Haddad, Han, Henderson, Humphrey, Kang, Karlin, Landry, Leatherman, Lee, Lunaris, Leonard, Levin, Mannello, Newman, Paytoe Gbayee, Schuttler, Senbet, Shafie, Trask, Wieben

Zoom: Dietz, Etheridge-Woodson, Morse, Muller

Absent: Alcantar

1. Call to Order 4:00pm
2. Approval of the September 15, 2025 Agenda approved without objection
3. Approval of the September 2, 2025 Faculty Senate Minutes approved without objection
4. Chair's Report (Newman) – There has been a lot of activity in subcommittee meetings, items will start making their way to Faculty Senate. Newman is planning to meet with senators collectively in each college, beginning with PVA. The Faculty Senate newsletter will be sent out soon.
 - The item pulled from the last Faculty Senate agenda will be further discussed.
5. Administrative Reports
 - President** (Feinstein) – President Feinstein attended the D6 event to accept UNC week proclamation. He spent time with the Northern Colorado Trade mission in Madison, WI. Today was spent working with the College of Osteopathic Medicine reviewing artwork, with \$900K allocated to commission 3 to 4 artists. The first fireside chat will be held on September 30th at 10am, with discussions about the downtown development with downtown executives and city officials. The State of the University Address will be on September 23rd, which will focus on resilience, facing challenges, and highlighting the exceptional work of faculty, staff, and students. Students and community members are encouraged to attend. Reflecting on last week's events and its impact on K–12 schools, created significant fear and concern. President Feinstein continues to care deeply about what is happening and remains open to discussion. Leadership is thinking of the best course of action moving forward when events like this occur.
 - DeKrey asked if there is a theme with the artist of the COM?
 - The artists shared how their work connects to the institution as well as the mind, body, and spirit of osteopathic medicine. Some pieces have clear themes, while others incorporate Native American influences or other cultural ties. Some tell a story, while others are intended as standalone pieces.

Provost (Fleming) – Provost Fleming attended the gallery opening which displayed artwork created by alumni, PVA also received a gift. Considering recent news reports of individuals losing their jobs for expressing opinions about current events, she advised not listing university affiliation on social media when sharing personal views. At FSEC, she spoke about recent federal changes, such as the government ending designation funding. Mit is preparing a communication that will include details, though UNC does not currently receive this type of funding. Our responsibility to serve students still remains unchanged. We have received more grant terminations, which impact positions funded by those grants, and the McNair Program has been paused, creating direct effects on students. Additionally, work continues on items related to Britney Kyles’s salary priority presentation, updates to compensation guides, and revisions to the Board Policy Manual (BPM). Draft language has been developed based on feedback, clarifying fuzzy sections and addressing numerical values. The draft is not proposing values but noting that such values are available.

- Discussion regarding recent reports of individuals losing jobs due to expressed opinions.
 - Members believe it is ridiculous that people are being terminated for exercising free speech and suggested faculty consider donating to fire and noted that termination typically follows a process.
- A question was raised about the dean and chair situation, specifically whether they were fired or demoted.
 - It was clarified that they were both fired and demoted.
- Concern was expressed for the transgender community, noting this could be a slippery slope leading to future employment risks for certain communities.
 - Provost Fleming stated that the cabinet, under President Feinstein, will work to protect people and their identities.
- It was shared that there is UNITE Session specifically on Freedom of Speech, scheduled for Sept. 11 (9–11 a.m.) and Oct. 23 (12–3 p.m.)
- A question was asked if there has been any fallout for students regarding federal mandates.
 - It was shared that there is collective anxiety from the uncertainty and that the Counseling Center is seeing increased stress tied to the political climate.
- Paytoe Gbayee shared that she has observed high anxiety among students by simply attending school and asked about safe practices.
- It was noted that students are experiencing high anxiety simply by attending school, and a question was raised about safe practices.
 - The Student Affairs office is engaged in outreach and training, and safety plans are available online
- Feinstein emphasized the importance of balancing safety messaging without causing unnecessary fear.
 - Information will be available at the upcoming health and safety event.
- It was asked if UNC can limit open-air public events and clarified that it is not possible under the First Amendment protections.

- Due to the change in safety protocols, it was seen that we can be better informed with best practices.
 - It was suggested that the protocols that were done a few years ago be reconsidered.
- The value of drills was supported, noting preparedness is helpful.
 - It was suggested that a safety note be included in the upcoming newsletter.

Dean's Representative (Haddad) - No report

Board of Trustees (Fischer) - No report

6. Staff Council Reports

Classified Staff Council (Henderson) – Henderson has been meeting with the Student Government Association about a fall bake sell. Last week CSC discussed how they are viewed across campus and are thinking of ideas to connect CSC with UNC and other governing bodies.

Professional Administrative Staff Council (Castro) – PASC is reviewing bylaws and have two open positions, if you know anyone interested in serving on PASC let Castro know. PASC is working with CSC planning the annual Halloween event together.

7. Standing Committee Reports

Academic Policies (Gershwin) – Academic Policies is working on the Micro Credential Review Committee and will bring language to Faculty Senate soon. The committee is also working on other items as well.

Codification (Schuttler) – Codification will continue working on the policy procedure.

Elections (Schuttler) – The call for nominations have been sent and are due on Wednesday

Faculty Welfare (Brown) – Faculty Welfare is working on revising the faculty evaluation policy (BPM 2-3-801). There has been some confusion regarding which reviews will be conducted this year; however, the proposed revisions will not take effect until a later date.

Salary Equity (Senbet) – Salary Equity is looking to form a subcommittee to expedite the review of the BPM of Funding Priorities Guidelines, the subcommittee will work with the administration on these revisions. Once the revisions are made the document will return to SEC for review.

8. Student Government Association Report (Brownhill) – Elections were held Monday through Friday, with 21 votes cast. Four out of five positions were filled. Training will take place on Saturday, followed by a full meeting on Monday.

9. Special Orders

- Elect Faculty Senate Scholarship Committee
 - i. Jay Trask elected by acclamation
- Academic Technology Advisory Board Appointment
 - i. Shafie has been appointed

10. Unfinished Business

- None

11. New Business

12. Special Reports

13. Comments to the Good of the Order

14. Adjournment 4:55pm