



UNIVERSITY OF  
**NORTHERN  
COLORADO**

#650

**MINUTES FOR THE MONDAY, SEPTEMBER 29, 2025,  
FACULTY SENATE MEETING AT 4:00 P.M. IN CAMPUS COMMONS 2300**

Present: Brown, Brownhill, Castro, Chapin, Cieminski, DeKrey, Dietz, Elkins, Etherridge-Woodson, Feinstein, Fischer, Fleming, Garrett, Gershwin, Haddad, Han, Henderson, Humphrey, Kang, Karlin, Landry, Leatherman, Lunaris, Levin, Mannello, Morse, Muller, Newman, Paytoe, Gbayee, Schuttler, Senbet, Shafie, Trask

Zoom: Alcantar, Lee, Wieben

Absent:

1. Call to Order 4:00pm
2. Approval of the September 29, 2025 Agenda approved without objection
3. Approval of the September 15, 2025 Faculty Senate Minutes approved without objection
4. Chair's Report (Newman) – Fall 2025 election ballots were distributed today. The State of the University Address was well attended and positively received. Newman began meetings with college senators, starting with PVA. She will be meeting with NHS next. The first subcommittee meeting was held today, which focused on discussing language proposal for the Funding Priorities Guidelines in the Board Policy Manual.
5. Administrative Reports
  - President** (Feinstein) – The Chief of Staff search is underway. Homecoming week was great! With a well-received drone show, a large alumni event, and football game on Saturday. Both the football and volleyball teams are doing well! The HSI designation is valued here at UNC, and we will continue our commitment to serving Hispanic students. While there is little known of the impact of the H1B visa program at UNC, the immigration attorney continues to monitor the situation. Tomorrow at 10am the first Fireside Chat will be held, with discussion regarding downtown development and UNC's role in it. \$1B will be invested downtown, with the Richardson's family as master planners. John Paul will share the initial schematics, and we're confident that this will be a transformative development for both UNC and the city. On October 8th, the Shared Governance Reception will be held at the Feinstein Residence.
  - Fischer asked more about the 12-million-dollar deficit.
    - President Feinstein shared that he would go more into detail about that at the upcoming town hall.
    - Karlin shared that faculty have heard of the deficit and potential layoffs/firings, and they are concerned.
      - President Feinstein shared that the state is looking at another \$1.2B shortfall next year and will address more at the budget town hall.

**Provost (Fleming)** – Although UNC does not receive HSI funding, when proclamation was made that there was no more funding it did not change our view on serving our Hispanic students. An announcement has been made regarding H1B, stating that there will be a fee of \$100,000 for new holders. Current holders have been advised to return to the U.S. as soon as possible and not leave the country. This is something the cabinet continues to follow and will discuss further. Academic Affairs held their retreat a few weeks ago. During the retreat they discussed items such as AI, aligning work with curriculum development and enrollment, and the budget. The Chief of Staff search continues with interviews taking place today, tomorrow, and Monday.

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

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

#### 6. Staff Council Reports

**Classified Staff Council (Henderson)** – Henderson sent a survey to all classified staff; he will share the results with his executive board and then the council. The council will discuss the composition of its membership, specifically whether the council should consist of 20 or 25 members.

- Provost Fleming shared that a group of faculty and staff are working on the climate survey. The topic of the different employee groups across campus was addressed and suggested the CSC and PASC chairs ask members if they would be interested in participating.

**Professional Administrative Staff Council (Castro)** – No report

#### 7. Standing Committee Reports

**Academic Policies (Gershwin)** – Academic Policies met today and reviewed a proposal from Mikay Elliott regarding the revision of the term “academic probation” to “academic warning”. The committee approved the proposal and will continue to Codification.

**Codification (Schuttler)** – Codification worked on two policies that General Counsel English is reviewing.

**Elections (Schuttler)** – Ballots for the Fall 2025 elections have been sent out and are due by 5pm on Friday.

**Faculty Welfare (Brown)** – Faculty Welfare continues to work on academic promotion and evaluation policies.

**Salary Equity (Senbet)** – The first subcommittee meeting was held today. Jeff Brown has been elected as chair and will continue with weekly meetings.

#### 8. Student Government Association Report (Brownhill) – The Student Government Association completed their legislative training and meeting. They are working on paperwork for the newly elected members. The Campus Rec Advisory Board is looking for a Faculty Senate representative, if anyone is interested, please contact Brownhill.

#### 9. Special Orders

- Appoint Academic Appeals Board
  - i. Christopher Harris, Mathematics
- Appoint Board of Athletic Control
  - i. Nick Slagel, KiND

- Appoint Classified Staff Council
  - i. Sara Hendrick, Management
- Appoint Faculty Perceptions of Administrators Committee
  - i. Jordan Martell, Applied Psychology & Counselor Education
  - ii. Aaron Haberman, History
  - iii. Annie Epperson, Teaching & Learning
  - iv. Oscar Levin, Mathematics
- Appoint Institutional Planning Group
  - i. Nick Pullen, Biology
- Appoint Administrative Search Committee
  - i. Abe Harraf, Management
  - ii. Lizzete Navarrete-Burks, Leadership Policy & Development
  - iii. Charles Moore, Music
- MOTION: DeKrey moves to approve the Fall 2025 appointments, seconded by Schuttler
  - i. VOTE: Motion approved unanimously
- Appoint Constitutional Review Authority
  - i. Rose Grose, Community Health Education
- MOTION: Shuttler moves to approve Rose Grose to the Constitutional Review Authority, seconded by Gershwin
  - i. VOTE: Motion approved unanimously

#### 10. Unfinished Business

- None

#### 11. New Business

#### 12. Special Reports

- Discussion: AI Taskforce Report
  - i. Feedback on “Proposed UNC Statement of Ethical Practice on the Use of Generative Artificial Intelligence” (pp. 10-13)
  - ii. Note pp. 33-35, Recommended Faculty Senate Responsibilities
  - iii. Note Attachment 3.1: Policy Inventory
- DISCUSSION:
  - i. Cieminski asked who would be responsible for developing this?
    - 1. Newman stated that they did not mention who would be responsible, this would be something that would need a full faculty vote at the end of the year. She suspects that APC may be the group to spearhead this.
  - ii. Provost Fleming shared that ethical use goes far broader than academic uses.
    - 1. Newman agreed that it doesn’t make sense for APC to spearhead it. There will be some work being done by FWC though.
  - iii. Provost Fleming suggested that if a committee wants to amend a part they can do so.

- iv. Paytoe Gbayee asked if we are just talking about generative AI and if there is a definition of it?
  - 1. Fleming shared that this would need someone from the task force to address that.
- v. Levin observed no one from computer science was on this committee despite having a computer science department.
  - 1. He shared that the ethical statement did give a definition to what is AI but not a robust definition of generative AI.
  - 2. It seems like a lot of things are still using generative AI in the back end of everything.
  - 3. It is important to be careful with the statement the committee came up with.
- vi. Elkins seconded Levin's comments and stated how AI is everywhere and influences everything.
  - 1. He shared that it is a tool that will end up operating like ecosystems.
- vii. Newman asked the senate if this is something APC spearhead or have another group of senators form an ad hoc subcommittee to work on this?
  - 1. Paytoe Gabyee's only concern is that there are several pieces that need to be addressed by different people. She suggests that committees should address their portions within their committees.
- viii. Muller shared that there are conversations taking place within departments on topics such as shared statements on syllabi.
- ix. Newman shared that there will be one university statement on ethical practice, however a group will have to develop that statement.
- x. President Feinstein asked how this can operationalize without restrictive control on AI and how can AI be leveraged at the university and in the classroom.
- xi. Provost Fleming shared that they are already doing this in Academic Affairs. They are currently working on implementation and making it coherent and intentional.
- xii. Newman wants everyone to be aware of the taskforce's work and the possible work that can be taken on.
- xiii. Lunar is shared that having different committees take this on would result in disjointed outcomes and skewed perspectives and is open to having this task force develop more specific recommendations.
- xiv. Elkins expressed that not having a computer science faculty member is a huge miss step, since they are experts on this topic.
- xv. Levin proposed that Academic Affairs, or another cabinet-level office, draft a statement on this and share it with relevant groups, including Faculty Senate, for feedback.
  - 1. Paytoe Gbayee suggested categories be defined as well.
- xvi. Provost Fleming shared that the framework the taskforce used was a national framework. They submitted their report, and few months later things continued to change.
- xvii. President Feinstein asked why do we have to define everything in an ethical perspective? Is this not covered by the overall ethics policy?

1. Brown shared that it is important to be specific and suggested working with someone experienced in ethical principles to help frame and guide the discussion in alignment with the university's values.
- xviii. Haddad noted that the goal is to raise awareness of ethical issues in AI that people may not already recognize, including:
  - a. Energy and environmental impacts
  - b. Intellectual property concerns
  - c. Assistance provided to council people
- xix. Provost Fleming shared that the task force's role is to describe how to think about what is ethical when using AI.
  1. She shared that, AI draws from existing bodies of literature which have biases and is important to make people aware of those biases while using it safely and securely.
- xx. Haddad noted that much has occurred since the report's release. He shared that NHS has a group working on AI in instruction and recommended staying informed about ongoing developments.
- xxi. Lunaris suggested that instead of AI in ethics but a transparency statement in AI where students get informed as well.
- xxii. Newman shared that APC and FWC can review policies relevant to their respective committees. She did mention anthropic offers courses on AI fluency for educators and students.
- xxiii. Brown stated this will create a new environment with disabilities and will need to consider those accommodations.
- xxiv. Paytoe Gbayee suggests that we could envision what this would look like by aligning with strategic goals.
- xxv. Han shared that, based on student feedback, there is a desire for clear expectations and guidance on how to engage with AI, since it is already in use.
- xxvi. It was appreciated that a decision has not been made yet and we have time to learn more about this topic.

13. Comments to the Good of the Order

Jazz orchestra will be playing on 89.3 next week

Come watch Measure for Measure!

14. Adjournment 5:16pm