



UNIVERSITY OF
**NORTHERN
COLORADO**

#652

**MINUTES FOR THE MONDAY, OCTOBER 27, 2025,
FACULTY SENATE MEETING AT 4:00 P.M. IN CAMPUS COMMONS 2300**

Present: Brown, Brownhill, Castro, Cieminski, DeKrey, Dietz, Elkins, Etheridge-Woodson, Feinstein, Fleming, Garrett, Gershwin, Haddad, Han, Henderson, Humphrey, Karlin, Landry, Leatherman, Lunaris, Leonard, Levin, Mannello, Newman, Schuttler, Senbet Shafie

Zoom: Fischer, Kang, Lee, Manshad, Morse, Paytoe Gbayee, Roberts, Wieben

Absent: Alcantar, Chapin, Muller, Tian

1. Call to Order 4:00pm
2. Approval of October 27, 2025, Agenda approved without objection
3. Approval of October 13, 2025, Faculty Senate Minutes approved with the correction to the CSC report and the addition of Dietz to the attendance.
4. Administrative Report
President (Feinstein) – The Greeley Eats event will be on Wednesday in the UC. President Feinstein will be attending the Halloween event this week. Faculty and staff luncheon is on Thursday at Holmes Dining Hall. The Cesar Chaves 40th year celebration will be on Thursday as well.
5. Chair's Report (Newman) – The Budget Town Hall was held last week and had a strong turnout. Newman met with NHS Senators to discuss their experiences both as faculty and as senators and plans to meet with EBS Senators next. The faculty and staff football game took place this past Saturday. Newman is currently working with the Office of the General Counsel on both the Amorous Relations Policy and a Nepotism Policy. She is also working with the Classified Staff Council on a joint event. Work is underway on the Faculty Senate Newsletter. Anyone interested in being featured as the faculty spotlight should contact Newman.
6. Administrative Reports (continued)
Provost (Fleming) – Budget reduction actions will begin next week. Academic Affairs is working on several things, including the AI group. The new university website is scheduled to go live on December 16th. IM&T changes to the ERP system are expected to go live in March, with communications forthcoming. URSA will no longer be used as part of this transition. Jennifer McDuffie has been hired as the new Chief of Staff and will begin her role next Monday.
 - A question was raised about whether the UNC community will be notified about the layoffs.

- Provost Fleming noted that individual names cannot be shared due to personnel privacy. A communication plan is currently being developed.
- Another question was raised about the rationale behind the URSA changes.
 - Provost Fleming explained that some of the existing elements are no longer supported and multiple systems do not connect well. The goal is to integrate information from different platforms, allow for more frequent data refresh when needed, and ultimately create a more efficient and user-friendly system.

Dean's Representative (Haddad) – Haddad attended a few events and had the opportunity to conduct the marching band. He also saw Dana Landry perform at The Rio.

Board of Trustees (Fischer) – The Board of Trustees will have a special meeting next week on Zoom.

7. Staff Council Reports

Classified Staff Council (Henderson) – Henderson will be meeting with Denise Driscoll to discuss a potential breakfast menu for the CSC and Senate event. Planning is underway for the November 12 meeting, with Recreation and Outdoor Pursuits. There are also plans to coordinate an event with Professional Administrative Staff Council (PASC). This will be the first time CSC is collaborating with the Student Government Association (SGA), PASC, and Faculty Senate. The CSC and SGA collaboration bake sale is scheduled for next week.

Professional Administrative Staff Council (Castro) – PASC will be updating their bylaws at the next meeting and has welcomed four new members, bringing the council to full membership.

8. Standing Committee Reports

Academic Policies (Gershwin) – Academic Policies met today and approved a Graduate School Policy Proposal that will be sent to Codification. Gershwin is also working with Thomas Endres on the Academic Appeals Board bylaws.

Codification (Schuttler) – Codification has an item under new business

Elections (Schuttler) – No report

Faculty Welfare (Brown) – Faculty Welfare continues to work on the faculty evaluation policies.

Salary Equity (Senbet) – No report

9. Student Government Association Report (Brownhill) – SGA has opened a suggestion box both online and in their office. An ad hoc committee has been formed to review budget matters. The student trustee is working on reinstating The Campus Recreation Advisory Board, which would meet once each semester. They will need a Faculty Senate representative for this, and anyone interested should let Brownhill know. SGA is also working on updating their bylaws.

10. Special Orders

- Confirmation of Faculty Senate Subcommittee Appointments
 - i. Salary Equity Committee, MCB (2025-2028) – Moe Manshad
 - ii. Academic Policies Committee, MCB (2025-2026) – Rachel Roberts

- MOTION: Schuttler moves to approve the appointments, seconded by Senbet
- VOTE: Motion approved unanimously

11. Unfinished Business

12. New Business

- UR Part 4: Faculty Responsibilities and Conditions of Employment (Schuttler)
 - i. 3-3-401 Outside Activities
 1. There were questions regarding the “Request for Approval of Off-Campus Consulting or Professional Activity” and how members have not filled out a form for their work.
 - a. It was clarified that this form can not be found in HR and General Counsel English will be creating a new form.
 2. It was noted that whether the form is general or unit-specific challenges could arise, however, an appeal process could address this.
 3. There were concerns about the policy being too vague regarding what counts as professional activities.
 - a. Members stated that they are involved in several types of professional activity and questioned what type of work is considered to fall under this policy.
 4. It was shared that the ambiguity could create risk for faculty, including potential retaliatory situations.
 - a. Clearer definitions are needed to prevent faculty from being put at risk due to overly broad interpretation.
 5. It is important to have a record and formal approval process to support equity and ensure faculty are not overworked.
 6. There was confusion around the entire section of 3-3-401(1)(c)(viii) and specifically the last sentence of the paragraph.
 - a. Members were confused by “up to one-sixth of their time (approximately one day per week)” and recommended the removal of that sentence.
 - i. It was shared that “one-sixth” could include Saturdays.
 7. Members agreed that the policy was poorly written and requires substantial revisions.
 - a. They recommended that it be completely revised and forwarded to Faculty Welfare for further review and updates.
 8. This policy and its revisions will be sent to Faculty Welfare for further review.

13. Special Reports

14. Comments to the Good of the Order

- The Bear Pantry is adjusting the number of food items available during this period and is also working on developing a mobile food pantry.
 - Humphrey is preparing communication that will be sent to students.

- Weld County Food Bank events are upcoming.

15. Adjournment 5:02pm