



GENERAL MEETING OF THE FACULTY
Tuesday, April 23, 2024
3:30 pm | Campus Commons, Multipurpose Hall
MINUTES

Call to Order 4:00pm

Approval of the General Meeting of the Faculty Agenda approved without objection

Approval of the April 24, 2023 Minutes approved without objection

Announcements and Communications:

Faculty Senate Chair (Senbet) – Each chair will give a report, followed by administrators and a presentation from the State Demographer. The current Faculty Senate Officers are Britney Kyle as Vice-chair and Nancy Sileo as Secretary. Next year's officers are Britney Kyle as Chair, Jeff Brown as Vice-chair, and Harmony Newman as Secretary. The Faculty Senate is the representative body of the faculty and plays a crucial role in shared governance among faculty, administration, and other stakeholders. The goal of Faculty Senate is to represent and support the faculty of UNC. The Faculty Senate houses the following standing committees: the Committees of the Senate which include Academic Policies Committee (APC), Faculty Welfare Committee (FWC), and the Faculty Senate Executive Committee (FSEC), and Committees Constituted by the Senate, which include Salary Equity Committee (SEC), Codification Committee (COD), Faculty Grievance Committee (FGC), and the Faculty Perceptions of Administrator Committee (FPAC). Faculty Senate also works closely with the other Boards, Councils, and Committees.

- Faculty Senate highlights from the 23/24 academic year:
 - Academic Policies Committee (Oscar Levin, chair)
 - APC reviews and formulates policies and procedures related to the delivery of the university academic programs.
 - This year APC created a policy handling the cancellation of final exams due to unanticipated university closure such as inclement weather. They also completed revisions to the curriculum approval process and developed recommendations for a 4-day finals week schedule, which has been approved by the senate.
 - Next year, APC will continue to work on establishing minimum credit guidelines for programs, certificates, and micro credentials. They will also review the possibility of a Fall Break.
 - Faculty Welfare Committee (Jeff Brown, chair)
 - FWC reviews policies and regulations to assess their impact on faculty welfare. The goal of FWC is to advocate for faculty and make sure their rights are protected and improve as time goes on.

- FWC worked on several items this year including the restructuring of the Tenure Track Policy, incorporating the College of Osteopathic Medicine into the Board Policy Manual (BPM).
- Salary Equity Committee (Britney Kyle, chair)
 - SEC is devoted to ensuring equity among faculty and advocates for competitive wages with peer institutions. SEC makes recommendations on how to distribute faculty salary increases.
 - The goal is to make sure faculty receive some kind of raise and bring everyone to a higher level of parity.
 - A 3% increase would not have allowed us to make progress toward parity based on peer institutions and state mandates. However, after advocating and working with administrators they have been able to identify additional funds for compensation increases. Administration will bring everyone up to a base level of 89% of parity followed by the 3% pool to distribute.
 - This represents a 5.4% increase in compensation for faculty, meaning all faculty can expect at least a flat rate increase.
 - The remaining 1.5% of the pool will then be distributed among those at a low parity.
 - These adjustments will bring all the faculty to a floor of 92.5% of parity.
 - A big thank you to Jordan Barkley, Dale Pratt, President Feinstein, Provost Fleming, and Dawit Senbet for advocating for these funds.
- Codification Committee (Maggie Berg, chair)
 - Codification reviews policies that are headed toward BPM or University Regulations (UR).
 - This year COD updated their bylaws and proposed revisions to the FPAC bylaws. They also reviewed the cancellation of finals policy, SEC bylaw additions on adjunct pay, posthumous degrees policy, honorary degrees, curriculum process policy, and the tenure track policy.
 - COD will continue to review senate actions against the BPM and UR to make sure they have been updated.
- Liberal Arts Council (Heidi Muller, chair)
 - The Liberal Arts Council (LAC) is not a sub-committee of the senate but has a seat on the senate as the LAC chair. The LAC oversees the General Education courses offered by UNC.
 - This year the LAC developed consistency, clarity, and redundancy in the council's communication. The LAC also updated its BPM and website. They worked with the registrar on transfer criteria for clarification. They are working with the Director of Assessment on direct assessments and indirect syllabus reviews.
 - The LAC will continue to review and approve courses.

Administrative Reports:

President Feinstein

- President Feinstein expressed his appreciation of the hard work and dedication of the staff and faculty of UNC.

- Phase II of the Strategic Plan is coming to an end.
- The strategic enrollment management plan has a steering committee led by Pete Lein and Stephanie Torrez. They developed the goals and strategies for the strategic enrollment management plan and some units have also been working on tactics.
- There is a tremendous amount of work in recruitment and retention of students.
- There have been major changes in the admission guarantee and tuition promise.
- There is an emphasis on trying to create competitive and compatible wages.
- They implemented the recommendations made by the taskforce chaired by Senbet, for a process that will collect feedback on the President's and Provost's direct reports.
 - Six administrators went through the survey process
- In Academic Affairs, a formative survey was sent to all six colleges and used with Deans while the summative survey was used for evaluations.
- Work is being done on the curriculum process making it more user friendly.
- The HSI designation was a huge accomplishment and the beginning of a lot of work to come.
- They are reviewing the feedback on the Campus Climate Survey.
- With the efforts to increase communication, townhalls and fireside chats were started.
- There have been a lot of suggestions on what actions to take for Phase III and they will be using the feedback to finalize those tactics.
- The bill for the College of Osteopathic Medicine (COM) is going to the legislature today.
- The Weld Trust has gifted UNC \$25 million for the COM, and the first set of paperwork has been submitted for candidacy. They are also hiring associated deans to assist in the next stages of the COM.

Provost Fleming

- The main goal is to support faculty and staff so they can support students.
- 37 sabbatical applications have been approved for the next year.
- Invested funds for innovation awards.
- 45 faculty searches have been approved for the current year
 - 19 contract renewable and 36 tenure track
 - 36 positions have been filled, and the remaining will roll over to next year
- With the 20 doctoral graduates and \$9 million in research expenditure we have met the criteria to receive the R2 status.
- 62 personnel cases are also being reviewed

Special Report:

- **Population Matters: Trends and Transitions in Colorado** (Elizabeth Garner)

Join us for a presentation from Colorado State Demographer Elizabeth Garner, who will share her analysis of Colorado's population, economic, and migration trends.

 - See powerpoint presentation
 - Questions:
 - What about affordable housing?
 - There are no high vacancies in any kind of housing.
 - Have you considered AI to forecast?

- It's indirectly in there. The state uses a national forecast by incorporating different scenarios.
- You've looked at the growth of Weld County, have you looked at Greeley specifically?
 - Weld County has done a great job with planning and has been a pro-growth county. Greeley will see the most growth within Weld County due its water rights.
 - Greeley has been pretty strategic in how they work with K-12, the business sector, UNC, and AIMS.
- How much of the growth in Weld County was due to international migration?
 - I don't have the international numbers, but the numbers go through July 2023 and don't include the large number of international migrants that came in after July 2023.
- The PowerPoint Presentation can be shared.

Constitutional Amendment Forum:

- Amendments to the Liberal Arts Council (LAC)
 - The LAC wanted to accurately reflect what the LAC does by updating their duties and powers, updating the amount of voting members, and language changes.
 - With the amount of work with assessment the Director of Assessment has been added as an ex-officio member.
 - The faculty will receive a ballot via email requesting their vote on whether to approve the changes to the Liberal Arts Council Board Policy Manual.

Q&A

Comments to the Good of the Order

Thank you to the administration for getting us more funds! Thank you Dawit, for your work as Chair! Thank you, Lee, for your work in planning and coordinating things within the Faculty Senate!

Adjournment 5:31pm

Dawit Senbet
Chair

Lee-Aloha Amor
Recording Secretary



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Big Picture Trends

- Population growing at a slowing rate - births down, deaths up
- Migration and mobility slowing
 - Harder to attract and retaining the best and brightest
 - “In” migration similar levels, growing “out” migration
- Demand for labor (new jobs and retirements) drives migration
- Aging - impacts everything
 - Largest share of future growth is the 65+
 - Early working age and youth becoming smaller share of total pop
 - Growing race and ethnic diversity.



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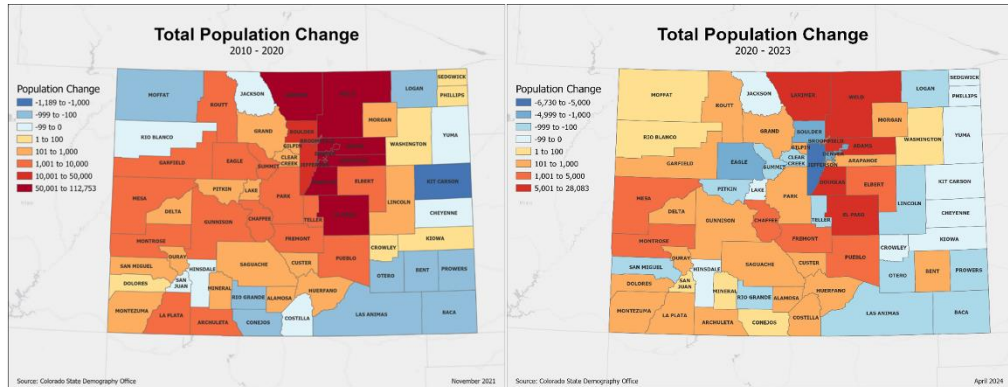
Big Picture Numbers

	2010-2020		2020-2021		2021-2022		2022-23	
United States	22.3MM	7.4%	520k	0.1%	1.256MM	0.4%	1.643	.5%
Colorado	744.5k	14.8%	26.5k	0.5%	27.7k	0.5%	36.5	.6%
Colorado Rank	9th	6th	11th	20th	12th	19th	9th	18th

- 2010 - 2020 - Second slowest decade for US in terms of growth
- 2020 - 2021 - Slowest ever recorded growth rate -17 states lost population
- 2021 - 2022 - Some return to pre-COVID19 states lost population
- 2022 - 2023 - 8 states lost population - 19 states natural decline, immigration increases



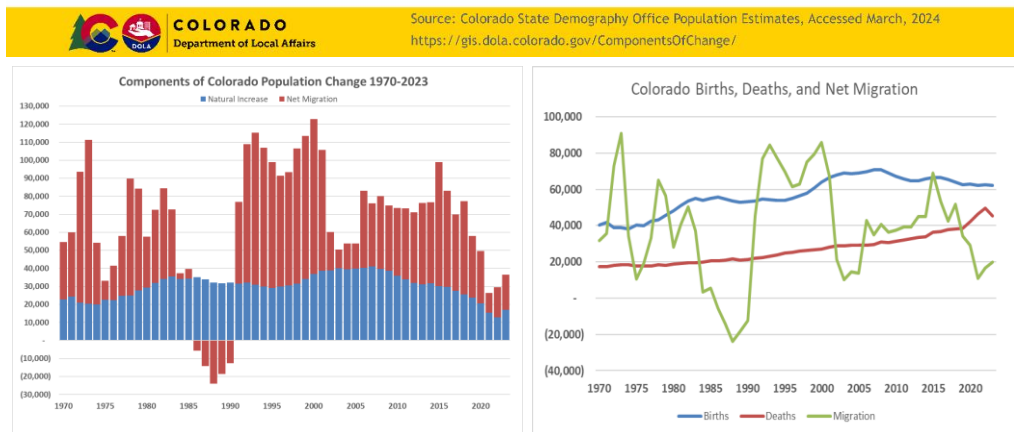
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2010 to 2020 - 95% of population and job growth along Front Range

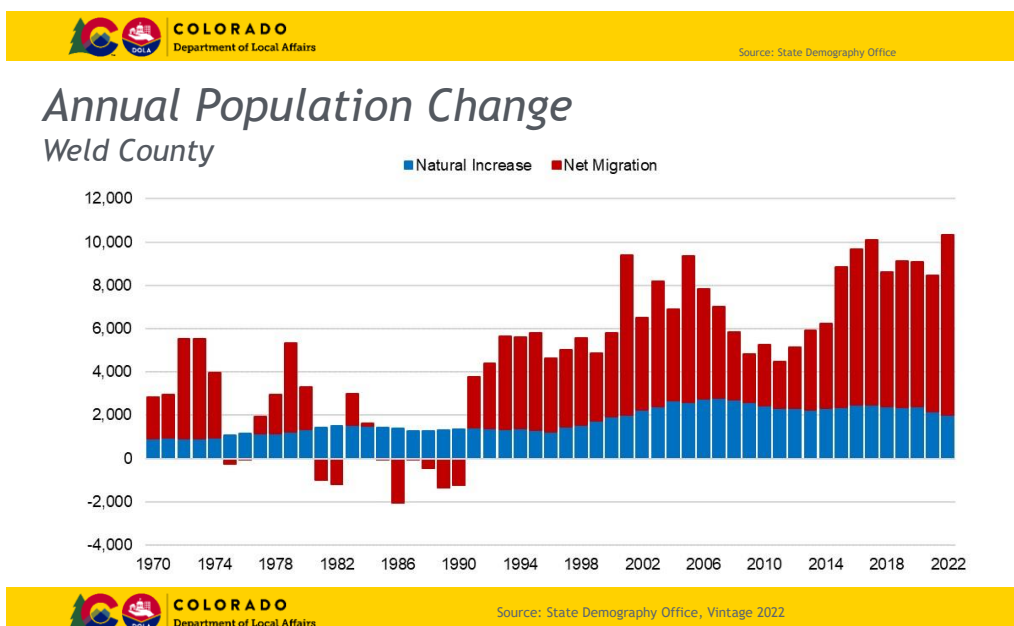
2020 to 2022 - Decreased to 75%, with a number of Denver Metro Counties losing population

2022 to future - Forecast to return more of a pre-COVID trend

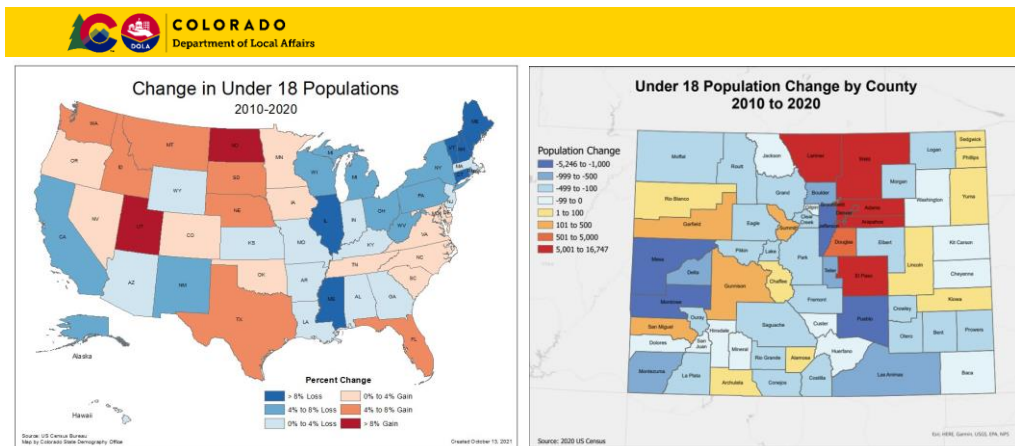
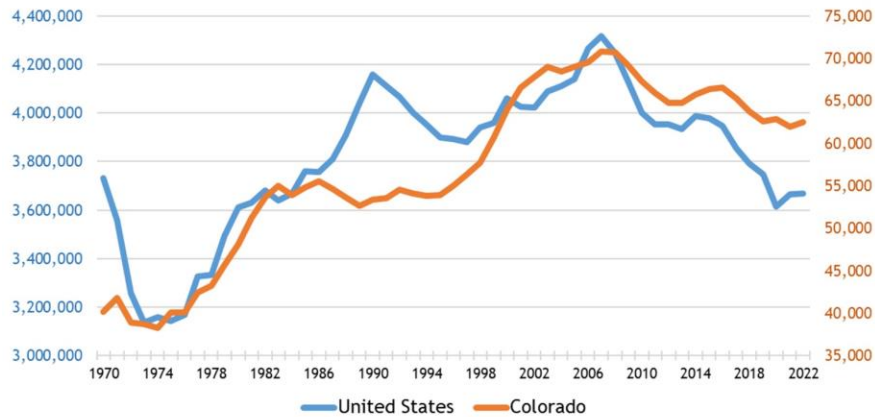


Colorado growth slows from an annual average of 74K last decade to 30,000 average so far this decade

2023
 62K - Births
 45K - Deaths
 20K - Migration



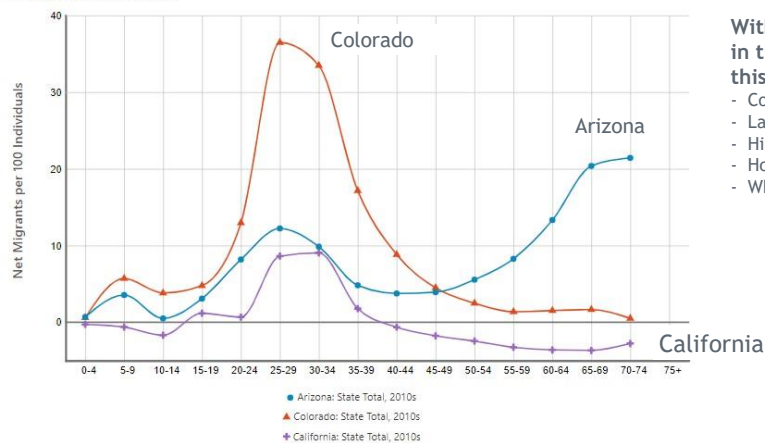
Births in Colorado and the US



- Births down 650,000 in the US compared to peak in 2007.
- Population Under 18 Declined by over 1,000,000 over the decade
- 27 states lost population under 18
- Colorado +38,000 over decade, 43 of 64 declined



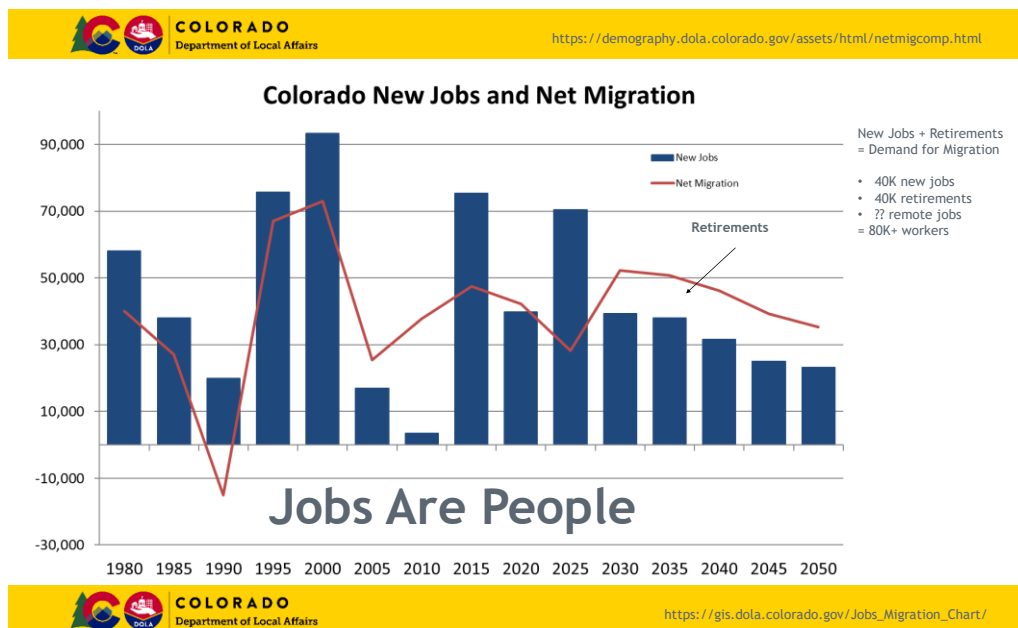
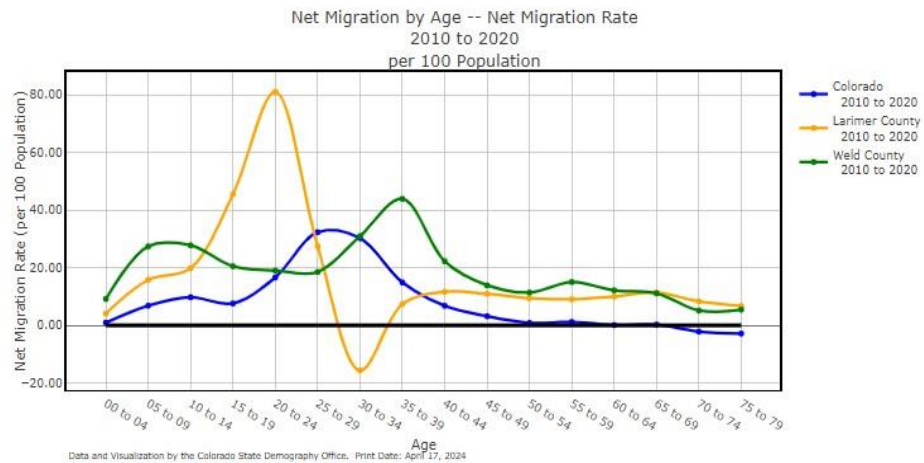
Net Migration by Age Who does Colorado attract?



With fewer young adults in the future, how could this impact Colorado?

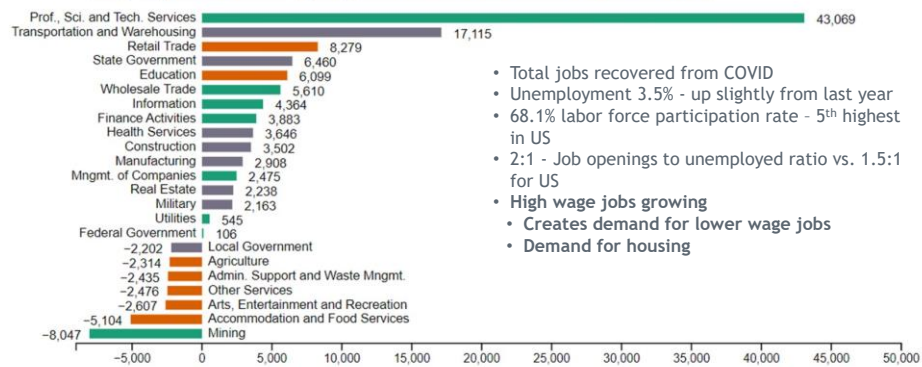
- Competition
- Labor Force
- Higher Ed
- Housing
- What else?

Egan-Robertson, David, Katherine J. Curtis, Richelle L. Winkler, Kenneth M. Johnson, and Caitlin Bourbeau, Age-Specific Net Migration Estimates for US Counties, 1950-2020. Applied Population Laboratory, University of Wisconsin - Madison, 2023 (Beta Release). Web.



The Economy

Employment Change by Sector. Colorado 2019 to 2022



- Total jobs recovered from COVID
- Unemployment 3.5% - up slightly from last year
- 68.1% labor force participation rate - 5th highest in US
- 2:1 - Job openings to unemployed ratio vs. 1.5:1 for US
- High wage jobs growing
- Creates demand for lower wage jobs
- Demand for housing

Job sector data is suppressed according to Bureau of Labor Statistics standards.
Data Source: Bureau of Labor Statistics Source Date: July, 2022.
Visualization by the State Demography Office, Print Date: 09/12/2023

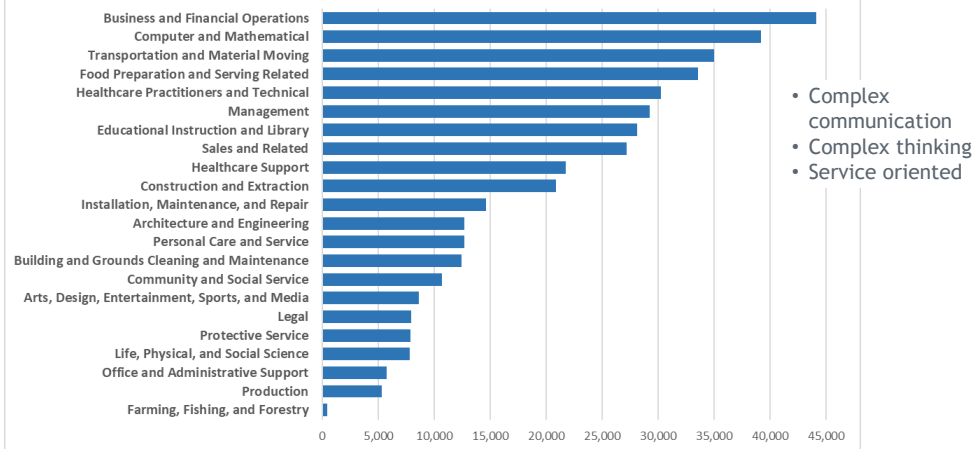
87,277 Total Employment Change
 ■ Less than 80% of Average Weekly Wage
 ■ Between 81% to 120% of Average Weekly Wage
 ■ Greater than 120% of Average Weekly Wage



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https://gis.dola.colorado.gov/Jobs_by_sector_chart/

Occupational Forecast 2022-2032



- Complex communication
- Complex thinking
- Service oriented



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Long Term Occupational Employment Projections,
LMI, Colorado Dept of Labor, 2023

Age Matters Colorado is young but aging

- Preferences - where people shop and what they buy.
- Housing - type, size, mobility
- Labor Force
- Income
- Service Demands



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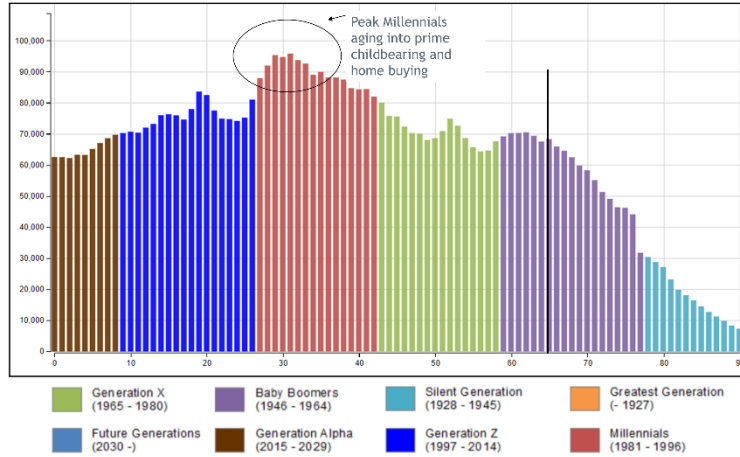
[Return to demography website](#) [Download the data](#)

Colorado 2023
Download Image

Animate

Colorado

2023



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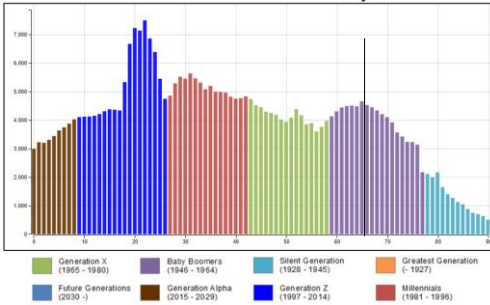
State Demography Office, V2022

[Return to demography website](#) [Download the data](#)

Larimer County 2023
Download Image

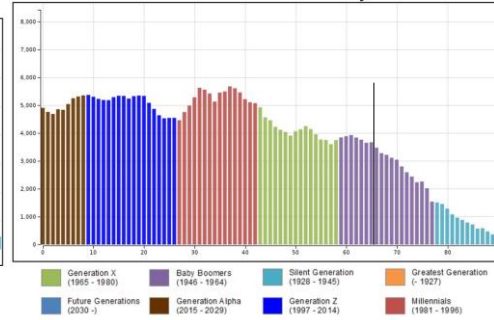
Larimer County

2023



Weld County

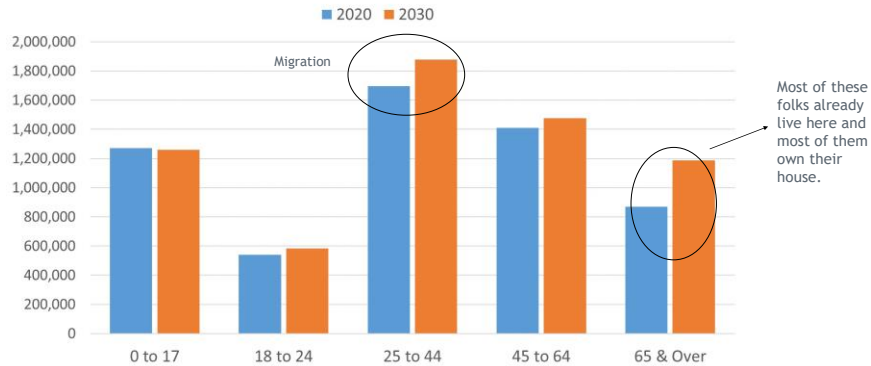
2023



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<https://gis.dola.colorado.gov/Age-Animation-Bars/>

Colorado Population By Age, 2020 to 2030

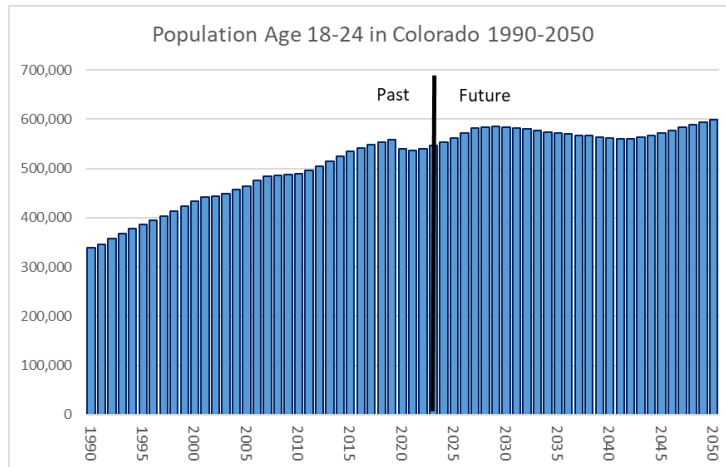


	0 to 17	18 to 24	25 to 44	45 to 64	65 & Over	Total
2020	1,270,519	539,144	1,694,991	1,410,374	869,556	5,784,584
2030	1,260,203	584,329	1,878,133	1,477,443	1,186,435	6,386,542
Change	-10,316	45,185	183,142	67,069	316,879	601,958
Pct Ch	-0.8%	8.4%	10.8%	4.8%	36.4%	10.4%

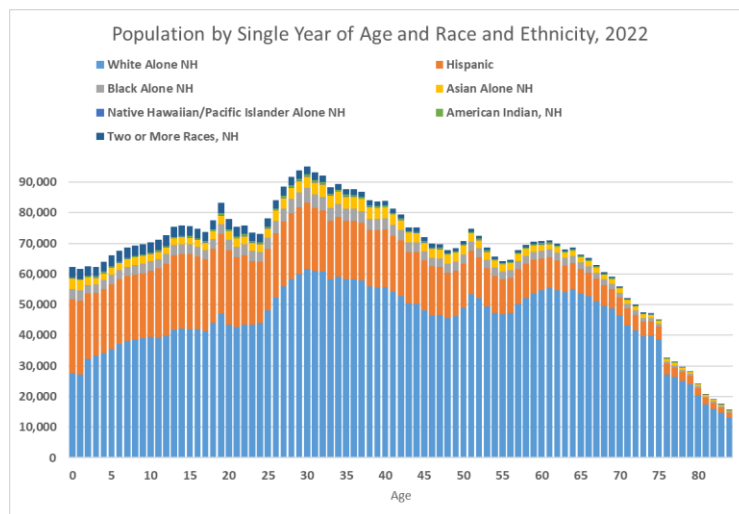


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<https://demography.dola.colorado.gov/assets/html/population.html>

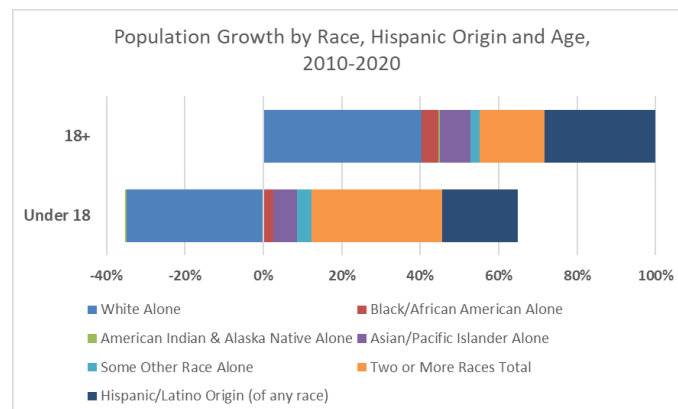


- Population 18-24 peaked in 2019 at 558,000
- Fell by 20K to 536,000 in 2021
- Forecast to increase to 585,000 in 2029
- Forecast to fall by over 30K to 559,000 in 2041.
- Return to peak levels in 2048.

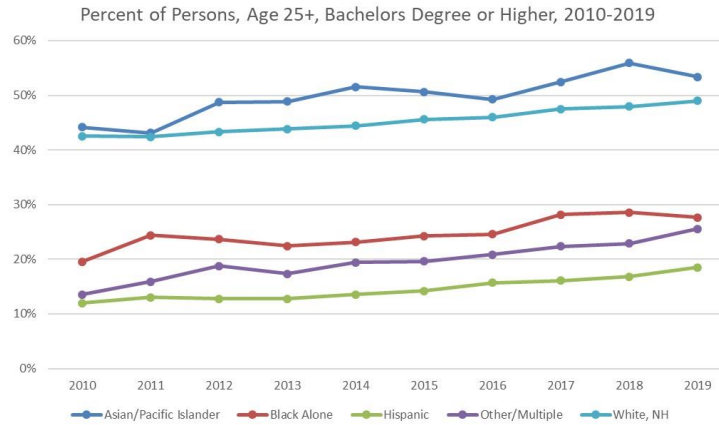


Population 18-24	
White Alone NH	58%
Hispanic	30%
Black Alone NH	4%
Asian Alone NH	3%
Native Hawaiian/Pacific Islander Alone NH	0.2%
American Indian, NH	1%
Two or More Races, NH	4%

Population Change by Race and Ethnicity



Growth in two or more due to both growth in the population as well as new methods for processing the data. Use caution comparing over time.

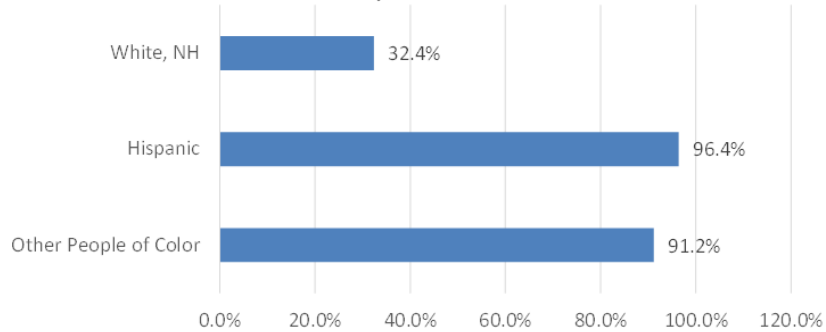


U.S. Census Bureau, American Community Survey, 1-Year data, Tables B15002B through B15002I



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Percentage Change, Population Age 25+ with Bachelor's Degree or Higher, by Race and Ethnicity 2010 to 2019



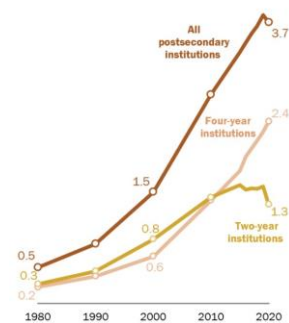
U.S. Census Bureau, American Community Survey 1-Year PUMS data



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Hispanic enrollment at colleges and universities in the U.S. has more than doubled in the last two decades

Fall enrollment of Hispanics at U.S. postsecondary institutions, in millions

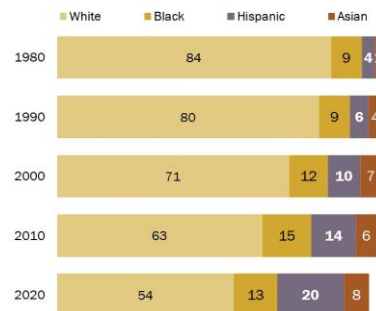


Note: Enrollment includes students of all ages.
Source: National Center for Education Statistics, U.S. Department of Education.

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Hispanics now make up one-in-five students enrolled at postsecondary institutions in the U.S.

% of enrolled students at U.S. higher education institutions who are ...



Note: Enrollment includes students of all ages. Asians include Pacific Islanders. Other races (not shown) include American Indian/Alaska Native and students with two or more races. White, Black and Asian students are single-race and not Hispanic. Hispanics are of any race. Nonresident students are not included in this analysis.
Source: National Center for Education Statistics, U.S. Department of Education.

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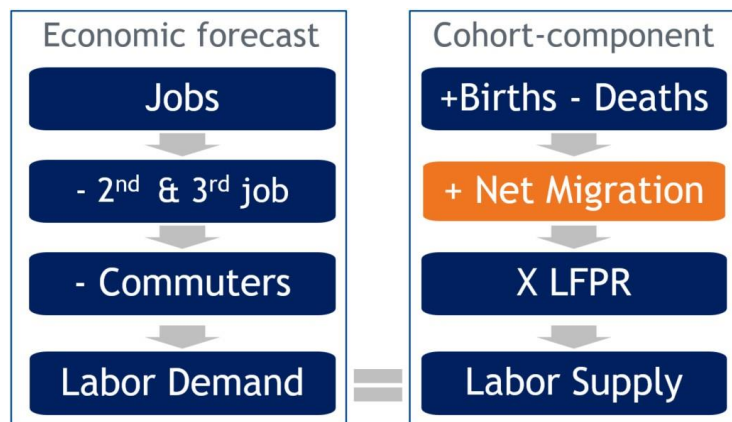
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Implications From Age and Aging

- Consumer demand
 - Older - fastest growth, services vs. goods - drives labor demand
 - Younger - more diverse, flat to declines in growth
 - Flat to declines - broaden the base
- Labor force
 - Faster growth in retirees (40K/year), slower growth in new entrants
 - Young entrants more diverse
 - Migration will be needed if jobs are to be filled - **more competition**

Forecast

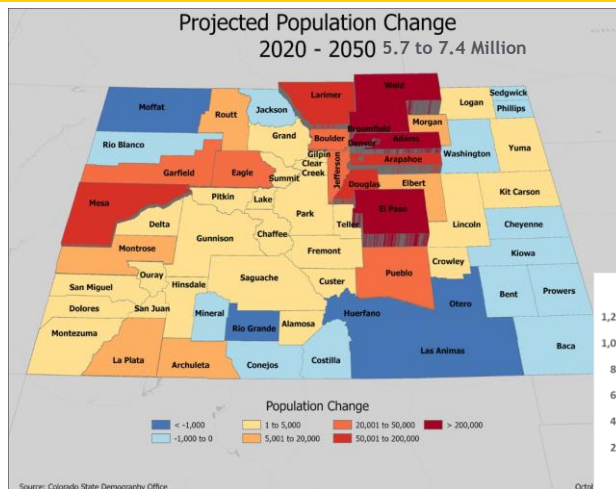
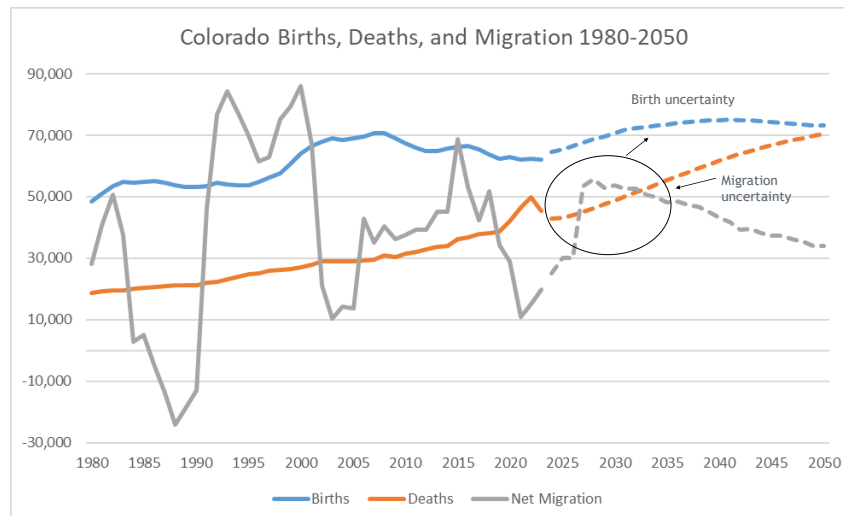
Colorado population forecast methodology



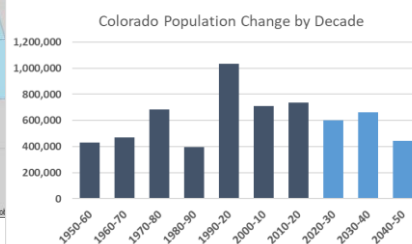
Differences resolved by net migration

Forecast Factors

- US population growth is slowing
 - States competing for students
 - Link to economic development
- Migration/Mobility slowing, International?
 - Tight labor force, Competition to attract and retain workers, link to higher education
- Aging -
 - 400K expected to retire this decade
 - Drives economy - health care, leisure and hospitality
 - Growth in race and ethnic diversity



Change 2020-2050
 State: 1.7 million
 Front Range: 1.49M
 Western Slope: 200K
 Central Mtns: 4K
 San Luis Valley: -2K
 Eastern Plains: 11K



Uncertainties to the Forecast +/-

- Intl' immigration
- Water
- Housing - supply, price, type, location
- Industry changes - boom/bust, competitiveness
- Aging - labor force, prepared labor force
- Infrastructure/Transportation
- Natural disasters - nationally
- State Budget

