

ACADEMIC POLICIES COMMITTEE

Monday, March 24, 2025
2:30p.m. | UC Council Room

Minutes

Present: Benedict, Cieminski, Couch, Gershwin, Heiny, Kyle, Larson, Leatherman, Leonard, Matchett, Newman

Zoom: Allen, Parker, Muller

Absent: Bolon, Paytoe Gbayee

Call to Order 2:31pm

Approval of the Agenda approved without objection

Approval of the March 3, 2025, meeting minutes approved without objection

Announcements/Chair's Report (Newman) – Newman worked on incorporating feedback and suggestions on the amorous relationships policy.

Reports from Councils

Graduate Council (Cieminski) – The Graduate Council has agreed to remove narrative grade comments and is currently working on updating the bylaws.

Liberal Arts Council (Muller) – The Liberal Arts Council met on 3-4-25 and the main thing we discussed was the foundational skills credential. We agreed on a general framework for an approach that would be unique to UNCO that would take the form of a transcript note with accompanying letter. Talked through a communications plan around the update of discipline-specific writing courses from category LAW 2 to LAW 3. We have received all the ISR syllabi and will begin reporting our review of syllabi at our next meeting on 4/1.

Professional Education Council (Paytoe Gbayee) – No report

Undergraduate Council (Larson) – The Undergraduate Council got through the Undergraduate commencements speaker process and the council selected their top candidates. Corrine Wieben had been reappointed as Shultz chair. The narrative feature in the grading system will be removed by the registrar.

Student Government Association (Bolon) – No report

Special Reports

MiKay Elliot, Advising and Academic Success Strategist: Proposed Probation Policy Changes

Special Order

New Business

- **Amorous Relations Policy** ([folder with documents](#))
 - [Amorous Policy](#)
 - Review the new draft that incorporated changes made at the last meeting.
 - Decide to submit to Faculty Welfare.
 - This new version removed redundancy and clarified definitions
 - Instead of “employee, use “Person in Position of Trust”

- Who would the reporting structure be?
 - The reporting structure can be left to legal to determine.
- To avoid redundancy, F.3. should be changed to
 - “No Person in a Position of Trust, shall begin an amorous relationship with another Member of the University Community over whom they have authority, evaluative responsibilities or other influence due to a power imbalance.”
- Part E states there is a monitoring system for relationships including married couples, which indicates even those relationships can be a conflict of interest.
- If defining amours relation does not include marriage, we should state that in the policy.
 - Insert “This policy does not apply to married /civil union couples, those relationships.” At the end of C.1.
- Replace “engage in” with “begin” in part F.2. for clarification
- Guidelines for managing relationships in academic settings include:
 - Spouses should not enroll in each other’s courses to prevent conflicts of interest.
 - Family members in the same course should be carefully monitored.
 - Disclosure of relationships and monitoring can help manage potential issues effectively.
- Members agreed that the Conflict-of-Interest section should also be rewritten.
- It was proposed that this policy should include three sections:
 - Person of trust to student
 - Person of trust to Staff
 - Married couples and nepotism
- The policy should not focus solely on faculty, Graduate Assistants (GA) must be included.
- It was stated that absolutely no amorous relations between faculty and student should be allowed.
 - Hostility in the work environment and sexual harassment concerns may arise.
- The BPM could provide general guidelines, while departments can implement specifics.
 - Other institutions vary in how they distribute policies across different offices.
 - Policies at other institutions varied tremendously, there was no consistency
- Newman will draft the following separate section
 - Students and Person of Trust
 - Employee and employee
 - Nepotism

- **Rules of Procedure** ([folder with documents](#))

- [Draft of Rules of Procedure](#)
- Review and revise what Harmony drafted for relationship between APC and Grad Council and Undergrad Council

- Discuss Nancy's question: "I am a little unclear why/whether it's proposed as rules of procedure for faculty senate, rather than just included in the relevant sections of the Faculty Constitution in (BPM Article 3 Part 1), but I have no particular objection to it being done this way if other players think this way is best."
- The Graduate Council had more discussions on their relationship with the Faculty Senate (FS) rather than with APC.
 - They are uncertain about what requires approval and by whom.
 - The Graduate Council does not have approving authority, they are only a recommending role.
- Clarification is needed on whether recommendations go to FS or the Dean of the Graduate School?
 - Any changes to the Board Policy Manual, University Regulations, or Catalog would go to FS.
- It may sometimes be a judgment call but if a matter involves policy, it should go to FS.
 - A flow chart was suggested to help clarify with approvals and recommendations.

Unfinished Business

- **Curriculum Standards Recommendations** ([folder with documents](#))
 - Certificate description and residency requirements
 - [Drafted new language for the catalog](#)
- **NHS proposal for Undergraduate Grader** ([folder with documents](#))
 - [NHS proposal for Undergraduate Grader](#)

New Business on hold

- **Building Catalog template and review of concentrations**
 - Harmony is still working on this and will submit for feedback when drafted.
- **General Education Foundation Skills Credential (i.e., LAC "badge")**
 - [CDHE recommendation](#)

Unfinished Business on hold

- **Graduate Student Full-time vs. Part-time Status**
- **University Libraries Unit Organization**
 - [UL Proposed Organization](#)

Comments to the Good of the Order

Adjournment 3:52pm

Harmony Newman
Chair