

**MINUTES FOR TUESDAY, SEPTEMBER 5, 2023, FACULTY SENATE EXECUTIVE  
COMMITTEE MEETING AT 4:00 P.M. IN CC 2200**

**Present:** Almquist, Berg, de la Torre, Doerner, Feinstein, Kyle, Levin, Sileo, Senbet, Vaughan

**Absent:** Brown, Fleming

**Call to Order**

The meeting was called to order at 4:03pm.

**Approval of the Agenda**

The agenda was approved without objection.

**Approval of the Minutes from August 21<sup>st</sup> 2023**

The minutes were approved without objection.

**Announcements**

Chair's Report (Senbet):

- The first Faculty Perceptions of Administrators Committee (FPAC) meeting is scheduled for Wednesday, Sept 13<sup>th</sup>, 2023.
  - FPAC will look at the Faculty Perceptions Survey, and three options: discontinue using the current survey, continue as is or adjust the survey.
  - FPAC will also select a Chair and Vice Chair.
  - FPAC might want to look at Feinstein's 360 review during their deliberation. Almquist stated results of Feinstein's review were included in the June Board of Trustees' (BOT) meeting minutes and in UNC's summer press release.
  - Kyle shared a link with FSEC members to the overview of Feinstein's 360 degree review on UNC's BOT website.

**Senate Committee Reports**

Academic Policies (Levin):

- No report.

Codification (Berg):

- Codification is working on language in the Grade Appeal Policy.

Elections (Sileo):

- No report.

Faculty Welfare (Brown/Senbet):

- FW is reviewing the Office of Research and Sponsored Projects (ORSP) policy issue (related to an NSF request) discussed at the last FSEC meeting.
  - Jeri Lyons, Assistant VP for Research and Dean of the Graduate School will attend the Sept 6<sup>th</sup> FWC meeting to discuss concerns with the policy.
  - A copy of the policy, NSF links and other institutional examples have been made available to FWC members in preparation for this meeting.
  - The tenure track multi-year contract proposal draft has been suspended by FWC.
  - It was suggested FW may wish to define elements or underlying principles that would need to be captured in a tenure track multi-year contract proposal, should FW reconsider the proposal.
    - A concern was raised in FSEC about not continuing work on the tenure track multi-year contract proposal.

- It was suggested that FW find a more constructive communication process with Academic Affairs and the Provost, should issues arise with language coming out of FW.

#### Salary Equity (Kyle):

- Kyle met with HR and Academic Affairs today regarding faculty raises and parity distributions for 2023-2024.
- Compensation report(s) to be made available in November.
- SEC will review/reconsider the Chair/Director compensation plan and how this is calculated.
- It was suggested that the formula currently being used needs revision.
  - Senbet and Barkley will bring questions regarding complexity of chair/director workload reassignments (FTE) to the next Deans meeting.

#### **Standing Reports**

Board of Trustees (Vaughan): No report.

President (Feinstein): Feinstein has discussed the integrity and use of clean and accurate data of the faculty compensation pay with CFO Pratt. Feinstein requested that HR designate a member to attend SEC meetings, until an AVPHR is hired. Feinstein and Provost Fleming will begin college meetings this month with UL and NHS. A celebration for those who earned tenure and/or promotion will be held Thursday, 09/07/23. Feinstein is encouraging students, faculty and staff to attend Friday Fest in downtown Greeley on 09/08/23. UNC's first home football game is this Saturday, 09/09/23. Feinstein met with the grandmother of the UNC freshman student who passed away last week.

Provost (Fleming): Absent.

Dean's Representative (Doerner): During the last Provost/Deans monthly meeting we discussed the faculty evaluation process. Discussion related working with the Faculty Welfare and units to make clear distinctions in evaluation criteria between

- Pre-tenure
- Tenure and promotion to associate professor
- Promotion to full professor
- Post tenure review.

#### **Unfinished Business**

#### **New Business**

**Comments to the Good of the Order:** None.

#### **Adjournment**

The meeting was adjourned at 4:45pm.