

**MINUTES FOR MONDAY DECEMBER 2, 2024, FACULTY SENATE EXECUTIVE  
COMMITTEE MEETING AT 4:00 P.M. IN UC COUNCIL ROOM**

Present: Fischer, Kyle, Senbet, Almquist, Landry, Schuttler, Fleming (Barkley), Doerner,  
Newman

Guest: Greene

Absent: Feinstein

**Call to Order:** 4:03pm

**Approval of the Agenda:** approved with the addition of IRB approvals in new business

**Approval of the Minutes from November 18, 2024:** approved without objection

**Announcements**

Chair's Report (Kyle) – Some faculty from across the state gave some comments about the reduced credit degree programs at the CCHE meeting. Faculty is very engaged with this issue. Kyle will be doing a presentation at the BOT meeting next week.

**Senate Committee Reports**

Academic Policies (Newman) – Changes have been made to the low GPA policy for graduate programs and have been sent to codification for review. There are agenda items that will be addressed at the next meeting and Newman has a meeting with Tony about the amours relations policy.

Codification (Schuttler) – Codification will be looking at two documents and continue reviewing bylaws.

Elections (Newman) – No report

Faculty Welfare (DeKrey) – Faculty Welfare will continue reviewing BPM 2-3-801, the comprehensive review section more specifically and two COM policies we approved last week.

Salary Equity (Senbet) – Salary Equity discussed the potential of changing Years in Rank for full professors, we are currently using 10 years and possibly adjusting to 7 years. With the adjustment parity will decline by 3% and if we want to keep parity will cost \$441K. An external firm is still in consideration. SEC will think about this and return to discussion after the break. The committee discussed suggested promotion stipend for distinguished professors and agreed that it should not be a permanent increase but occur only during comprehensive review. They must keep the level of performance to keep salary, that discussion will continue next year.

**Standing Reports**

Board of Trustees (Fischer) – BOT meeting 12/12 and 12/13. Reminder that BOT meetings are public.

President (Feinstein) – No report

Provost (Fleming (Barkley)) – The faculty and staff outcomes report will be reviewed before sharing.

Dean's Representative (Doerner) – Deans are getting ready to put in position requests for 2025-2026 and will be discussed in January or February of next year. Deans addressed concerns regarding the SEC resolution, there is not a lot of discretionary pay and there is a need for more staff. They suggested being more specific with what staff is being addressed. Since filling

positions may be more challenging, the clearer the staff positions are defined, the better the resolution will be understood.

### **Unfinished Business**

### **New Business**

- **IRB approvals**
  - There have been concerns about IRB approvals that may be brought to Monday's Faculty Senate meeting.
    - Greene will send an email about the concerns to Kyle.

### **Comments to the Good of the Order**

### **Adjournment 4:50pm**