

## **MINUTES FOR MONDAY FEBRUARY 10, 2025, FACULTY SENATE EXECUTIVE COMMITTEE MEETING AT 4:00 P.M. IN CAMPUS COMMONS 2200**

Present: Almquist, Brown, DeKrey, Doerner, Feinstein, Fleming, Kyle, Landry, Newman, Senbet, Schuttler  
Absent: Fischer

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

**Approval of the Agenda:** approved without objection

**Approval of the Minutes from January 27, 2025:** approved without objection

### **Announcements**

Chair's Report (Kyle) – We are awaiting confirmation on alternative dates for the Shared Governance Reception, with options on 4/8 (6:00–7:30 PM) or 4/24 (5:30–7:00 PM), the 4/24 date overlaps with Jazz Fest. Following the last Faculty Senate meeting, 16 senators responded to Kyle's email: one-third wants to move on and allow the administration to do what they stated, one-third say this is their top issue and want to continue the conversation, with several saying that they would like to see more concrete examples of how things will change. Some respondents prefer different, more collaborative approaches, while others support periodic check-ins on the topic. Two individuals expressed discomfort with the tone of the discussion, regarding both President Feinstein's and Senbet's approaches.

**DISCUSSION:** Kyle requested input from the chairs on potential strategies for progressing in Faculty Senate meetings. Suggestions for moving forward in Faculty Senate meetings included:

- Limiting time for discussions to ensure efficiency.
- Finding a collaborative approach to progress discussions.
- Establishing guiding principles for salary allocation.
- Focusing on institutional values when addressing financial decisions.
- Ensuring that while the conversation is occurring at the cabinet level, it should not be shut down within Faculty Senate.
- Newman mentioned a model used within D6, which helped foster trust and improved dynamics.
  - She is open to asking what strategies can be used to build similar relationships and improve communication across all levels.
- Deans said that the discussion creates anxiety among staff, as some feel they are perceived as expendable to faculty salary considerations.
  - Having productive conversations to avoid creating divisions between groups.
- Emphasizing that the intention is to uplift faculty, not to divide.
- Ensuring representation of SEC and their concerns in discussions.
- Establish a clear timeline for when decisions and changes can be expected.

### **Senate Committee Reports**

Academic Policies (Newman) – Academic Policies approved a 4-day finals week schedule, final exam catalog language, and the Grad AI policy, that will be going to Codification. Newman is working with Charlie Couch and Nancy Matchett on a template for course presentation, ensuring

consistency across all majors and minors. Newman met Tony on the amorous relationships policy and that will be revisited.

Codification (Schuttler) – Codification has a few items from APC and will revisit the Availability of Main Campus Seats for Extended Campus Programs language and continue reviewing bylaws.

Elections (Newman) – No report

Faculty Welfare (DeKrey) – Faculty welfare is making progress on the faculty evaluation policy. They may work on regulations or move on to another agenda item when completed.

Salary Equity (Senbet) – Salary Equity discussed questions about the compensation outcomes report and expecting to receive an updated report for the next meeting.

## **Standing Reports**

Board of Trustees (Fischer) – F&A 2/27 and BOT 2/28

President (Feinstein) – The Trustee confirmation meeting was held confirming Dick Monfort and Brenda Campos-Spitze. 60 people accompanied President Feinstein at Greeley Day at the State Capitol, where they advocated for UNC and the broader Greeley community. Last week's Budget Town Halls saw strong engagement, with over 300 attendees across the two sessions. A recording of the virtual meeting will be posted on the president's website.

DISCUSSION: Kyle acknowledged faculty concerns regarding the salary gap and their desire for clarity on long-term solutions. President Feinstein stated that they have outlined the next steps that the administration will take to address salary issues. He expressed his understanding of the challenges and outlined what will be required to make progress, noting that time will be needed to implement necessary changes.

Provost (Fleming) – No report

DISCUSSION: Provost Fleming expressed that concerns were heard and addressed, with acknowledgment that some issues are further along in development than others and will require time to resolve. Leadership remains committed to taking the necessary steps and will continue to do what they believe is best. Faculty can support the administration by communicating that efforts are underway and trusting that progress will be made.

Dean's Representative (Doerner) – Deans have acknowledged concerns that the discussion creates anxiety among staff, as some feel they are perceived as expendable to faculty salary considerations.

## **Unfinished Business**

### **New Business**

- All Faculty Meeting schedule
- Longer lead time for review of policies?
- Discussion of cultural center concerns
  - Faculty and staff and approached Faculty Senate leaders about showing support for the cultural centers and DEI efforts.

- Pratt has had conversations with directors, and the issue was also raised at the town hall. However, no commitments can be made at this time.
- A lot of dynamics will need to be considered while also reaffirming institutional values and commitment to DEI.

**Comments to the Good of the Order**

**Adjournment 5:37pm**