

**MINUTES FOR MONDAY, FEBRUARY 20, 2023, FACULTY SENATE EXECUTIVE
COMMITTEE MEETING
AT 4:00 P.M. IN UC ASPEN A & B**

Present: Almquist, Endres, Fleming (Barkley), Kyle, Levin, Schuttler, Senbet, Sileo

Present via Zoom: Vaughan

Absent: Haddad, Feinstein

Call to Order

The meeting was called to order at 4:00pm.

Approval of the Agenda

Approved without objection.

Approval of the Minutes from February 6th 2023

Approved without objection.

Announcements

Chair's Report (Senbet): Provost asked us to discuss tenure-track proposal from Faculty Welfare Committee (FWC).

Senate Committee Reports

Academic Policies (Levin): We are bringing three items to Faculty Senate on Monday, Feb 27th, 2023: Adding the Core Initiative to the Undergraduate catalog, 799 Policy Update (changes to the Graduate catalog, credits, and advancing to candidacy) and Undergraduate Admissions Policy Changes. The deadline for submission is March 1st, 2023, which requires a fast turnaround from the President's Office.

Codification (Schuttler): We will be looking at old Senate Action forms, and if they were uploaded to their respective placements correctly.

Elections (Schuttler): Faculty voting list has been received and vacancies identified. A Call for Nominations for Senate vacancies will go out next week.

Faculty Welfare (Endres): We are looking at Sanctions Short of Dismissal and developing a faculty Code of Conduct.

DISCUSSION: Tenure-track proposal.

- Senbet addressed that the best venue to discuss the details of a proposal coming from a Faculty Senate's subcommittee is within that committee. The tenure-track policy has been in discussion in Faculty Welfare Committee for almost one year now. It will be very difficult to go through the details of the committee's thinking and deliberations within a short time frame here.
- The Provost or a representative from the Provost Office is an ex officio member of Faculty Welfare Committee, and we welcome Provost Fleming to personally join the committee's meetings at any time.
- The tenure-track proposal provides a rationale for tenure.. The proposal calls for a 1-1-1-3-year tenure-track contracts. The committee has considered different variations of contracts (such as, 1-2-3, 2-1-3, 2-2-2, including the current practice) before arriving on this version.

- If a tenure-track faculty gets a satisfactory pre-tenure evaluation and if other considerations of non-performance factors are in favor of a renewal of the contract, then the faculty member gets a contract up to the tenure decision, not to exceed three years.
- Barkley expressed Fleming’s concerns: Language is written in a way that can be misinterpreted: satisfactory review means you will be tenured. Can we get out of a three-year contract once issued?
- What is the need for a three-year contract? Why not stay on a year-to-year renewal schedule?
- Intent is to honor the nature of a “tenure clock.” We want to guarantee a tenure-track faculty has a right to apply for tenure and receive a tenure decision, if they receive a satisfactory pre-tenure evaluation, and if other non-performance considerations allow the university to extend their tenure-track contract. The proposal does not guarantee them a tenured position.
- Barkley asked to clarify language in bullet two: “closure of unit or program,” possibly also mention a “decline in resources.”
- Barkley also asked why the proposal calls for one more year of employment if the tenure-track contract is not renewed.
- Current policy and practice do the same thing under certain conditions.
- Endres is meeting with Provost Fleming on February 22, 2023, and Fleming is expected to join the next meeting of Faculty Welfare Committee.

Salary Equity (Kyle): No report.

Standing Reports

Board of Trustees (Vaughan): Email sent today asking everyone to complete President Andy Feinstein’s evaluation.

President (Proxy: Almquist):

- Spring 2023 commencement schedule is being released. Consideration given this year to weather induced disruptions. Doctoral/Masters ceremonies will be combined on Friday at the Bank of Colorado, followed by three undergraduate ceremonies on Saturday. UNC Events will issue tickets for graduates. Ceremony viewing will also be offered in Lindou Auditorium.
- President Feinstein met with the Joint Budget Committee and made a combined ask of \$144 million. UNC will host a reception of legislatures next week. We will be hosting a Greeley Day at the State Capitol in March. We will continue working to advance higher education interests in Greeley. Colorado State Governor Polis’ staff replied to our letter requesting funding for UNC’s College of Osteopathic Medicine. The Governor’s Office is assisting us with identifying various funding sources.

Provost (Proxy: Barkley):

- We have been waiting for General Counsel to get back to us on the eighteen Faculty Voluntary Separation Incentive Plan (VSIP).
- HSS and MCB Dean finalists (seven total) will be arriving next week.
- Library Dean search currently has 15 – 20 applicants and will stay open until March 6th, 2023.

Unfinished Business

New Business

Comments to the Good of the Order: None

Adjournment

The meeting was adjourned at 5:02pm.