

**MINUTES FOR MONDAY APRIL 14, 2025, FACULTY SENATE EXECUTIVE
COMMITTEE MEETING AT 4:00 P.M. IN CAMPUS COMMONS 2200**

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

Zoom: Brown

Absent: Landry

Call to Order: 4:03pm

Approval of the Agenda: approved without objection

Approval of the Minutes from March 31, 2025: approved without objection

Announcements

Chair's Report (Kyle) – The All-Faculty meeting is this Thursday at 3:00 PM in the Panorama Room. A reminder has been sent, and committee chairs will be presenting their reports. We have not yet heard back from Hanover regarding scheduling a meeting with the Faculty Senate. The compensation outcomes report may be sent out later this week. Schaberl sent out an email today regarding faculty purchasing power. Kyle received a few emails in response to this and had a discussion with him about the approach. A follow-up email to clarify that the spreadsheet was not sent on behalf of the Salary Equity Committee should be sent.

Senate Committee Reports

Academic Policies (Newman) – The Academic Policies Committee continues to work on the language on the amorous relations policy. Chair and Vice-chair elections will take place next meeting.

Codification (Schuttler) – The Codification (COD) Committee continues to review past Senate Action forms.

Elections (Newman) – The BCC appointments and elections have been sent and will be due this week.

Faculty Welfare (DeKrey) – The Faculty Welfare Committee will do Chair and Vice-Chair nominations at the next meeting. DeKrey will propose moving BPM 1-1-307 to COD. They will finish reviewing BPM 2-3-801 and move over to distinguished professors.

Salary Equity (Senbet) – The Salary Equity Committee made a proposal on faculty salary distribution model, the committee will be recommending a 3% across the board raise. About 77% of faculty would benefit from the across the board raise instead of the parity. There were some CUPA changes which will need to be looked into. Contract Renewable faculty used to be pooled with Tenure Track but will now be pooled with lecturers. With those changes, parity is impacted and a resolution would need to be made for the fall. The committee strongly felt that the raises should be distributed in August rather than the proposed January date. There were concerns about whether these changes would be contingent on enrollment. Senbet had been nominated for chair and Joe Elkins for Vice-chair. The committee had an initial discussion for the distinguished professor's stipend with a proposed start of \$10,000.

- Criteria have not been set yet but Fischer suggested that Faculty Welfare should hear the president's perspective on the distinguished professors.

Standing Reports

Board of Trustees (Fischer) – No report. There will be a Finance & Audit meeting on Friday, 5/9.
President (Feinstein) – President Feinstein attended the CHE graduation reception. Thank you to everyone that attended the shared governance reception. There are several opportunities to engage with student groups until graduation. He will have more comments at the all-faculty meeting.

Provost (Fleming) – Next week there will be “Pies with provost” and NHS forum. An Academic Affairs forum will be held next week as well with the Academic Affairs leadership team. We will have the first Vice Provost candidate on campus this week and the next. The staff compensation reports have been through the cabinet and moving its way through HR then SEC. The first draft of the Board Policy Manual changes is available. The opportunity for faculty and staff to support initiatives stemming from the campus climate survey applications are due by April 30. The provost office is working on hiring an Interim Vice Provost for Academic Resources and Faculty Affairs.

DISCUSSION:

- There were concerns about proposed BPM changes moving forward without faculty input.
 - It was agreed that more time is needed for review and discussion.
- Senbet suggested the proposal be sent to SEC before going to the full Senate.
- President Feinstein is open to extending the timeline but stressed keeping the BOT informed of his ongoing efforts.
 - A draft could be shared with the BOT without requiring immediate action.
- Kyle highlighted issues with historical trends and the need for a review, possibly involving Dale.
- There were concerns that the draft appears to endorse current practices without adequate justification.
 - A clear spending mechanism and explanation was requested.
- Fischer and Kyle will report to the BOT that the Senate has requested more time.

Dean's Representative (Doerner) – No report

Unfinished Business

- Adopted Rules of Procedure Update
 - The item will not be added to any official document and will remain a working document rather than a formal policy.
 - Senbet is concerned that approving this could make the major motion process the default.
 - DeKrey believes that including this in the bylaws would be more restrictive.
 - He stated that the current approach allows for flexibility and items could still be accelerated or moved to a major motion if needed.
 - Kyle emphasizes that this doesn't automatically make something a major motion but simply gives senators more time to review proposals.
 - Newman appreciates the clarity and flexibility it provides.

- MOTION: DeKrey moves to approve and send to Faculty Senate.
- VOTE: Approved with 5 in favor and 1 abstention.

New Business

- BPM 1-1-2 Governance Revision
 - DeKrey found the data useful but noted that there was no mention of research and scholarship, which is important.
 - Fischer asked about the order of priorities and whether it implies importance.
 - Senbet believes there should be a way to emphasize instruction more clearly.
 - This item will be postponed until the fall and during the summer feedback will be gathered.

Comments to the Good of the Order

DeKrey attended an undergraduate research conference over the weekend where the honor society was established by UNCO alumni.

Adjournment 5:13pm