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MINUTES FOR MONDAY, MARCH 3, 2025,
FACULTY SENATE MEETING AT 4:00 P.M. IN UC COUNCIL ROOM

Present: Almquist, Benedict, Brown, Cieminski, de la Torre, DeKrey, Doerner, Feinstein, Fischer, Fleming, Greene, Kang, Kyle, Landry, Larson, Leatherman, Lee, Lunaris, Leonard, Lovewell, Mestas, Muller, Paytoe Gbayee, Schuttler, Senbet, Wienben

Zoom: Allen, Castro, Dietz, Dong Saul, Garrett, Gershwin, Iannacchione, Mondy, Parker, Schaberl, Shafie

Absent: Elkins, Newman

1. Call to Order: 4:00pm
2. Approval of the March 3, 2025 Agenda: approved without objection
3. Approval of the February 17, 2025 Faculty Senate Minutes: approved without objection
4. Chair's Report (Kyle) – Welcome Joseph Mestas! He is the student body president and will be replacing Jack Walder for the rest of the semester. Welcome Sara from Bear News! It was found that there were inconsistencies in the catalog with passes senate actions, we have sent a list of those inconsistencies to the Registrar for updates. At the last Faculty Senate Executive Committee meeting, we discussed plans for 4/17, the All-faculty meeting and how the website discussion went longer than expected. With that the Faculty Senate agenda has been rearranged. Special reports will happen after Administrative, Staff Council, and Standing Committee reports and New Business if any. A longer lead time for non-urgent items and a preview of future items will be included in future agendas.

5. Administrative Reports

President (Feinstein) – Although there is significant uncertainty at the federal level regarding higher education, work is ongoing on campus and the university's values remain unchanged. For questions, contact the President's Office, where resources are also available. The Board of Trustees (BOT) had a productive meeting last week and materials have been posted online. There was a projected budget deficit of \$1.2B. The governor is giving a recommendation of \$12M dollars with figure setting in April. As for the changes to the Board Policy Manual, there are three possible options that can be made, 1) keep the policy unchanged 2) update the policy with new percentages, or 3) develop a new set of guiding principles. The plan is to maintain transparency in budget distribution and present a principles document to the Board at the June meeting. Tonight is the last women's basketball game of the year and the men's basketball team is playing on the road. They are currently tied for first place with Montana.

Provost (Fleming) – The search for the Chief Diversity Officer is on hold, but work has not been paused. Provost Fleming has submitted a series of recommendations that have been accepted. Along with Dale Pratt they started meeting with each division and discussing their budgets. Recommendations were made regarding functional expense categories and updates to staff and faculty processes. The updates have gone through HR,

with faculty processes already reviewed by the cabinet, while staff processes are currently making their way to the cabinet and will be ready for SEC review soon. There were 24 sabbatical applications, with 23 approved and two deferred for the next year. The Women's Walk is scheduled for April 5, and everyone is welcome to participate.

Additionally, curriculum updates have been submitted to the Board

Dean's Representative (Doerner) – Deans are working on comprehensive evaluations.

Board of Trustees (Fischer) – During the Finance and Audit meeting they projected a 1.2B shortfall. All Colorado institutions, including UNC, will likely receive no more funding than last year, this presents potential budget challenges. The FY25 budget is facing a possible \$5.7M deficit. Contributing factors include declining tuition revenue, issues with FAFSA, \$1.2M in additional purchased services (including flood-related costs from last spring), and a \$2M overage in staff salaries (due to lower than expected vacancy savings), all widening the financial gap. The BOT agrees that setting a fixed percentage (e.g., 55%) does not make sense based on history. President Feinstein will develop a new policy for the BOT to review, prioritizing instructional funding, there will be input from faculty. The BOT also expressed concerns about ongoing budget deficits and long-term financial priorities. One key goal discussed was increasing enrollment, with conversations around retention strategies and projected enrollment growth. Tuition is set to increase by 4%, and a Direct Admission Program with District 6 will allow students to be recruited during junior year and admitted by its end. Faculty were commended for their role in strong retention rates, and trustees encouraged faculty to be ambitious and creative in developing new programs.

A major topic was the university's response to federal policies, with the BOT expressing strong support for President Feinstein's position. Faculty also expressed appreciation for President Feinstein's leadership in navigating these challenges.

6. Staff Council Reports:

Classified Staff Council (Mondy) – Hope to see you all at the staff appreciation event on 3/6 at 11:30am.

Professional Administrative Staff Council (Castro) – No report

7. Standing Committee Reports:

Academic Policies (Newman) – The Academic Policies Committee discussed the revisions to the academic appeals procedures. The revisions did not get approved and were sent back to the Academic Appeals Board with the suggestion of revising the whole policy. The committee started discussing the amorous relations policy.

Codification (Schuttler) – Codification reviewed the Availability of Main Campus Seats for Extended Campus Programs document, that was sent to Jeri-Anne Lyons for feedback. The committee also finished reviewing FRPB and LAC bylaws.

Elections (Newman) – Faculty Senate Nominations have been extended to Wednesday, 3/5. Seats on Faculty Senate have been reevaluated and HSS will be losing a senator while NHS will be gaining a senator. It was discussed at the Faculty Senate Executive Committee Meeting that officer elections, if multiple people would want to run for FS officers, they would give 5 minutes to address why they should be elected and those elections would be done secretly. The trustee would also be asked to write a brief bio and what they can bring as trustee.

Faculty Welfare (DeKrey) – The Faculty Welfare Committee made progress on the faculty evaluation policy and discussed questions on regulatory compliance. Jeri-Anne Lyons has been invited to a future meeting to discuss those questions.

Salary Equity (Senbet) – The Salary Equity Committee had questions for HR and Payroll about the Faculty Compensation Outcome Report. The committee started discussing the Year in Rank (YIR) for full professors, median is currently set at 10 years, but calculations show that the median YIR here at UNC is 6-7 years, and promotion timelines at peer institutions suggest that those would likely be similar. They are deciding whether to approve and implement later or hold off on it until the future.

8. Student Government Association Report (Mestas) – The elections for the Student Government Association opened on Monday, the deadline is the end of the month. SGA also passed their bylaws.
 9. Unfinished Business
 10. New Business
 11. Special Orders
 12. Special Reports
 - Brief update on faculty senate scholarship (Benedict)
 - TayVon Shazier, a Junior majoring in Early Childhood Education was given the faculty senate scholarship.
 - The seat for the faculty senate scholarship coordinator will be open next year and if anyone is interested, reach out to Laurny Benedict or Britney Kyle.
 13. Comments to the Good of the Order –
See 42nd St this week!
- Adjournment – 5:02pm