



UNIVERSITY OF
**NORTHERN
COLORADO**

#645

MINUTES FOR MONDAY, MARCH 24, 2025,
FACULTY SENATE MEETING AT 4:00 P.M. IN UC COUNCIL ROOM

Present: Almquist, Benedict, Cieminski, de la Torre, DeKrey, Dietz, Doerner, Elkins, Feinstein, Fleming, Garrett, Gershwin, Greene, Kang, Kyle, Landry, Larson, Leatherman, Lunar, Leonard, Lovewell, Mestas, Newman, Schuttler, Shafie, Senbet, Wieben

Zoom: Allen, Brown, Dong Saul, Mondy, Muller, Parker, Schaberl, Trask

Absent: Castro, Fischer, Iannacchione, Lee, Paytoe Gbayee

1. Call to Order: 4:00pm
2. Approval of the March 24, 2025 Agenda: approved without objection
3. Approval of the March 3, 2025 Faculty Senate Minutes: approved without objection
4. Chair's Report (Kyle) – This semester the newsletter was sent out in January and the next newsletter will be sent out at the end of the semester. The All-Faculty meeting will be on Thursday, April 17th at 3:00pm. This year's university-wide awards will be recognized at the meeting. The College of Osteopathic Medicine will begin hiring faculty, the Executive committee discussed how to incorporate them into senate. It was decided that we will begin by offering the opportunity to sit in at a Senate meeting next year and formally invite them as members the following year. The Shared Governance Reception is on April 8th at the Feinstein Residence, a different procedure is being used for invitations so please check your emails and register accordingly. Kyle and Senbet will be meeting with Hanover and possibly inviting them to a future Senate meeting. The Faculty Senate Scholarship liaison position is will be open next year for anyone interested.
5. Administrative Reports
 - President** (Feinstein) – President Feinstein is looking forward to staff and student groups attending the Shared Governance Reception. A new Vice President of Student Affairs has been hired, Keith Humphery will be coming from Cal Poly starting mid-May. There is still some uncertainty at the federal level, but they continually monitor for any updates. The Bernie Sanders and Alexandria Ocasio-Cortez event this past Friday had a very large attendance and was very well run. President Feinstein is very proud of the team that put the event on in such a short period of time. Figure setting is set to take place next week. He acknowledged Barb Kirkmyer for being a great advocate for Higher Education and her support during this time.
 - Provost** (Fleming) – They expected about 2000 people to attend the Bernie Sanders and AOC event but about 11,000 people were in attendance. Personnel files are being reviewed at the provost level in addition to reviewing the budget. HSI portal application is open, and Jennifer Almquist is leading that. The Dean of MCB and Vice provost search is progressing.
 - Discussion on the status of Faculty Searches:

- If a faculty member requests to un-pause a search, Provost Fleming will need to bring the request to the cabinet.
 - Roughly two-thirds of the previously paused searches are now moving forward.

Dean's Representative (Doerner) – No Report

Board of Trustees (Fischer) – No Report

6. Staff Council Reports:

Classified Staff Council (Mondy) – No Report

Professional Administrative Staff Council (Castro) – No Report

7. Standing Committee Reports:

Academic Policies (Newman) – The Academic Policies Committee continues to revise the amorous relations policy finding the balance on specificity and breadth, once ready they will be sending it out. Discussion on the roles of the Graduate Council and Undergraduate Council in APC began.

Codification (Schuttler) – The Codification Committee worked on Senate Actions and will continue next week.

Elections (Newman) – The results of the Faculty Senate elections will be sent out this week.

Faculty Welfare (DeKrey) – The Faculty Welfare Committee continues to make progress on the Faculty Evaluations policy and may complete it at the next meeting. FWC has invited Jeri-Anne Lyons to the next meeting to discuss RSCW and OSPR concerns. The distinguished professor policy and University Regulations on evaluation will be the next items of business the committee will take on.

Salary Equity (Senbet) – Kyle and Senbet will meet with Hanover next week and invite them to FS.

8. Student Government Association Report (Mestas) – The Bloom with the Bears farmers market will be on Wednesday (3/26) at 11am-1pm on Gunter Green. SGA elections continue.

9. Unfinished Business

10. New Business

- FY25 Compensation Outcomes Report initial discussion
 - If you see any errors or concerns, email Senbet.
 - It was noted that Provost Fleming and Vice-Provost Barkley took an initial review of the report before sending it to SEC.
 - HR also added notes for clarification.
 - Benedict stated that some columns are hard to follow.
 - Kyle clarified that the starting salary is frozen as of October 31st. The starting salary is November 1, 2023 and the ending salary is October 31, 2024
 - Leatherman asked what the final % of Adj CUPA Median is?
 - It is the CUPA Median for each individual, which varies by discipline and rank, and is adjusted for years-in-rank.
 - Adjustments were made to 40 faculty salaries after the October 31st freeze date, which are not reflected in the report.
 - Can this be shared with faculty?

- It could be shared in the sense of making sure information is correct.
- Discussion will continue at the next meeting

11. Special Orders

12. Special Reports

13. Comments to the Good of the Order –

Adjournment – 4:46pm