

**SENATE EXECUTIVE COMMITTEE**  
**MONDAY, September 23, 2019**  
**Carter Board Room, 4<sup>th</sup> Floor | 4:00 p.m.**  
**MINUTES**

**Present:** Clinefelter, DeKrey, Feinstein, Fischer, Luger, Murry, Reynolds, Schuttler, Senbet  
**Absent:** Anderson, de la Torre, Morgan, Toewe

**Call to Order**

The meeting was called to order at 4:01pm.

**Approval of the Agenda**

The agenda was approved without objection.

**Approval of the Minutes from September 9, 2019**

The minutes of the September 9, 2019 meeting were approved without objection.

**Announcements**

**Chair's Report** (Luger) –

- There's been complaints from some faculty members that those with promotions didn't receive a letter indicating salary increase. Working with HR to send letters to address confusion. Contract status letters also underway.

**Senate Committee Reports**

**Academic Policies** (Toewe) – APC is reviewing the honorary degree policy (SA1103).

**Codification** (Schuttler) – Codification is examining PEC bylaws. Satriana is working on Academic Appeals Policy, SA 1143: Part 12 Faculty Grievance, and 3-6-125 Discrimination Complain Procedures. Codification will add summary reference for Faculty Trustee selection (1-1-201) and submit to Senate.

**Elections** (Senbet) – Ballots went out; every position will be filled. Announcement will be sent by end of week. LAC materials have been sent to all faculty; ballot will follow Monday.

**Faculty Welfare** (Luger) – Continued discussion regarding term conversion policy.

**Salary Equity** (Clinefelter) – We are revising Salary Equity bylaws. Crafting a Loan Policy is the first order of business; currently no policy is on file, unlike other universities. Some people have as many as 30 loans against their 401a plans. Considering a limit of 2 loans outstanding at any time with a borrow limit of no more than 50% of the retirement account. Existing loans would not be affected; new rules would likely go into effect next fiscal year.

**DISCUSSION:** Consideration for paternalism versus autonomy - Currently people can borrow against employee contributions and institutional contributions. May need to limit borrowing to employee contribution. Defined contribution is a commitment to ensure retirement; there is a fiduciary responsibility to create retirement package. 401a is a replacement for Social Security; people can't borrow against Social Security. Lack of loan policy and volume of loans results in an excessive burden on HR.

**Standing Reports**

**Board of Trustees** (Fischer) – There is unanimous support of Prop CC, de-Taboring initiative.

Op-ed will appear in the Denver Business Journal with bi-partisan support of the need to fund higher education in Colorado.

President's Office (Feinstein) – Meeting with Gov Polis last week, discussed Aims2UNC, graduation rates, and balance between quality and affordability in higher education. There is pressure to reduce time needed to complete 4-year degrees, reduce cost to students, and provide more college delivery in high school via concurrent programs. High schools can shop around for partnerships with 2-year and 4-year institutions; UNC needs to be in front of this, as we are the leader in teacher education in Colorado. Meetings with CSU-Pueblo and Colorado School of Mines for future partnerships.

Provost's Office (Anderson) – No Report

## **Unfinished Business**

### **New Business**

- **Extended Campus and Question about Intellectual Property** – When courses are developed for Extended Campus, who owns the content: the individual or the university?
  - Invite Dallas Everhart, Extended Campus Director, to the next meeting for discussion.

## **Comments to the Good of the Order**

### **Adjournment**

The meeting adjourned at 5:00pm.

Stan Luger  
Chair

Betsy Kienitz  
Recording Secretary