



UNIVERSITY OF
**NORTHERN
COLORADO**

#564

**AGENDA FOR THE MONDAY, JANUARY 13, 2020 FACULTY SENATE MEETING
AT 4:00 P.M. IN THE UC COUNCIL ROOM**

1. Call to Order
2. Approval of the January 13, 2020 Agenda
3. Approval of the December 09, 2019 Faculty Senate Minutes (See below)
4. Chair's Report
5. Administrative Reports: President, Provost, Board of Trustees
6. Staff Council Reports: Classified Staff Council, Professional Administrative Staff Council
7. Standing Committee Reports: Academic Policies, Codification, Elections, Faculty Welfare,
Salary Equity
8. Student Senate Report
9. Special Orders
10. Special Reports
 - Executive session – Grievance decision
11. Unfinished Business
 - Loan Policy - *postponed*
12. New Business
13. Comments to the Good of the Order
14. Adjournment

**MINUTES FOR THE MONDAY, DECEMBER 9, 2019 FACULTY SENATE MEETING
AT 4:00 P.M. IN THE UC COUNCIL ROOM**

Present: Anderson, Blatt, Cardona, Cieminski, Clinefelter, DeKrey, Fischer, Garrett, Geisendorfer, Goodwin, Greene, Kyle, Levin (DeKrey), Luger, Martin, Morgan, Murry, Murza, Rich, Rothaus, Schuttler, Senbet, Snyder, Sullivan, Tancayo, Toewe, Welsh, Wiegand

Absent: Carroll, Dyer, Evans, Feinstein, Fulks, Goodrum, Henson, Leek, Morse, Mostowfi, Vaughan, Zimmerman

1. Call to Order
 - The meeting was called to order at 4:02pm
2. Approval of the December 9, 2019 Agenda
 - Approved without objection
3. Approval of the November 11, 2019 Faculty Senate Minutes

- Approved without objection
4. Chair's Report (Luger):
- Procedural issue with Loan Policy will be addressed when we arrive at new business.

5. Administrative Reports:

President (Feinstein): No Report

Provost (Anderson):

Dean Searches –

- Three candidates for the MCB Dean search have been invited to campus. Candidate information and campus open forum times are posted on the Office of the Provost website: <https://www.unco.edu/provost/searches/deanmcb.aspx>. After campus visits, there will be an online survey for feedback from campus.
- Graduate School Dean search will vet applications next week.
- UL and EBS Dean searches are collecting applications.

Board of Trustees (Fischer): The 11/15 BOT meeting was 7.5 hours long; members were not able to attend Discover UNC due to time constraints. The President presented the Vision statement, and the BOT made a slight change referencing UNC's personalized approach to liberal arts education. There were several presentations from the public, mostly students; many voiced concerns about diversity and racism. The BOT is supportive of the work being done with the SESS plan. Fiscal sustainability, development, and discrepancies in housing & dining projections were also discussed. Three trustees will be leaving the BOT. Salazar resigned after taking a job with CU; Ahern and Washington have reached the end of their terms, and their terms were not renewed by the Governor. The Governor will be responsible for appointing new trustees.

6. Staff Council Reports:

Classified Staff Council: Snyder – No Report

Professional Administrative Staff Council: Dyer – No Report

7. Standing Committee Reports:

Academic Policies (Toewe): AAP will be sent to Senate for the next meeting, January 13, 2020.

Codification (Schuttler): We are finalizing the visual chart for inclusion in the AAP. We are bringing the honorary degree policy today.

Elections (Senbet): No Report

Faculty Welfare (Luger): Received recommendations from Codification regarding the administrative search policy; the policy will be coming to Senate in Spring.

Salary Equity (Clinefelter): Bylaws have been sent to Codification. We are bringing the loan policy today.

8. Student Senate Report (Tancayo): Assembling task forces next semester to investigate and address various issues; some examples: parking, Wi-Fi, racism, sexual assault. We will

be asking for participation from staff and faculty. Lime scooter company is working with Student Senate to bring scooters onto campus; test drives may occur in Spring.

9. Special Orders: None

10. Special Reports: None

11. Unfinished Business: None

12. New Business:

- **Loan Policy**

Rationale for implementing the loan policy:

- ORP is a replacement for Social Security; the University has a responsibility to ensure its employees have retirement funds.
- Human Resources is responsible for administering loans; managing the loans uses University time and resources.
- The majority of universities across the country do not permit loans of this type.
 - Aside from UNC, there are only two schools in the State that allow loans in ORP accounts: CSU and Metro. These institutions allow only one loan.
- The average default rate is 50%. Upon default, the amount is considered taxable income by the IRS, and the borrowers must pay a penalty for early withdrawal from their retirement account.

Features of the loan policy:

- The loan policy proposes a one loan limit; additional loans may be taken once the previous loan is paid off.
 - Employees with existing loans may not take out a new loan until outstanding loans are paid.
- The interest rate is 2% over the federal prime rate.
- The term is 5 years, unless the loan is used to purchase a principal residence, in which case the term is 10 years.
- The minimum amount that participants may borrow is \$1,000; the maximum amount may not exceed the lesser of \$50,000 or up to 50% of the value of the participant's contributions account.
- If the policy is approved, the effective date will be July 1, 2020.

Discussion:

- UNC General Counsel asked that we table any vote until it is clear how to incorporate the loan policy into the larger policy ORP policy.
- Concern was expressed for the faculty/staff using loans as a means for financial stability. Employees who utilize loans have been notified of potential consequences by HR and have been offered financial advising services.
- Salary Equity would like to have the policy voted on in January and if approved, available for the February 14 BOT meeting.

MOTION: Dekrey – It is moved to table the issue of the loan policy.

SECOND: Blatt

VOTE: Approved by voice vote.

- When Senate wishes to proceed, a motion will be required to remove the item from the table.

- **Honorary Degrees** – amendment to UR 3-8-104(1)
 - Revision streamlines the nomination and evaluation process for awarding honorary degrees. Nomination and levels of review:
 1. Any UNC employee may submit a nomination
 2. Chief Academic Officer
 3. Faculty Senate Executive Committee
 4. University President
 5. Board of Trustees
 - New section for the rescission of honorary degrees

MOTION: APC - Approve the revision to the Honorary Degree Policy as presented.

Luger - Since the motion is from a committee, it does not require a second.

VOTE: Approved by voice vote.

13. Comments to the Good of the Order:

- None

14. Adjournment:

- The meeting adjourned at 4:59pm.

Dawit Senbet
Faculty Senate Secretary

Betsy Kienitz
Recording Secretary