



UNIVERSITY OF
**NORTHERN
COLORADO**

#568

**AGENDA FOR THE MONDAY, MARCH 9, 2020 FACULTY SENATE MEETING
AT 4:00 P.M. IN THE UC COUNCIL ROOM**

1. Call to Order
2. Approval of the March 9, 2020 Agenda
3. Approval of the February 24, 2020 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
 - Salary Equity – Faculty Compensation
11. Unfinished Business
 - Catalog language - Course Purge - *tabled*
12. New Business
13. Comments to the Good of the Order
14. Adjournment

**MINUTES FOR THE MONDAY, FEBRUARY 24, 2020 FACULTY SENATE MEETING
AT 4:00 P.M. IN THE UC COUNCIL ROOM**

Present: Anderson, Blatt, Cardona, Clinefelter, DeKrey, Feinstein, Fischer, Geisendorfer, Goodwin, Greene, Kyle, Leek, Levin, Luger, Martin, Maxey, Morse, Mostowfi, Murry, Murza, Rich, Rothaus, Schuttler, Senbet, Snyder, Sullivan, Tancayo, Toewe, Welsh, Wiegand

Absent: Cieminski, Dyer, Evans, Fulks, Garrett, Henson, Morgan, Vaughan, Zimmerman

1. Call to Order
 - The meeting was called to order at 4:02pm.
2. Approval of the February 24, 2020 Agenda
 - Approved without objection
3. Approval of the January 27, 2020 Faculty Senate Minutes and February 10, 2020 Faculty Senate Minutes

- Approved without objection

4. Chair's Report (Luger): No Report

5. Administrative Reports:

President (Feinstein):

- Greeley Day event at the State Capitol, 2/19
- Legislative session will end in May; Joint Budgetary Committee will likely make budget decisions in late April
- Working with CEOs, CFOs, and lobbyists to present a new formula for funding higher education, asking for 7%; the Governor has not agreed to anything more than 2.5% at this time

Provost (Anderson):

- Notification for Summer funding sent to Deans
- ASC feedback - College Deans asked to convene with faculty leadership regarding faculty/student support services to fit the needs of each college. Would like to have a clear idea of how structures will look by Spring Break. Planning a campus forum for March 24.
- Overloads and course releases – reflect on their value to units and how they impact budgets
- Enrollment numbers for Fall are starting to emerge, may be lower than anticipated based on deposits to date.

QUESTIONS/DISCUSSION:

- Is it true that no individual personnel decisions have been made at this point?
 - Correct, no individual personnel decisions have been made at this time. More information regarding the reorganization process will be coming later this week.
- What is the target for savings and the estimated number of layoffs?
 - The target is to save \$5 million dollars; the number of positions to be eliminated is estimated at 65. Approximately 40 positions (about \$2 million) will be eliminated from Academic Affairs; roughly 22 positions (about \$1.5 million) will be from Student Affairs.
- What's going to happen with the work that will no longer be done/functions that are no longer performed?
 - The ASC model seeks to increase efficiencies for functions that must be accomplished. It must be determined at the unit level how to utilize fixed resources; some work will be sacrificed. In the case of Housing & Dining, there is less work to be done as these facilities are not at full use.

Board of Trustees (Fischer):

- Report of BOT activities sent to every faculty member

6. Staff Council Reports:

Classified Staff Council: Snyder – Thanks for participating in the communication that has happened over past few weeks; classified staff appreciate your support during this difficult

time. Encourage staff to attend Staff Appreciation Banquet, 3/5; nominations are open for employee of the year.

Professional Administrative Staff Council: Dyer – No Report

7. Standing Committee Reports:

Academic Policies (Toewe): Two items being considered: probation policy exemption proposal and changes to the exploring and seeking program catalog narrative. Two new items of business for Senate: Academic Appeals Procedure and Course Purge catalog policy.

Codification (Schuttler): If your committee is considering changes to its bylaws, please send to Codification.

Elections (Senbet): Call for nominations going out tomorrow; 8 vacancies on Senate. If you're eligible, please consider running again.

Faculty Welfare (Luger): Administrative Searches under new business; revisions to term conversion coming soon.

Salary Equity (Clinefelter): Considering distribution models for the 2% pool for faculty/staff raises. Faculty promotions will now be funded separately, which means the pool will go further.

8. Student Senate Report (Tancayo): Working to provide free menstrual products in bathrooms and more childcare options for students.

9. Special Orders: None

10. Special Reports: None

11. Unfinished Business:

- **Loan Policy** – tabled

MOTION: Rothaus – It is moved to take the Loan Policy off the table for discussion.

SECOND: Murry

VOTE: Approved by voice vote

- HR Director Marshall Parks and University Counsel Dan Satriana are in attendance to aid in discussion and provide context for the Loan Policy.
- New policy would limit borrowers to one loan from their 401a at any given time.
 - Currently, there is no limit on loans taken from 401a accounts.
 - Limiting loans would reduce the burden on HR to manage them.
 - 401a is the replacement for Social Security; no one may borrow from Social Security.
 - UNC is the only Colorado university allowing multiple loans; most schools in Colorado do not allow loans or only allow one loan.
 - Does not affect terms of current loans.
 - 10yr payback if used for primary home purchase; 5yr payback if used for other purposes.
 - The default rate for those who have multiple loans is about 50%.
- The Loan Policy will not be part of the BPM or UR
- If approved, the policy would go into effect July 1, 2020.

MOTION: It is moved to approve the Loan Policy as presented.

VOTE: Approved by voice vote.

12. New Business:

- **Academic Appeals Procedure**

- Primary changes outlined in the preface: visual chart, timely procedures, clarified language to close loopholes, define working/calendar days
- From initiation of an appeal to resolution: 120 days

MOTION: It is moved to approve the changes to the Academic Appeals Procedure as presented.

VOTE: Approved by voice vote.

- **Catalog language - Course Purge**

- Codifies in the catalog the practice already in use by the Registrar's Office at the direction of the Provost's Office.
- Every Spring semester, a report is generated that shows what courses have not been taught in the past 6 years.
 - The report does not include reserved-number courses.
 - Courses will be removed from the curriculum unless the unit specifies otherwise; departments are asked to provide written justification.

QUESTIONS/DISCUSSION: This practice helps ensure what is published in catalogs is being offered. It's not fair to students to advertise what is not actually offered (truth in advertising). There is a question as to what is 'sufficient justification' from departments to keep courses. Could Graduate courses be pulled every 10 years instead of 6 years? The 6-year cycle reflects how long catalogs are in effect; courses need to be available as long as there are students who are subject to the particular catalog. Courses may be reactivated through the curriculum workflow.

- Table the issue to allow time to check for HLC requirements, address what is adequate justification, adjust the reference to Chair/Director, and add school to reference about departments.

MOTION: It is moved to table the issue of the Course Purge policy.

SECOND: Blatt

VOTE: Approved by voice vote.

- **Administrative Position Searches**

- Codifies the practice used in the last couple years, incorporating faculty participation in searches and to chair searches.
- Processes laid out for Academic Affairs searches at various levels (university-wide and college-level) as well as Non-Academic Affairs searches.

MOTION: It is moved to approve the policy for Administrative Position Searches as presented.

VOTE: Approved by voice vote; one opposed.

13. Comments to the Good of the Order:

14. Adjournment: The meeting adjourned at 5:11pm.

Dawit Senbet
Faculty Senate Secretary

Betsy Kienitz
Recording Secretary