



UNIVERSITY OF  
**NORTHERN  
COLORADO**

#570

**AGENDA FOR THE MONDAY, APRIL 13, 2020 FACULTY SENATE MEETING  
AT 4:00 P.M. – REMOTE MEETING - ZOOM**

1. Call to Order
2. Approval of the April 13, 2020 Agenda
3. Approval of the March 30, 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
  - Call for nominations for Faculty Senate Officers
10. Special Reports
11. Unfinished Business
  - Catalog language - Course Purge – *tabled*
12. New Business
  - Faculty Welfare – Tenure Clock Extension policy revision
13. Comments to the Good of the Order
14. Adjournment

**MINUTES FOR THE MONDAY, MARCH 30, 2020 FACULTY SENATE MEETING AT  
4:00 P.M. – REMOTE MEETING - ZOOM**

**Present:** Anderson, Blatt, Cardona, Cieminski, Clinefelter, DeKrey, Evans, Feinstein, Fischer, Fulks, Garrett, Geisendorfer, Goodwin, Greene, Henson, Kyle, Leek, Levin, Luger, Martin, Maxey, Morgan, Morse, Mostowfi, Murry, Murza, Rich, Rothaus, Schuttler, Senbet, Snyder, Sullivan, Toewe, Vaughan, Welsh, Wiegand, Zimmerman

**Absent:** Dyer, Tancayo

1. Call to Order
  - The meeting was called to order at 4:02pm.
2. Approval of the March 30, 2020 Agenda
  - Approved without objection

3. Approval of the March 9, 2020 Faculty Senate Minutes

- Approved without objection

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

5. Administrative Reports:

**President (Feinstein):** We are looking into UNC spaces being utilized as an overflow for health care should the need arise. The Federal stimulus bill allocates some money for higher education, although it is not a lot and it is not clear how it will be distributed. We are working on housing/dining refunds for students to the tune of 4 to 5 million dollars. We are uncertain how Summer revenue will be impacted, between Summer course enrollment and the loss of camps and events usually held on campus. We're down about 200 deposits for Fall enrollment. With net revenue per 100 students at 3 million, losing 200 students results in about a 6-million-dollar loss. UNC is not alone among peer institutions in facing significant financial challenges due to the pandemic. Thanks for everyone's hard work and feedback as we navigate these difficult times.

**Provost (Anderson):** Summer sessions will be online, with the cautious optimism of resuming face-to-face delivery for the last 6-week session. Be prepared to offer online alternative options. Thanks to faculty for making the transition to online delivery.

**Board of Trustees (Fischer):** The administration is doing a good job communicating to the Trustees. A special BOT meeting was held March 12<sup>th</sup> to discuss restructuring loans to help in the budget shortfall, but the bond market has since reversed course. A subcommittee is in place to explore to what extent refinance will be an option. Dick Monfort is one of the members of the Governor's economic task force.

6. Staff Council Reports:

**Classified Staff Council:** Snyder – No Report

**Professional Administrative Staff Council:** Dyer – No Report

7. Standing Committee Reports:

**Academic Policies (Toewe):** Probation exemption update to the academic standing policy is under new business. APC discussed in detail the CDHE recommendations on P/F grading options in response to the pandemic. If not implemented thoughtfully, a P/F option could cause more problems than it solves. Concerns include proper student advising, programs requiring certain grade/GPA requirements (e.g. licensure), transferability of coursework as far as minimum passing grades, and considerations for students on probation.

**DISCUSSION:** CU Boulder has an opt-in option for P/F grading. The President and Provost are looking for faculty input on how we can proceed with a similar option for UNC. Students will need time to examine and consider options. Advising will be crucial as students decide their options. Many students have already met with advisors this term and would need follow-up advising sessions if considering a P/F option. The deadline for students to opt-in or change their grading selection is not set, maybe the last day of classes or some further date. We need a mechanism to assess faculty feedback, examine the pros/cons, and make a decision swiftly. A Qualtrics survey will likely be sent to voting members of Senate later this

week. Conversations about P/F grading options are already happening within some units.  
Please reach out to your colleagues for their input.

**Codification** (Schuttler): Teams is working well for Codification.

**Elections** (Senbet): We have 8 newly elected senators. We are collecting nominations for boards, councils, and committees; ballots will be sent next week.

**Faculty Welfare** (Luger): Term conversion is on new business. Next time we'll bring a revision to the tenure clock extension policy.

**Salary Equity** (Clinefelter): Compensation plan is on new business.

8. Student Senate Report (Tancayo): Murry – Student Senate met with Andy to discuss concerns.

9. Special Orders: None

10. Special Reports: None

11. Unfinished Business:

- **Catalog language - Course Purge** – *tabled*

12. New Business:

- **Salary Equity – Faculty Compensation plan**

- The recommendation for how to distribute the salary pool is the same as we discussed at the last Senate meeting.
- There is a new clause regarding the current uncertain financial situation.
  - We understand that the administration may not be able to commit to salary increases until later in Summer or after the Fall census date when the budget picture is clearer.

MOTION: It is moved to approve the Salary Equity Compensation Resolution as presented.

VOTE: Approved without objection.

- **APC – Probation Exemption Policy for high school dual/concurrent enrollment students**

- This is an addition to the Academic Standing policy in the catalog.
- One clause is being added to indicate that students who have a UNC cumulative GPA lower than a 2.0 due to UNC dual/concurrent enrollment courses taken during high school will not be placed on academic probation during their first fully admitted term to UNC.

MOTION: It is moved to approve the probation exemption to the Academic Standing policy of the Undergraduate Catalog as presented.

VOTE: Approved without objection.

- **Welfare – Term Conversion policy revision**

- This is an update to the Contract-Renewable Faculty section of University Regulations to remove the requirement that a contract-renewable faculty member had to be hired from a national search in order to be considered for a conversion to a tenure-track role.

MOTION: It is moved to approve the revisions to the term conversion policy as presented.

VOTE: Approved without objection.

- **Executive Committee – Delegation of Powers**

- To deal with the unprecedented circumstances imposed by the pandemic and enable urgent business to be conducted without delay, we propose that the Executive Committee be empowered to act on behalf of Faculty Senate when deemed necessary.
  - This mirrors the powers already in place for Summer when Senate is not regularly in session.
  - It also addresses concerns with privacy for situations where confidentiality must be maintained, such as grievance decisions which usually occur during Senate executive sessions.
- The delegation of authority is only for the remainder of the Spring 2020 semester.
- Regular Senate meetings will still be held for the remainder of the term.

MOTION: The Faculty Senate delegates its authority to the Executive Committee until the end of the Spring 2020 semester.

VOTE: Approved without objection.

13. Comments to the Good of the Order:

- Shout out to the various campus groups working together on the COVID-19 task force.

14. Adjournment

- The meeting adjourned at 5:09pm.

Dawit Senbet  
Faculty Senate Secretary

Betsy Kienitz  
Recording Secretary