



UNIVERSITY OF  
**NORTHERN  
COLORADO**

#577

**AGENDA FOR THE MONDAY, NOVEMBER 9, 2020 FACULTY SENATE MEETING**  
**AT 4:00 P.M. – REMOTE MEETING - ZOOM**

1. Call to Order
2. Approval of the November 9, 2020 Agenda
3. Approval of the October 26, 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
  - Appointment - new NHS Senator Tina Stoodly to the Faculty Welfare Committee
  - Confirmation of Heidi Muller to the LAC International & Multicultural Studies Core Curriculum Committee
  - Confirmation of Engagement Task Force nominees
10. Special Reports
11. Unfinished Business
  - Step Back policy
12. New Business
  - S/U Grading Option
  - Annual/Biennial Review
13. Comments to the Good of the Order
14. Adjournment

**MINUTES FOR THE MONDAY, OCTOBER 26, 2020 FACULTY SENATE MEETING**  
**AT 4:00 P.M. – REMOTE MEETING - ZOOM**

**Present:** Anderson, Applegate, Athanasiou, Black, Blatt, Brown, Cardona, Charley, DeKrey, Dietz, Dineen, Doerner, Dunemn, Endres, Feinstein, Fischer, Fulks, Greene, Harraf, Kyle, Leek, Levin, Luger, Maxey, McMullen, Murry, Murza, Peterson, Pullen, Schaberl, Schuttler, Snyder, Toewe, Vaughan, Wiegand, Wood, Zimmerman

**Absent:** Castro, Dyer

1. Call to Order

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

2. Approval of the October 26, 2020 Agenda

Approved without objection.

3. Approval of the October 12, 2020 Faculty Senate Minutes

Approved without objection.

4. Chair's Report (Levin):

- Academic Affairs is convening an Engagement Task Force; information and a call for nominations will be sent to faculty later this week.

5. Administrative Reports:

**President** (Feinstein): Thanks for your flexibility and feedback regarding snow days in the pandemic era of remote learning and working. With the uptick in cases in Weld County, we are addressing the possible move from yellow (level 2) to orange (level 3) on the COVID-19 dial. For UNC, moving to the orange status might entail changes such as reductions in office density, dining hall capacity, and classroom capacity. Please note, the change in status has not occurred yet; we are preparing for the possibility. Information will be sent to the campus community later this week. We are hopeful that UNC will host saliva-based PCR testing on campus soon.

**Provost** (Anderson): Updates on searches:

- Executive Director of Extended Campus - Finalists will be invited for on campus interviews sometime in November.
- NHS Dean – The selection committee will make a decision about the Interim Dean in early November.
- EBS Dean – The search committee will be narrowing the candidate pool for first round interviews.
- PVA Dean – Applications are being collected; it looks like a large pool is being developed.

**QUESTIONS/DISCUSSION:**

- Possibility of offering S/U grading option like the Spring 2020 term
  - Anderson – Academic Affairs will collaborate with Faculty Senate if S/U grading is pursued.
- Update for graduation ceremonies
  - Anderson - Commencement ceremonies will be held virtually this Fall.
  - Christina Edwards can provide additional information.
  - Visit <https://www.unco.edu/commencement/> for ceremony details.

**Board of Trustees** (Fischer): No Report

6. Staff Council Reports:

**Classified Staff Council** (Snyder): No Report

**Professional Administrative Staff Council** (Dyer): No Report

7. Standing Committee Reports:

**Academic Policies** (Toewe): No Report

**Codification** (Schuttler): No Report

**Elections** (Murza): Ballots for the NHS Faculty Senate seat were sent to NHS faculty today and are due on Friday.

**Faculty Welfare** (Luger): We are bringing forward the Administrative Position Searches policy under new business. We are working on providing an option for tenured faculty to opt out of annual/biennial review. We are also reworking Term Conversion.

**Salary Equity** (Greene): We are bringing forward the Step Back policy under new business. We are also working on an out-of-state remote work policy and taking up the issue of operational discrepancies in adjunct/overload pay.

8. Student Senate Report (Castro): No Report

9. Special Orders

- **Confirmation – Appointment of James Kole to the LAC Social & Behavioral Sciences Core Curriculum Committee**

MOTION: Levin – It is moved to confirm the appointment of James Kole to the LAC Social & Behavioral Sciences CCC.

VOTE: Approved without objection.

10. Special Reports

11. Unfinished Business

12. New Business

- **Amendments to the Faculty Constitution:**

- **LAC updates 2-3-107(2)**

- Wood, LAC Chair, presented revisions to the section of Board Policy governing the Liberal Arts Council.
- Two primary types of updates:
  - Changing references to the former *Core* to reflect the new *Curriculum*
  - Adjusting the make-up of the Core Curriculum Committees

MOTION: LAC – It is moved to approve as presented the Board Policy updates governing the Liberal Arts Council.

VOTE: Approved by voice vote.

- **Term Limits revision 2-3-105(8)**

- Luger presented the amendment on behalf of the Faculty Senate Executive Committee:
  - 2-3-105(8) - There is no limit to the total number of terms that a faculty member may serve on the same faculty governance body ~~provided, however, that no faculty member may serve three consecutive terms on that body.~~
- Term limits have been a barrier for filling some faculty governance seats, as faculty members have been precluded from continued service due to term limits.
- Removing term limits would widen the candidate pools and better serve the missions of faculty governing bodies by allowing more continuity in service.

MOTION: FSEC - It is moved to approve as presented the amendment to 2-3-105(8) removing term limits.

VOTE: Approved by voice vote.

- **Administrative Searches policy**

- Luger presented the policy on behalf of the Faculty Welfare Committee.
- UNC has not previously had a policy to outline administrative position searches. President Feinstein and Provost Anderson have brought a more collaborative approach to how to search and fill administrative positions. This proposal is a means to codify the practice into policy.
- The President and Provost have given feedback and recommendations to improve upon the policy that was brought to Senate last Spring.

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

VOTE: Approved by voice vote.

- **Step Back policy**

- Greene presented the policy on behalf of the Salary Equity Committee.
- Salary Equity worked closely with Marshall Parks to craft a policy to address the transition of administrators with faculty status to faculty positions, including how pay and transition periods are handled.
  - The policy is designed to reflect current practices and provide consistent guidance for HR when drafting contracts.

MOTION: Luger – It is moved to make the Step Back policy a major motion.

VOTE: Approved by voice vote.

*\*As a major motion, there will be two readings of the proposal in two separate Senate meetings. Discussion, clarification, and amendments may take place on the first reading; however, a vote may not be taken on the proposal until the second meeting.\**

QUESTIONS/DISCUSSION:

- Negotiated contracts would supersede the policy; the policy is intended to provide guidance for the future as well as guidance for any situations not already specified in existing contracts.
- Step-back salaries at 90% of *CUPA Doctoral All* median versus basing the step-back salary on the actual salaries of departmental colleagues.
- Question of stopping the tenure/promotion/sabbatical clock:
  - Full-time administrators are not subject to evaluation as a faculty member.
  - Those in less than full-time administrative assignments would continue to undergo evaluation as a faculty member; a written agreement must be established re: tenure/promotion/sabbatical.
- Potential problems with the transition period section not allowing enough flexibility in handling individual cases.
- Salary Equity will work with Parks and discuss the feedback from Senate.
  - Invite Parks to attend Senate to aid in discussion next time.

13. Comments to the Good of the Order

- Luger – Thanks to Andy for engaging in constructive dialog on the Administrative Position Search policy.

14. Adjournment

The meeting was adjourned at 5:19pm.

Kim Murza  
Faculty Senate Secretary

Betsy Kienitz  
Recording Secretary