



UNIVERSITY OF
**NORTHERN
COLORADO**

#579

AGENDA FOR THE TUESDAY, JANUARY 19, 2021 FACULTY SENATE MEETING
AT 4:00 P.M. – REMOTE MEETING - ZOOM

1. Call to Order
2. Approval of the January 19, 2021 Agenda
3. Approval of the November 23, 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
11. Unfinished Business
12. New Business
 - Name in Use – information item
 - RSCW Misconduct policy revisions
 - Step Back policy revisions
13. Comments to the Good of the Order
14. Adjournment

MINUTES FOR THE MONDAY, NOVEMBER 23, 2020 FACULTY SENATE MEETING
AT 4:00 P.M. – REMOTE MEETING - ZOOM

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

Absent: Castro, Charley, Dyer, Feinstein, Fulks, Kyle

Guests: Freeman, Guzman, Parks, Torrez, Uglean Jackson

1. Call to Order
The meeting was called to order at 4:01pm.
2. Approval of the November 23, 2020 Agenda
Approved without objection.
3. Approval of the November 9, 2020 Faculty Senate Minutes

Approved without objection.

4. Chair's Report (Levin):

- Amendments to the Faculty Constitution: Ballots are out now and close tomorrow at 5pm. Faculty forum was held last Thursday.

5. Administrative Reports:

President (Feinstein): No Report

Provost (Anderson): We'll be scheduling a forum for campus feedback on strategic planning sometime during finals week. Three dean searches are underway: EBS, PVA, and NHS.

Board of Trustees (Fischer): Highlights from the 11/13 BOT meeting: UNC is predicted to end the year with more money in reserves than three years ago. State funding is committed at the same level as 2019. The enrollment of first-time freshman is expected to be higher in Fall 21 than it was in Fall 20, likely still lower than in Fall 19. Implementation of the strategic plan is starting next year.

6. Staff Council Reports:

Classified Staff Council (Snyder): No Report

Professional Administrative Staff Council (Dyer): No Report

7. Standing Committee Reports:

Academic Policies (Toewe): APC brought Fresh Start for Returning Students for Senate review and vote. We also brought the Name in Use catalog updates. However, some concerns have been raised about the Name Change section of the policy, and we need to pull the item from the agenda.

Codification (Schuttler): We reviewed the latest edits of the Step Back policy.

Elections (Murza): No Report

Faculty Welfare (Luger): A clarification to the Annual/Biennial Review Option passed at the previous Senate meeting is under new business.

Salary Equity (Greene): The Step Back policy is ready for discussion.

8. Student Senate Report (Castro): No Report

9. Special Orders

- **Confirmation of Engagement Task Force nominees**
 - Adam Zukiewicz PVA – UGC representative
 - Maria Pettolina HSS
- **CETL Advisory Board representative**
 - Anne Toewe

MOTION: Levin – It is moved to confirm the slate of appointments.

VOTE: Approved without objection.

10. Special Reports

11. Unfinished Business

- **Step Back policy**
 - Salary Equity worked together with the President, Provost, and Codification to make the revisions presented today.
 - 3-3-1301(4)(b)(ii) – clarified that service is at least ten years “sequentially at UNC”

- 3-3-1301(4)(c) – clarified the differences between what happens if the administrative load is full-time versus less than full-time
- 3-3-1305(5) – revised the Transition Period section to be less prescriptive

MOTION: Salary Equity – It is moved to approve the Step Back Policy as presented for inclusion in University Regulations.

VOTE: Approved by voice vote.

12. New Business

• **Annual/Biennial Review Option clarification**

- Levin and Faculty Welfare worked on a clarifying amendment to the annual/biennial review option passed at the last Senate meeting.
 - The clarification is intended to address confusion about what happens if a faculty member opts out of the cycle.
 - The language specifies that the next annual/biennial review does not include the opt-out years.
 - The out-out years are to be included in the next comprehensive review.

MOTION: Welfare – It is moved to approve the revisions to the Annual/Biennial Review Option as presented.

VOTE: Approved by voice vote.

• **Fresh Start for Returning Students**

- Freeman provided background about SOAR, formerly MEAP/Academic Support & Advising.
 - One of SOAR's areas of responsibility is the stewardship of academic probation/suspension.
- The major change SOAR proposes to the Fresh Start for Returning Students policy is to lower the required time away from UNC from five to three years.
 - Allowing students to return after three years will help UNC recruit former Bears who are eager to finish their degree.
 - The SOAR staff members feel the five-year requirement discourages students who are otherwise ready to continue pursuing their degrees from returning to UNC.

MOTION: APC - It is moved to approve the revisions to the Fresh Start for Returning Students catalog language as presented.

VOTE: Approved by voice vote.

• **Name in Use** – *pulled from discussion per APC's request*

• **FPAC proposal** (Uglean Jackson)

- The Faculty Perceptions of Administrators Committee recommends a change to the distribution of survey results, specifically the comments.
- We propose that comments be made available to the administrator's supervisor, in addition to the administrator.

- Sharing the comments with the supervisor helps increase accountability and gives more weight and purpose to the survey.
- Distribution of the numeric scores and means will remain the same (i.e. delivered to the administrator and made available in an online report).

MOTION: Levin – It is moved to accept FPAC’s proposal to allow the Faculty Perceptions of Administrators Survey comments to be made available to administrators’ supervisor(s).

VOTE: Approved by voice vote.

- **Faculty Senate Scholarship report**

- Murry provided a report on endowment activity for 19/20.
 - 19/20 resulted in losses for the fund; however, the planned distribution for 20/21 is \$1050 (compared to \$1025 for 19/20).
- Eligibility: students with need who are single parents and have a GPA of 3.0 or higher.
- Please consider donating to the Faculty Senate Scholarship fund.

13. Comments to the Good of the Order

14. Adjournment

The meeting was adjourned at 4:58pm.

Kim Murza
Faculty Senate Secretary

Betsy Kienitz
Recording Secretary