



UNIVERSITY OF
**NORTHERN
COLORADO**

#580

AGENDA FOR THE MONDAY, FEBRUARY 1, 2021 FACULTY SENATE MEETING
AT 4:00 P.M. – REMOTE MEETING - ZOOM

1. Call to Order
2. Approval of the February 1, 2021 Agenda
3. Approval of the January 19, 2021 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
 - Faculty Grievance decision (Executive session)
11. Unfinished Business
12. New Business
 - Faculty Grievance policy revision
13. Comments to the Good of the Order
14. Adjournment

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

Present: Anderson, Athanasiou, Blatt, Brown, Cardona, Castro, Charley, DeKrey, Dietz,
Dineen, Doerner, Dunemn, Dyer, Endres, Feinstein, Fischer, Greene, Harraf, Kyle,
Levin, Luger, Maxey, Murry, Murza, Peterson, Pullen, Schaberl, Schuttler, Secord,
Toewe, Vaughan, Wiegand, Wood, Zimmerman

Absent: Applegate, Black, Fulks, Leek, McMullen, Stooddy

1. Call to Order
The meeting was called to order at 4:01pm.
2. Approval of the January 19, 2021 Agenda
Approved without objection.
3. Approval of the November 23, 2020 Faculty Senate Minutes
Approved without objection.
4. Chair's Report (Levin):

- UNC does not have plans to make the COVID-19 vaccine mandatory.
- President Feinstein is working hard to make the vaccine available at UNC and is sharing information with the CDPHE. Feinstein is pushing for college faculty to be included in the same vaccine priority group as K-12 educators.

5. Administrative Reports:

President (Feinstein): We are hopeful for a return to in-person Fall semester, as vaccines become widely available. We highly recommend those who are working on campus to undergo regular COVID testing. We'll be addressing the JBC to ask for increased funding. We are committing to having some manner of in-person graduation ceremonies this May. Last week I sent a letter to the campus community addressing the insurrection in Washington, D.C.; thanks to Fischer for providing historical context and analysis about the riot at the U.S. Capitol.

DISCUSSION:

- The Senate discussed the pros/cons of mandatory COVID testing on campus. Surveillance testing is occurring for students in university housing. Student-athletes already undergo mandatory testing.

Provost (Anderson): The EBS dean search will be finalized in the next week or so; thanks to Vaughan for chairing the search. Online forums for the four PVA dean finalists will start Thursday and run through next week; we encourage everyone to participate in the forums. Thanks to Applegate for chairing the search. The NHS dean search kicked off last Fall; we are collecting applications through Friday. The new Executive Director of Extended Campus, Arte Libunao, started this semester. The PLC is drafting a finalized version of the strategic plan implementation to share with campus and present to the BOT for their endorsement at their February meeting. The Provost's Office has completed sabbatical reviews and is in the process of drafting letters and making recommendations to the President.

Board of Trustees (Fischer): No Report.

6. Staff Council Reports:

Classified Staff Council (Secord): CSC met last Wednesday; we are actively seeking more representatives.

Professional Administrative Staff Council (Dyer): Our first meeting will be in early February.

7. Standing Committee Reports:

Academic Policies (Toewe): We have one information item under new business: Name in Use. APC is working on a number of topics including withdrawal deadlines and S/U grading.

Codification (Schuttler): No Report.

Elections (Murza): No Report.

Faculty Welfare (Luger): We have an item under new business: revisions to the RSCW Misconduct policy.

Salary Equity (Greene): We have revisions to the previously approved Step Back policy under new business.

8. Student Senate Report (Castro): No Report.

9. Special Orders

10. Special Reports

11. Unfinished Business

12. New Business

- **Name in Use** – information item
 - The Name in Use/Name Change catalog language updates were thoughtfully vetted by various entities including the Registrar's Office, Equity & Inclusion, Gender & Sexuality Resource Center, UGC, Admissions, CIE, Codification, and APC.
 - Name in Use replaces the previous parlance of Preferred Name and includes expanded guidance for Pronoun in Use, Special Characters in Name Usage, and Name in Use for Graduation Ceremonies.
 - The Name Change section has been amended for greater inclusivity, especially as it relates to undocumented students and international students.
 - We want Senate to be aware of the updates and are not asking for a vote.
 - Toewe will ask the Registrar to send a campus-wide update about the change.
- **RSCW Misconduct policy revisions**
 - Luger presented amendments to the current RSCW Misconduct policy.
 - The current policy was passed before the practice of having Codification review policies before they are brought forward to Senate.
 - Codification made recommendations that Welfare has reviewed and now brings forward to Senate.
 - The biggest clarification from the existing policy is to explicitly state that the parties involved will be informed whether or not an inquiry will be initiated.
 - The existing language says they will be informed when an inquiry will not be initiated.

MOTION: Welfare – It is moved to approve the revised RSCW Misconduct policy as presented.

VOTE: Approved by voice vote.

- **Step Back policy revisions**
 - The administration recommended to Salary Equity a couple minor revisions to the Step Back policy approved by Faculty Senate last semester:
 - 3-3-1301(4)(c)(ii): Step-back faculty with full-time administrative load without tenure or who have not **attained already applied for** the rank of full professor may not be considered for tenure, promotion or sabbatical for the duration of their assignment.
 - 3-3-1301(5)(a): At Step-back, unless negotiated at the time of hire, a paid transition period to permit the Step-back faculty to prepare to return to the faculty may be authorized. Unless otherwise agreed upon in writing prior to the commencement in an administrative position, no transition period shall exceed **the completion of the current semester plus** one (1) full semester.
 - Additionally, Codification recommended stylistic changes to the Definition section of the policy to make it consistent with other policies in University Regulations.

MOTION: Salary Equity – It is moved to amend the Step Back policy previously adopted and approve the revised Step Back policy as presented.

VOTE: Approved by voice vote.

13. Comments to the Good of the Order

14. Adjournment

The meeting was adjourned at 4:52pm.

Kim Murza
Faculty Senate Secretary

Betsy Kienitz
Recording Secretary