



UNIVERSITY OF
**NORTHERN
COLORADO**

#584

AGENDA FOR THE MONDAY, APRIL 5, 2021 FACULTY SENATE MEETING
AT 4:00 P.M. – REMOTE MEETING - ZOOM

1. Call to Order
2. Approval of the April 5, 2021 Agenda
3. Approval of the March 22, 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
 - Commencement Update
11. Unfinished Business
12. New Business
 - Online Exam Proctoring – information item
 - Mutually Exclusive Courses – catalog language update
 - Promotion
 - Triennial review option for tenured full professors
13. Comments to the Good of the Order
14. Adjournment

MINUTES FOR THE MONDAY, MARCH 22, 2021 FACULTY SENATE MEETING AT
4:00 P.M. – REMOTE MEETING - ZOOM

Present: Anderson (Matchett), Applegate, Black, Blatt, Cardona, Castro, Charley, DeKrey, Dietz, Dineen, Doerner, Dunemn, Dyer, Endres, Feinstein, Fischer, Greene, Harraf, Kyle, Leek, Levin, Luger, Maxey, McMullen, Murry, Murza, Peterson, Pullen, Schaberl, Schuttler, Secord, Stooddy, Toewe, Vaughan, Wiegand, Wood (Geisendorfer), Zimmerman

Absent: Athanasiou, Brown, Fulks

Guests: Clark, Croissant, Lieber, Parks, Satriana

1. Call to Order

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

2. Approval of the March 22, 2021 Agenda

Approved without objection.

3. Approval of the March 1, 2021 Faculty Senate Minutes

Approved without objection.

4. Chair's Report (Levin):

- We may use the polling feature to record the vote for some of today's business items. Please respond to the poll only if you are a voting member of the Faculty Senate.
- Faculty Senate Scholarship (Murry) – Scholarship funds will be distributed to three students: two \$250 awards and one \$525 award.

5. Administrative Reports:

President (Feinstein): We are continuing work to lobby the JBC for increased State funding for higher education.

Provost (Matchett on behalf of Anderson): The NHS Dean will be announced in the coming weeks. The Provost's Office is reviewing comprehensive evaluations; we expect to have those completed in mid-April.

Board of Trustees (Fischer): The BOT is working with the President on financial issues. UNC received good ratings from two agencies, which is welcome news as we consider next year's budget.

6. Staff Council Reports:

Classified Staff Council (Secord): CSC is providing input in the search for a new police chief. We are working with Sarah Chase in HR to update our mission/vision statement. Three additional members have signed up in the last couple weeks.

Professional Administrative Staff Council (Dyer): No Report.

7. Standing Committee Reports:

Academic Policies (Toewe): We have two items under new business: S/U grading option for Spring 2021 and Withdrawal Deadlines catalog update. We are moving another catalog item to Codification from today's meeting.

Codification (Schuttler): We have an item under new business: Lactation Support Policy.

Elections (Murza): The Faculty Senate ballot closes today at 5pm. The call for nominations for boards, councils, and committees will go out later this week.

Faculty Welfare (Luger): We have an item under new business: Term Conversion.

Salary Equity (Greene): We have an item under business: Peer Group Selection.

8. Student Senate Report (Castro): We have a town hall next Wednesday, 3/31, 6-8pm. You can join using the same Zoom link as the regular Student Senate meetings.

9. Special Orders

10. Special Reports

11. Unfinished Business

12. New Business

- **S/U Grading Option**

MOTION: APC – It is moved to approve the resolution to extend the S/U grading option for Spring 2021.

FRIENDLY AMENDMENT: Luger – It is moved to exclude “D” grades from eligibility in the S/U grading option.

Toewe does not accept the friendly amendment.

DISCUSSION:

- Having an S/U option may be a factor demotivating students from completing coursework, and there has been higher incidence of plagiarism this semester. The amendment is proposed as a way to keep students from gaming the system.
- There are considerable factors continuing to impact students this semester that warrant an extension of the S/U option: quarantines, impacts on family, etc. as well as an increased need for wellness checks on students this semester.
- Croissant and Lieber spoke on behalf of Advising staff to support the S/U extension. The reason for requesting an extension has not changed since last year. Many students are still dealing with job/income loss, poor internet/living conditions, etc. that are not conducive to learning. The S/U option is means to protect students’ GPAs from the negative impact of “D” and “F” grades.

VOTE by poll – *The amendment to exclude “D” grades from the S/U option did not pass:*
17 opposed, 10 in favor, 2 abstentions.

CONTINUED DISCUSSION:

- Castro read a Student Senate endorsement of the S/U option as an outlet of support to students in response to the trials of pandemic.
- Dineen - UGC supports the extension of the S/U option.
- Croissant noted that the previously implemented S/U options have helped students avoid academic probation and suspension.
- Consider whether the overall benefits to the wider student community are greater than the risk of some students making dis-advantageous selections.

VOTE: Approved by poll vote: 21 in favor, 8 opposed.

• **Peer Group Selection**

- Salary Equity members presented information on the proposal to accept a new peer group for use in the development of a compensation identity plan.
 - NCHEMS set of 51 peer institutions
 - Sufficient group size: large enough to provide adequate comparison and reduce volatility
 - Selection methodology: institutions in the set are those most similar to UNC across several weighting criteria
 - All institutions with a distance score of up to 600 have been included (no ‘cherry-picking’)
 - CUPA medians comparison of the NCHEMS 51 group and Doctoral All
 - By comparing with an actual peer group, we can set of a goal of 100% parity.
 - Parks clarified that medians are provided on the comparison document; the reference to averages is a typo.

MOTION: Salary Equity – It is moved to adopt the NCHEMS set of 51 peer institutions as the salary comparison group to be used in the development of a compensation identity plan with a target of 100% parity.

DISCUSSION:

- Arguments against adopting NCHEMS 51:
 - Using a peer group instead of Doc All makes our parity look better without improving anything and undercuts pressure to make salaries competitive on the national market.
 - We started using Doc All to avoid the volatility and lack of comparable positions in the previous smaller peer group.
- Benefits of moving to NCHEMS 51:
 - Parks confirmed there are matches in the NCHEMS 51 group for every position we had matches for in Doc All.
 - Arguments for working toward a goal of 100% parity will be stronger if we are using a true peer group for salary comparison. The administration and BOT will likely have greater buy-in if using NCHEMS 51.

VOTE: Approved by poll vote: 19 in favor, 8 opposed, 1 abstention.

- **Withdrawal Deadlines – catalog language update**
 - Toewe presented revised catalog language concerning withdrawal deadlines.
 - The proposal is to set the individual course withdrawal deadline and the complete schedule withdrawal deadline to the Friday before final exams.
 - Previously, the individual withdrawal and complete schedule withdrawal deadlines were staggered.
 - Aligning the withdrawal deadlines and pushing the date later into the semester will likely have a positive impact on student success and retention.
 - Couch confirmed there is no financial impact associated with changing the withdrawal deadline.
 - No refunds are issued after the drop deadline.
 - Financial Aid, VA benefits, etc. are not affected.
 - If approved, the revised language will be added to the 21/22 catalog.

MOTION: APC – It is moved to approve the withdrawal deadline catalog language updates as presented.

VOTE: Approved by voice vote.

- **Term Conversion**
 - Luger presented the Faculty Welfare committee's proposed revision to the term conversion policy that outlines the process through which contract-renewable faculty can request conversion to tenure-track.
 - Thanks to DeKrey for bringing forward the proposal to remove the requirement for a national search.

- Faculty Welfare has worked this year to address all the concerns the President had with the version approved by Senate last Spring.
 - The most notable difference since last Spring is the addition of the provision that faculty must be in at least their third semester of full-time service to be eligible for conversion.

MOTION: Welfare – It is moved to approve the revised term conversion policy as presented.

VOTE: Approved by voice vote.

- **Lactation Support Policy**

- Schuttler presented the Lactation Support Policy, which was brought to Codification by Alena Clark for formatting and placement in University Regulations.
- Clark – It became apparent that we need more lactation support on campus. With encouragement from Parks and Guzman, we crafted a policy to support faculty, staff, and students.

MOTION: Codification – It is moved to approve the lactation support policy as presented.

VOTE: Approved by voice vote.

- **Faculty Senate Officer Compensation**

- Murry presented the Executive committee's proposed changes to the Faculty Senate officer compensation policy.
 - Increased credit hour compensation from six to twelve for the Senate Chair's college
 - The college of the chair of Salary Equity now included for compensation
 - Summer compensation for the Senate Chair added
- The changes are in response to the Senate Chair serving on the cabinet and PLC, as well as additional work over Summer.
- Luger spoke in favor of the proposal as an essential step in strengthening shared governance and faculty participation in campus leadership year-round.

MOTION: FSEC – It is moved to approve the revised Faculty Senate officer compensation policy as presented.

VOTE: Approved by voice vote.

13. Comments to the Good of the Order

- Castro – Please encourage students to vote in the Student Senate elections.

14. Adjournment

The meeting was adjourned at 5:24pm.

Kim Murza
Faculty Senate Secretary

Betsy Kienitz
Recording Secretary