



UNIVERSITY OF
**NORTHERN
COLORADO**

#585

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

1. Call to Order
2. Approval of the April 19, 2021 Agenda
3. Approval of the April 5, 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
 - LAC Core Curriculum Committee appointments
 - VP Student Affairs Search Faculty appointments
 - Faculty Senate Officer elections
10. Special Reports
 - Data Governance
11. Unfinished Business
12. New Business
 - Promotion - follow up
 - Availability of Main Campus Seats for Extended Campus Programs – catalog language
 - Salary Pool Distribution Model
13. Comments to the Good of the Order
14. Adjournment

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

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

Absent: Black

Guests: Edwards

1. Call to Order

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

2. Approval of the April 5, 2021 Agenda

Approved without objection.

3. Approval of the March 22, 2021 Faculty Senate Minutes

Approved without objection.

4. Chair's Report (Levin):

- Levin has been asked to identify faculty to serve on the UNC Police Chief search; anyone interested can reach out to Levin.
- There are two more Senate meetings scheduled: 4/19 and 5/3.
- We will elect 2021-2022 Faculty Senate Officers (Chair, Vice-Chair, and Secretary) at the next meeting.
- Anyone interested in chairing a Senate committee next year, please let the committee chair know.
- The Spring 2021 All Faculty Meeting will be held on Zoom on Thursday, 4/22 at 4:00pm; this will follow the budget town hall the President is holding on Tuesday, 4/20.
- We are working out details for a Senate reception and will have more information next time.

5. Administrative Reports:

President (Feinstein): No Report.

- In response to questions about whether UNC may mandate COVID vaccinations for Fall and whether masks may still be required for Fall, Feinstein reported that no decisions have been made.

Provost (Anderson): We are finalizing comprehensive reviews and putting together letters for distribution.

Board of Trustees (Fischer): No Report.

6. Staff Council Reports:

Classified Staff Council (Secord): President Feinstein will be attending our 4/14 CSC meeting.

Professional Administrative Staff Council (Dyer): No Report.

7. Standing Committee Reports:

Academic Policies (Toewe): APC has an information item and catalog item under new business.

Codification (Schuttler): No Report.

Elections (Murza): We have eight newly elected Senators. Ballots for Boards, Councils, and Committees are open until Friday at 5:00pm.

Faculty Welfare (Luger): We have two items under new business.

Salary Equity (Greene): We are developing a model to distribute the salary pool and hope to bring forward a recommendation to Senate in a couple weeks.

8. Student Senate Report (Castro): Thanks to everyone who attended our town hall. Please encourage students to cast their ballots for Student Senate elections.

9. Special Orders

10. Special Reports

- **Commencement Update (Christina Edwards)**

- Ceremony overview: in-person ceremonies for UG + GR levels by college with live streams for those who are unable to attend.
 - Virtual doctoral hooding – Friday, 5/7
 - PVA/MCB combined ceremony – Saturday morning, 5/8
 - NHS ceremony – Saturday afternoon, 5/8
 - HSS ceremony – Sunday morning, 5/9
 - EBS ceremony – Sunday afternoon, 5/9
- Faculty participation opportunities: Commencement Marshal and Deputy Marshals needed. Interested faculty should contact christina.edwards@unco.edu.

11. Unfinished Business

12. New Business

- **Online Exam Proctoring – information item**

- Toewe presented a draft Online Exam Proctoring policy originating from Academic Affairs.
 - It is largely a budget issue in addition to being an academic issue.
 - With the current contract expiring, UNC needs a new policy for the next academic year.
 - Academic Affairs is welcoming feedback through the end of the semester.

DISCUSSION: concerns about the proposed limitations of the use of online proctoring; pros/cons of costs centralized versus student fees

- **Mutually Exclusive Courses – catalog language update**

- Toewe presented catalog language updates on behalf of APC concerning mutually exclusive courses.
 - The update accounts for courses with “highly similar” content to be considered mutually exclusive.
 - The current policy only accounts for courses with “identical” content to be considered mutually exclusive.
 - Clearer guidance is now provided on how the grade replacement policy applies to mutually exclusive courses.

MOTION: APC – It is moved to approve the revised catalog language for mutually exclusive courses as presented.

VOTE: Approved by voice vote.

- **Promotion**

- Luger presented the Welfare committee’s revisions to the Promotion policy (changes in yellow).
 - In addition to Welfare’s updates, the President recommends additional changes (highlighted in green).
- The Time Guidelines section for Instructors does not have a rank specification like the other sections. This has led to some variations in interpretation. The

Instructors section has been amended to say “regardless of rank” to remove the ambiguity and account for the possibility of different titles.

- The Eligibility section has been amended for clarity and better readability.
 - The President’s recommended language in this section provides further clarification on years of credit.

MOTION: Welfare – It is moved to approve the revised promotion policy.

FRIENDLY AMENDMENT: DeKrey moved to accept the additional changes recommended by the President. Luger accepts the friendly amendment.

VOTE: Approved by voice vote.

- **Triennial review option for tenured full professors**

- Luger presented the Welfare committee’s recommendation for creating a triennial review option for tenured full professors.
 - We chose to create/pilot the option for only tenured full professors since, unlike associate professors, there is no additional promotion step for full professors.
 - All years will continue to be subject to review, and the triennial review option does not preclude more frequent reviews.
 - If merit pay is implemented, the most recent annual/biennial/triennial review will be used to determine merit pay eligibility.
 - If the triennial review option is approved, multiple policy areas in University Regulations and Board Policy would need to be updated. In addition to UR 3-3-801(2), updates are needed for:
 - UR additional references: Department Chair Evaluation and Faculty Compensation Procedures
 - BPM Part 8 Faculty Evaluation
 - BPM Post-Tenure Review
 - After a faculty grievance last year, the President recommended we address the issue of what happens when faculty fail to submit evaluation materials. We have included a new stipulation in Board Policy Part 8 Faculty Evaluation for both the Annual/Biennial/Triennial Review and Comprehensive Review sections:
 - Failure to submit a dossier for review shall result in an overall evaluation rating of unsatisfactory.

MOTION: Welfare – It is moved to approve the creation of a triennial review option for tenured full professors and approve the related policies as amended.

VOTE: Approved by voice vote, 1 opposed.

13. Comments to the Good of the Order

- Luger thanked Feinstein and Satriana for working out agreements for updating the promotion policy and creating triennial review.

14. Adjournment

The meeting was adjourned at 5:07pm.

Kim Murza
Faculty Senate Secretary

Betsy Kienitz
Recording Secretary