



UNIVERSITY OF  
**NORTHERN  
COLORADO**

#586

**AGENDA FOR THE MONDAY, MAY 3, 2021 FACULTY SENATE MEETING**  
**AT 4:00 P.M. – REMOTE MEETING - ZOOM**

1. Call to Order
2. Approval of the May 3, 2021 Agenda
3. Approval of the April 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
  - VP Student Affairs Search Faculty Appointment
  - Faculty Boards, Councils, Committees Appointments
10. Special Reports
11. Unfinished Business
12. New Business
  - FPAC Report
  - Salary Report & Staffing Report
13. Comments to the Good of the Order
14. Adjournment

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

**Present:** Anderson, Athanasiou, Black, Blatt, Brown, Cardona, Castro, Charley, DeKrey, Dietz, Dineen, Doerner, Dunemn (Levin), Endres, Fischer, Fulks, Greene, Harraf, Kyle, Levin, Luger, McMullen, Murry (Toewe), Murza, Peterson, Pullen, Schaberl, Schuttler, Secord, Stody, Toewe, Vaughan, Wiegand, Wood, Zimmerman

**Absent:** Applegate, Dyer, Feinstein, Leek, Maxey

**Guests:** Brandon, Naber

1. Call to Order  
The meeting was called to order at 4:01pm.
2. Approval of the April 19, 2021 Agenda  
Approved without objection.

3. Approval of the April 5, 2021 Faculty Senate Minutes

Approved without objection.

4. Chair's Report (Levin):

- Dawit Senbet has agreed to serve as the faculty representative on the UNC Police Chief search.
- The President is hosting a Budget Town Hall tomorrow at 10:00am.
- The Spring 2021 All-Faculty Meeting is this Thursday at 4:00pm.
- We will plan a Senate Reception in August for former, current, and newly elected members.

5. Administrative Reports:

**President** (Feinstein): No Report.

**Provost** (Anderson): Since the last Senate meeting, we completed comprehensive reviews and sent letters.

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

6. Staff Council Reports:

**Classified Staff Council** (Secord): No Report.

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

7. Standing Committee Reports:

**Academic Policies** (Toewe): We have an item under new business: Availability of Main Campus Seats for Extended Campus Programs. We are still seeking APC officers for next year.

**Codification** (Schuttler): No Report.

**Elections** (Murza): There are a couple runoff elections for BCCs, which close on Wednesday.

**Faculty Welfare** (Luger): We are bringing Promotion under new business; this is a follow up from what was approved at the previous Senate meeting.

**Salary Equity** (Greene): We have an item under new business: Salary Pool Distribution Model.

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

9. Special Orders

- **LAC Core Curriculum Committee appointments**
  - The whole slate of appointments was approved by voice vote:
    - **Written Comm & World Languages**
      - Don Holman, 2021-2024
      - Tara Wood, 2021-2024
    - **History, Literature, & Humanities**
      - Kristin Bovaird-Abbo, 2021-2024
      - Jiacheng Liu, 2021-2024
    - **Philosophy & the Arts**
      - Bailie Peterson, 2021-2023
      - Nan Yamprai, 2021-2024
    - **Social & Behavioral Sciences**
      - Jieun Lee, 2021-2024
      - Greg Williams, 2021-2024
    - **Mathematics & Natural Sciences**

- Steve Anderson, 2021-2022
- Pat Burns, 2021-2024
- Angela Steele, 2021-2024
- Hua Zhao, 2021-2024

▪ **International & Multicultural Studies**

- Jim Reardon, 2021-2024
- Heidi Muller, 2021-2024

• **VP Student Affairs Search Faculty appointments**

- Tara Wood and Adam Zukiewicz are approved without objection.

• **Faculty Senate Officer elections**

- **Faculty Senate Chair**

VOTE: Levin approved by poll vote 25-4.

- **Faculty Senate Vice-Chair**

VOTE: Senbet approved by poll vote 16-13.

- **Faculty Senate Secretary**

VOTE: Kyle approved by acclamation.

10. Special Reports

• **Data Governance** (Bret Naber and Sonia Brandon)

- Data governance supports effective data management.
  - Defining ownership rights/responsibilities
  - Creating/enforcing institutional standards and policies regarding data storage, accessibility, security, etc.
- Executive Steering Committee, chaired by Bret Naber, provides direction and authority for carrying out data governance work.
- Data Strategy Committee, chaired by Sonia Brandon and Matt Goetzel, establishes policies for data stewards and manages sub-committees.
- Current sub-committee works include crafting an academic data access policy and implementing faculty load & compensation module in Banner.

11. Unfinished Business

12. New Business

• **Promotion - follow up**

- Luger presented a clarification to the Eligibility section, 2-3-901(4)(b), which deals with lecturers and instructors.
  - As lecturers and instructors are eligible for promotion only (and not tenure), 2-3-901(4)(b) needs to be amended to strike “and tenure” from the end of the last sentence.

MOTION: Welfare – It is moved to amend the Promotion policy revisions previously adopted and approve the revisions as amended.

VOTE: Approved by voice vote.

- **Availability of Main Campus Seats for Extended Campus Programs – catalog language**

- Toewe presented new language for the undergraduate catalog regarding the availability of Main Campus seats for Extended Campus programs.
  - The language codifies the existing practice of EC acquiring seats in online Main Campus courses to make them available for undergraduate students in EC distance programs.
    - To be eligible for acquisition, courses must fulfill an LAC and/or elective requirement for the student's program and be scheduled as a state-funded and distance-delivered course.
  - The practice ensures that EC students are charged the appropriate tuition rate.
  - Approximately 5 to 8 seats across the entire curriculum are acquired by EC each semester. Main campus students are not impacted.

MOTION: APC – It is moved to approve the Availability of Main Campus Seats for Extended Campus Programs catalog language as presented.

VOTE: Approved by voice vote.

- **Salary Pool Distribution Model**

- Greene presented Salary Equity's recommended model for salary pool distribution based on a 3% compensation pool.
  - We propose that exempt staff receive a 3% raise with the lower ends of their pay bands adjusted to ensure equity.
  - We propose that faculty receive a flat dollar amount by rank, approximately 2% of the pool, with the additional 1% to be used to bring all faculty up to at least 81% of parity.
- Data has been updated for comparison with the new NCHEMS 51 peer group.
- On average, the flat dollar amount equates to a better than 2% raise.

**2% Raise Compared to Flat Dollar Increase**

Rank	FY 21 Av. Salary	2% of Av. Salary	Flat Rate Rate Increase	Flat Rate % of FY21
Professor	\$84,196.66	\$1,683.93	\$1,750	2.07%
Asso. Prof.	\$63,842.37	\$1,276.84	\$1,650	2.58%
Asst. Prof.	\$58,110.60	\$1,162.21	\$1,250	2.15%
Inst./Lecturer	\$45,515.82	\$910.31	\$1,000	2.19%

- When the total salary pool (flat amount, inversion, parity increase to reach 81%), plus the separate monies set aside for promotions, is applied according to the proposed model, on average faculty will receive better than a 3% raise.

**Average FY 21 Average Faculty Salaries Compared to Proposed FY22 Average Salaries (promotion+inversion+flat rate+parity increases to 81%)**

Faculty Rank	Av. FY 21 Salary	Av. FY 22 Salary	Av. \$ Increase	Av.% Increase
Professor	\$84,196.66	\$87,482.86	\$3,286.20	3.9%
Associate Prof.	\$63,842.37	\$66,616.57	\$2,774.20	4.3%
Assistant Prof.	\$58,110.60	\$60,093.86	\$1,983.26	3.4%
Inst./Lecturer	\$45,515.82	\$47,291.35	\$1,775.53	3.9%

- In the past, we have recommended that no faculty member receive a salary increase of more than 10%. We are not making such a recommendation this year. There are 21 faculty members who would receive more than a 10% raise, but these are due salary inversions that need to be addressed.

MOTION: Salary Equity – It is moved to endorse the Salary Pool Distribution Model.

VOTE: Approved by voice vote, 1 opposed.

13. Comments to the Good of the Order

- Greene – Thanks to Castro for valuable participation and student representation on Senate.

14. Adjournment

The meeting was adjourned at 5:14pm.

Kim Murza  
Faculty Senate Secretary

Betsy Kienitz  
Recording Secretary