FACULTY SENATE EXECUTIVE COMMITTEE
MONDAY, February 21, 2022
UC Spruce A | 4:00 p.m.
MINUTES

Present: Feinstein, Greene, Kyle, Levin, Luger, Maxey, Schuttler, Senbet, Vollendorf, Wiegand
Absent: Fischer, Vaughan

Call to Order

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

Approval of the Agenda

Approved with the additional of discussion about the BPM under new business.

Approval of the Minutes from February 7, 2022

Approved without objection.

Announcements

Chair's Report (Levin) – Associate Provost Nancy Matchett is working with the Registrar's Office to update language about major notations in the catalog to make them consistent with the notations on transcripts. In some cases, the terms emphasis and concentration have been used interchangeably, but going forward, they will be called concentrations in both the catalog and on transcripts. The changes will be applied automatically; programs will not need to submit changes through the curriculum workflow. The changes will be communicated to units.

Academic Covid Responsiveness Group Report (Senbet & Vaughan) – Case numbers in Weld County are going down. We might be able to end the mask mandate before the end of the semester.

DISCUSSION:

- Factors impacting the decision/timing:
    - Community transmission trends
    - CDC mask guidelines
    - Changes to other state, local, or institutional mandates
- Members discussed communicating case data to campus and giving a threshold/time-period for when the mask mandate may end.

Senate Committee Reports

Academic Policies (Vaughan) – No Report.

Codification (Schuttler) – We are continuing to review Senate bylaws and chair/director policies from Welfare.

Elections (Kyle) – We are preparing faculty voting lists. There were some irregularities in HR data, which have been addressed.

Faculty Welfare (Senbet) – This week we will review a proposal for sanctions short of dismissal.

Salary Equity (Greene) – We are comparing Salary Equity bylaws with the Senate bylaws and have recommendations coming.

Standing Reports

Board of Trustees (Fischer) – No Report.

President (Feinstein) – Ombuds finalists are on campus this week; please attend the finalist forums. Regarding the medical school dean search, we plan to bring five candidates to campus in March. Thanks to all who attended the townhall last week; the presentation is available online. In response to a bill that was introduced to the State legislature to unionize state offices, including higher education, we are meeting with the Governor and

CEOs to talk about collective bargaining and share insights about working in collective bargaining environments.

DISCUSSION:

- Provost search: The search committee will be notified first regarding the selection, and a communication will be shared to campus shortly afterward.
- General Counsel search: Interviews are ongoing; finalists are visiting campus.

Provost (Vollendorf) – The associate provost search has launched; thanks to Senbet for serving on the committee. With Laura Connolly's retirement announcement, we will be launching the HSS dean search. Fritz Fischer has agreed to chair the search. We'll need to request faculty volunteers soon.

DISCUSSION:

- Provost search timeline: Dean Connolly's retirement is effective June 1st. If possible, we would like to have the new dean beginning their position by then. However, there might be a need for a brief summer interim.

Unfinished Business

- **Faculty Senate bylaws**
  - Schuttler asked about Article II, B. and whether clarification was needed regarding Senate chair service on the "advisory committees of the President."

DISCUSSION:

  - As the names of committees (including the cabinet) change over time, it may be appropriate to leave as written and not specifically itemize/name committees.
  - Perhaps advisory committees of the CAO should also be added.
  - Senate chair participation on the deans council is also important to ensure a faculty voice at the table.
  - The committee will continue discussion at a later meeting.

New Business

- **Discussion of issues related to the BPM**
  - Luger brought to the committee's attention potential conflicts between interpretations of the tenure-track contract policy [2-3-202(3)] and the faculty evaluation policy [3-3-801].
    - Per 3-3-801(1), "A faculty member must receive a comprehensive review in any year upon request. In addition, the results of comprehensive review are the sole basis for decisions concerning pre-tenure review, tenure, promotion and post-tenure review. …"
    - If evaluation is the sole basis for tenure decisions, this is at odds with the idea that tenure-track faculty applying for tenure may face non-approval/non-renewal for reasons other than performance.

DISCUSSION:

  - Committee members discussed impacts to faculty morale and the long-term health of the institution.
  - The faculty evaluation policy and tenure-track faculty contract policy each address separate issues.
  - However, there is implicit understanding among some faculty that non-renewal of tenure-track faculty is based on performance issues, not on lack of need.
  - The administration has an obligation to communicate all factors that might influence decisions about renewal and tenure, and the relevant policies should be updated to accurately reflect those factors.

- The university needs to be more careful about offering tenure-track lines. Although tenure-track contracts are for up to one academic year, there is an expectation of long-term commitment with tenure-track lines versus contract-renewable lines.
- Tenure at UNC is tenure to the university, rather than to a particular program.
- There may be other positions to offer people in tenure-track lines if their programs are discontinued.
- President Feinstein indicated he does not want to be president of a university that lays off tenured faculty.
- Feinstein and Vollendorf thanked members for providing feedback.

Comments to the Good of the Order

- Schuttler – Come see *Something Rotten!* at Langworthy Theatre.

Adjournment

The meeting was adjourned at 5:11pm.

Oscar Levin
Chair

Betsy Kienitz
Recording Secretary