

**SENATE EXECUTIVE COMMITTEE**

**MONDAY, September 20, 2021**

**UC Spruce A | 4:00 p.m.**

**MINUTES**

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

**Absent:** Maxey

**Call to Order**

The meeting was called to order at 4:04pm.

Approval of the Agenda

Approved without objection.

Approval of the Minutes from September 7, 2021

Approved without objection

**Announcements**

Chair's Report (Levin)

- I met with Parks and Quinn to discuss plans to disseminate staffing and compensation information to campus. Staffing data is now available on an HR dashboard, but we would still like to have an annual report that addresses the state of staffing at the University. The tentative plan is to have the staffing data available early in the Fall semester; then a compensation increase report to be made available mid-Fall. An aggregate salary report will come out in Spring.

**DISCUSSION:**

- Student-Faculty Disputes Complaints Report – Due by the end of September each year; made available for review at FSEC and Faculty Welfare. Vollendorf will follow up.
- Faculty Contracts – Some faculty have not received their contract letters from HR. Levin will follow up.

Academic Covid Responsiveness Group Report (Senbet & Vaughan)

- There are still some in the campus community whose vaccination status is unknown; these numbers will continue to be cleaned up in the coming weeks.
- Vaccination rates are 91% for employees and 85% for students.

**DISCUSSION:**

- How staff/students can report an update in vaccination status if they have already reported/previously filed an exemption
- How contact tracing works as related to the classroom setting

**Senate Committee Reports**

Academic Policies (Vaughan) – No Report.

Codification (Schuttler) – We'll meet Wednesday and work on LAC bylaws.

Elections (Kyle) – Ballots for faculty boards, councils, and committees will be open through Thursday; write-in options are available on each ballot.

**DISCUSSION:**

HSS has its own local college elections. In the past, Senbet has conducted the HSS college elections. He asked that Kyle, as the Senate Secretary, take on the duty.

Faculty Welfare (Senbet) – No Report.

Salary Equity (Greene) – We are continuing work on developing a compensation investment plan.

**DISCUSSION:** *Compensation Investment Plan*

- Fischer noted that the BOT will have a general discussion of the topic at their meeting on Friday. The BOT Finance & Audit Committee can take a deeper look at their November meeting.
- Kyle noted the Salary Equity Committee is working on crafting language and rationale for the plan.
- Members discussed the possibility of reaching an average of 100% parity with the NCHEMS 51 peer group in five years.
  - Challenge of finding money to support raises, balancing with the other needs of the University
  - Continued advocacy at the State level for increased funding; Colorado falls short of other states in support for higher education
  - Salaries are not competitive, which impacts faculty/staff retention
  - How to adjust hiring in response to enrollment needs

### **Standing Reports**

Board of Trustees (Fischer) – No Report.

President (Feinstein) – No Report.

Provost (Vollendorf) – We sent out a call for volunteers for the Students First Framework taskforces: recruitment/admissions taskforce and retention/graduation taskforce. We are seeking students, faculty, and staff to support this critically important work.

### **Unfinished Business**

#### **New Business**

- **NHS AD search committee**
  - The following search committee members were confirmed without objection:
    - Kim Murza – NHS, Audiology & Speech-Language Sciences
    - David Greene – NHS, Human Services
- **Faculty Forum**
  - The Inclusive Pronoun Usage proposal passed at Faculty Senate impacts the Faculty Constitution.
  - In addition to submitting the proposal to the faculty for a vote, FSEC must host a faculty forum to discuss the proposed changes.
  - We plan to hold the forum on Zoom on Tuesday 10/28. Levin and Schuttler will host the discussion.

### **Comments to the Good of the Order**

Applications for December 2021 commencement student speakers are open; please encourage students graduating in Fall to apply.

### **Adjournment**

The meeting was adjourned at 4:51pm.

Oscar Levin  
Chair

Betsy Kienitz  
Recording Secretary