



UNIVERSITY OF  
**NORTHERN**  
**COLORADO**

#591

**AGENDA FOR THE MONDAY, OCTOBER 25, 2021 FACULTY SENATE MEETING**  
**AT 4:00 P.M. IN UC COUNCIL ROOM**

1. Call to Order
2. Approval of the October 25, 2021 Agenda
3. Approval of the October 11, 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
  - Academic Covid Responsiveness Group Report (Senbet, Vaughan)
11. Unfinished Business
  - Compensation investment plan
12. New Business
  - GPA – catalog language update
  - Posthumous Degree – catalog language update
13. Comments to the Good of the Order
14. Adjournment

**MINUTES FOR THE MONDAY, OCTOBER 11, 2021 FACULTY SENATE MEETING**  
**AT 4:00 P.M. IN THE UC COUNCIL ROOM**

**Present:** Benedict, Brown, Dietz, Doerner (Johnson), Endres (Allen), Feinstein, Fischer, Franklin, Fulks, Greene, Harraf (de la Torre), Johnson, Kraver, Kyle, Levin, Maxey, Murza, Pullen, Schaberl (Lightfoot), Senbet, Sileo, Stoody, Vaughan, Vollendorf, Wieben, Wiegand, Williams, Wood, Yu, Zaghlawan  
**Absent:** Applegate, Athanasiou, Benavidez, Blatt, Brewer, Charley, Cobb, Schuttler, Secord

1. Call to Order  
The meeting was called to order at 4:01pm.
2. Approval of the October 11, 2021 Agenda  
Approved without objection.
3. Approval of the September 27, 2021 Faculty Senate Minutes

Approved without objection.

4. Chair's Report (Levin)

- Welcome to two new EBS Senators: Han Yu and Hasan Zaghlawan.
- The Provost search committee held its first meeting with WittKiefer. Levin can provide the email address for anyone who wishes to provide feedback to the search firm.
- The Inclusive Pronoun Usage item passed faculty vote and will move on to the President and BOT for their review.

5. Administrative Reports:

**President** (Feinstein): We have had positive conversations with campus and community members, including local hospitals, regarding the potential medical school. A final report will be coming in the next few weeks, and we plan to hold a campus townhall later this semester.

DISCUSSION:

- Keys to success of this venture include:
  - Commitment from our medical community to provide clinical placements for future students without inhibiting our ability to provide opportunities for our Nursing students, and
  - Significant investment to fund the creation of the medical school, hopefully with State and philanthropic support.
- Depending on support/funding and approval from the accrediting body, we estimate a starting semester of Fall 2024 or 2025.

**Provost** (Vollendorf): We are working with Michelle Quinn to create a budget model for Academic Affairs that aligns funding with strategic priorities. We kicked off the Students First Framework taskforces; meetings will begin in a couple weeks. We are still looking for student volunteers; please refer any interested students to us.

DISCUSSION:

- For the taskforces, we are seeking a multitude of voices from different backgrounds to work together to identify and address issues relating to recruitment/admissions and retention/graduation.
- Meeting times for the taskforces are:
  - Admissions & Recruitment – first Tuesday of the month, 2:00-3:30pm.
  - Graduation & Retention – first Thursday of the month, 12:30-2:00pm.

**Board of Trustees** (Fischer): The BOT is holding a special meeting tomorrow regarding bond issues.

6. Staff Council Reports:

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

**Professional Administrative Staff Council** (Cobb): PASC & CSC will be holding Halloween/Día de los Muertos/Autumn themed contests; more details to come.

7. Standing Committee Reports:

**Academic Policies** (Vaughan): We are looking at minor edits to clarify a couple areas of the catalog: Posthumous Degrees and GPA. We are also examining grading policies for consistency.

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

**Elections** (Kyle): No Report.

**Faculty Welfare** (Senbet): We are continuing work on sanctions short of dismissal and examining some issues with existing dismissal policies.

**Salary Equity** (Greene): We have two items under new business.

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

9. Special Orders

- **Colorado Faculty Advisory Council (CFAC) representative**

- Chelsea Welker – 2021-2023

The committee appointment above was approved without objection.

10. Special Reports

- **Academic Covid Responsiveness Group Report** (Senbet, Vaughan)

- The number of employees whose vaccination status is unknown has dropped significantly.
- We are working with HR to address vaccination status in the hiring process.

DISCUSSION:

- There is no requirement at this time to receive a vaccine booster; however, employees are welcome to get a booster shot when they are eligible.
  - Boosters are available if it has been at least 6 months since the last dose.
  - The Colorado vaccine bus will be available on campus October 18-19 & 21-22.
- There needs to be clear messaging that there will be no emergency S/U grading option implemented this semester.

11. Unfinished Business

12. New Business

- **Funds for promotional increases**

- Greene presented an addition to UR 3-3-701(1)(c)(I) to specify funding for promotional increases will be budgeted separately and not deducted from the pay increase pool.
  - This addition will codify the existing practice of budgeting promotional increases separately from pay increase pools.
  - Promotional increases were accidentally taken from the salary increase pool this year, and the error was corrected. This new language will help prevent future errors.

MOTION: Salary Equity – It is moved to add a sentence to 3-3-701(1)(c)(I) to specify the funding for promotional increases will be budgeted separately from the pay increase pool.

VOTE: Approved by voice vote.

- **Compensation investment plan**

- Greene presented Salary Equity's draft of a compensation investment plan with rationale and asked for feedback from Senate members.
  - The plan is intended as an informational piece to present to the BOT that illustrates the need for prioritizing salary investment.
    - Please note, this is an information item, not a policy proposal.
  - There are still some blanks in the data where we are waiting to incorporate information from HR.
  - Once we incorporate feedback from this body, we'll bring the plan back to Senate and ask for a vote of endorsement.
- The compensation investment plan with rationale includes:
  - data about where UNC stands with salaries,
  - rationale as to why we need higher salaries (lack of market competitiveness, higher cost of living), and
  - models showing how much money it would take to reach the goal of 100% parity with the NCHEMS 51 peer group within five years.

DISCUSSION:

- The models in the five-year plan include fringe costs.
- Median is the type of average used in the document.
- Problems with the Colorado Competitors section:
  - The "Colorado Competitors" are not named. What schools are included, and are they competitors?
  - Listing Colorado schools may be confusing, given the overarching goal is to reach parity with the NCHEMS 51 peer group.
  - Data in the associate professor salary line of the chart appears to be inaccurate.
  - Perhaps data from Aims or other non-CCCS community colleges can be included with the Colorado Community College System data.
- Problems with using employee turnover data:
  - There seems to be a causal assumption between low salaries and turnover; however, early retirement incentives and staff restructuring are also a factor.
  - Remove the sentence: This decline in the competitiveness of UNC salaries is associated with high turnover in recent years (25.5%), especially among staff ( % ) .
- Data in the FY22 June book, budget website, salary reports, and this document don't appear to match.
  - Salary Equity will follow up with HR for clarification.
- Including staff salary medians in the data presentation may be helpful.
- The question of *how* to fund salary increases is beyond the scope of the plan; the intention is to show that salary investment is needed.

- Significant campus-wide discussion will be needed to address the university budget and how to prioritize competing needs.
- Payroll is a large portion of the budget; achievement of 100% parity with the NCHEMS 51 peer group may not be possible with the current number of employees.
- The goal of 100% parity with the NCHEMS 51 peer group applies to employees generally, not for each individual person.
  - Although we can't guarantee that every person will achieve 100% parity, we aim to get as many people as possible to that rate.
  - This is the reason Salary Equity has recommended flat dollar amounts for raises in the past, instead of a percentage amount.
  - Parity raises are also given to those who have the lowest parity.
  - The State's pay equity law ensures that faculty in the same CIP category are paid equitably.
- The committee will bring a revised draft next time and ask for a vote of endorsement.

13. Comments to the Good of the Order

- The Celebration of the Mind Mathematics Festival is next Thursday; Levin will perform a math magic show.

14. Adjournment

The meeting was adjourned at 5:06pm.

Britney Kyle  
Faculty Senate Secretary

Betsy Kienitz  
Recording Secretary