



UNIVERSITY OF
**NORTHERN
COLORADO**

#597

**AGENDA FOR THE MONDAY, MARCH 21, 2022 FACULTY SENATE MEETING
AT 4:00 P.M. IN UC COUNCIL ROOM**

1. Call to Order
2. Approval of the March 21, 2022 Agenda
3. Approval of the February 28, 2022 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
12. New Business
 - Posthumous Degrees (APC)
13. Comments to the Good of the Order
14. Adjournment

**MINUTES FOR THE MONDAY, FEBRUARY 28, 2022 FACULTY SENATE MEETING
AT 4:00 P.M. IN UC COUNCIL ROOM**

Present: Applegate, Benedict, Brown, Charley, Cobb, Dietz, Doerner, Endres (Muller),
Feinstein, Fischer, Franklin, Gebhardt, Greene, Haddad, Harraf (de la Torre), Kraver,
Levin, Maxey, Pullen (Han), Schuttler, Senbet, Sileo, Vaughan, Vollendorf, Wieben,
Wiegand, Wood, Yu, Zaghawan

Absent: Athanasiou, Benavidez, Blatt, Brewer, Fulks, Johnson, Kyle, Schaberl, Stody,
Williams

Guests: Guzman, Parks, Satriana

1. Call to Order
The meeting was called to order at 4:01pm.
2. Approval of the February 28, 2022 Agenda
Approved without objection.
3. Approval of the January 31, 2022 Faculty Senate Minutes

Approved without objection.

4. Chair's Report (Levin):

- Associate Provost Nancy Matchett is working with the Registrar's Office to update how major notations are listed in the catalog to make them consistent with how they are already presented on transcripts and in Degree Works. The term "emphasis" used in the catalog will be replaced with "concentration". The changes will be applied automatically; programs do not need to submit changes through the curriculum workflow.
- Nominations for volunteers to serve on the HSS dean search committee close today at 5pm. The HSS Senators, in consultation with the Faculty Senate Executive Committee, will choose the search committee members.
- There has been further discussion concerning potential issues with Board Policy regarding promotion/evaluation and employment of tenure-track faculty.
 - Tenure-track contracts are annual contracts that may be renewed each year; tenure-track faculty are entitled to notice of non-renewal within a certain amount of time based on their years of service [See 2-3-202(3)].
 - The tenure application process follows the comprehensive review policy, and the results of the comprehensive review are the sole basis for decisions concerning tenure [See 2-3-801].

DISCUSSION: *How can we as a Senate clarify Board Policy to prevent confusion in future?*

- Members discussed impacts to faculty morale, the long-term health of the institution, and the differences in expectations for continuance between the early years of tenure-track employment and the fifth year of tenure-track employment.
- We want to be forthright with tenure-track faculty about the circumstances of employment, that non-renewal may be based on factors other than performance.
- The Faculty Welfare Committee will examine the issues and work toward clarifying the relevant policies.
- President Feinstein thanked members for expressing their concerns and is supportive of amending/clarifying the relevant policies.

5. Administrative Reports:

President (Feinstein)

- New Provost: Kirsty Fleming will be starting mid-May as the EVP/Provost. Fleming had uniform support and positive feedback from all campus groups.
- Mask policy updates: Face coverings will be optional beginning Monday, March 7th. The decision was made in consultation with Covid taskforces and gives everyone a week's notice to prepare for any adjustments that need to be made in their respected areas. Please respect people's choices to wear or not wear masks.

DISCUSSION:

- FAQs for the mask-optional policy are being developed. FAQs need to be clear about expectations and what policies have changed/what policies are staying the same.
 - For instance, policies for reporting, contact tracing, quarantine, and isolation are unchanged for the time being.

- Any person may choose to continue to wear a mask; however, faculty will not be able to mandate masks in their classrooms.
- Parks recommended that faculty/staff should reach out to HR if they have any concerns.
- Vollendorf recommended that students should continue to report concerns through DOS and request DRC accommodation, as needed.

Provost (Vollendorf)

- We are excited to welcome Kirsty Fleming as the new EVP/Provost; Vollendorf will have weekly sessions with Fleming to help her get up to speed as she steps into the new role.
- Thanks to Fritz Fischer for agreeing to chair the HSS dean search, which will launch next week.
- Academic Portfolio: We have work to do around creating better processes, particularly for program review and the development of processes to support programs. We also are working to identify opportunities to invest in programs in high demand, such as computer science, data science, and statistics.
- There are lots of events happening on campus this time of year that welcome prospective students and celebrate current students: musicals, career events, Destination UNC, Future Teachers Conference/Future Rural Teachers Summit, etc.

Board of Trustees (Fischer): Brief highlights from the February 10th and 11th meetings:

- At the Finance & Audit Committee meeting, President Feinstein gave an update about the work happening to increase State funding. Overall, UNC's budget this fiscal year is in good shape; one-time HEERF funds and oil/gas revenues have contributed to our financial stability. Members went over the budget audit, the athletics financial report, and the financial forecast.
- At the full BOT meeting, we discussed the goal for a 2-3% salary increase pool for faculty and staff (Salary Equity will work on recommending a distribution model). The UNC lobbyist gave a presentation about the positive progress toward pursuing the medical school. There is UNC support for a bill that would provide stipend support for student teachers. Members also discussed the university's enrollment outlook.

6. Staff Council Reports:

Classified Staff Council (Gebhardt): UNC is hiring for classified positions with more competitive wages. Information for the Waste Not program will be coming soon. APASS is hosting the 2022 Lu'au on April 9th; it's free for faculty/staff and \$25 for guests. CSC's next meeting is March 9th.

Professional Administrative Staff Council (Cobb): Thanks to Parks for attending PASC meetings; there has been good work on the recruiting/retention plan.

7. Standing Committee Reports:

Academic Policies (Vaughan): For Financial Aid compliance purposes, "NR" grading is being eliminated, as it is not recognized as counting toward satisfactory academic progress. Courses using "NR" grading are shifting toward use of "S" and "U" grading. We will be sending a revised posthumous degrees policy to the next Faculty Senate meeting.

Codification (Schuttler): We are working on chair/director policies and Faculty Senate bylaws.

Elections (Kyle): The call for nominations for Faculty Senate is available through Friday, March 4th.

Faculty Welfare (Senbet): No Report.

Salary Equity (Greene): No Report.

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

9. Special Orders

10. Special Reports

- **Faculty Senate Scholarship** (Benedict)

- The Faculty Senate Scholarship is awarded to students who are single parents. To qualify, applicants must be an undergraduate student who demonstrates financial need.

- Please consider donating to the fund through the UNC giving website:

- <https://give2unc.org/donate-now> (choose other and indicate “Faculty Senate Scholarship Fund”).

- The 22/23 recipient is Alijah Cortez, a Senior majoring in Criminology & Criminal Justice with minors in Spanish and Psychology.

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

- It is still recommended that faculty do not require documentation for excusing absences related to illness.

- Masks will still be required at the Student Health Center after March 7th.

11. Unfinished Business

12. New Business

13. Comments to the Good of the Order

- Charley – Tickets for the 2022 Lu’au are available at the UNC Ticketing Office.

- Gebhardt – Shout out to the Student Senate for their work this semester.

- Levin – Congratulations to Britney Kyle on the arrival of baby Iza.

14. Adjournment

The meeting was adjourned at 5:02pm.

Britney Kyle
Faculty Senate Secretary

Betsy Kienitz
Recording Secretary