



UNIVERSITY OF
NORTHERN
COLORADO

#600

AGENDA FOR THE MONDAY, MAY 2, 2022 FACULTY SENATE MEETING
AT 4:00 P.M. IN UC COUNCIL ROOM

1. Call to Order
2. Approval of the May 2, 2022 Agenda
3. Approval of the April 18, 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
 - Faculty Boards, Councils, & Committees Appointments
10. Special Reports
 - Academic Covid Responsiveness Group Report (Senbet, Vaughan)
11. Unfinished Business
12. New Business
 - IEP enrollment status – catalog language (APC)
 - Prior degree credit applicability – catalog language (APC)
 - Senate bylaws (Codification)
 - FPAC Report
13. Comments to the Good of the Order
14. Adjournment

MINUTES FOR THE MONDAY, APRIL 18, 2022 FACULTY SENATE MEETING
AT 4:00 P.M. IN CAMPUS COMMONS 2300

Present: Athanasiou, Benedict, Blatt, Brown, Cobb, Dietz, Doerner, Endres (Muller), Feinstein, Fischer, Franklin (Dineen), Gebhardt, Greene, Haddad, Harraf (de la Torre), Kraver, Kyle, Levin, Maxey, Pullen (Han), Schaberl, Schuttler, Senbet, Sileo, Stody, Vaughan, Vollendorf, Wiegand, Williams (Doerner), Wood, Yu, Zaghlawan
Absent: Applegate, Benavidez, Brewer, Charley, Fulks, Johnson, Wieben
Guest: Wesley

1. Call to Order
The meeting was called to order at 4:03pm.

2. Approval of the April 18, 2022 Agenda

Approved with the removal of Summer Workload policy from new business.

3. Approval of the April 4, 2022 Faculty Senate Minutes

Approved without objection.

4. Chair's Report (Levin):

- The Summer Workload policy requires further discussion before being considered at Faculty Senate. In the meantime, units facing issues this Summer are encouraged to work with their dean and ask for exceptions as needed. Nursing's issue will be addressed as an exception.
 - Stoody noted that ASLS is facing similar issues with workload over Summer.
- Faculty are encouraged to fill out the annual Faculty Perceptions of Administrators Survey; the survey closes Tuesday, 4/19 at 5pm.
- The All-Faculty Meeting is Thursday, 4/21 on Zoom; this meeting will also serve as the forum for the constitutional amendment to expand voting faculty status. Ballots will be distributed on the same day.

5. Administrative Reports:

President (Feinstein): We are excited about the numerous celebratory events on campus this Spring, culminating in commencement ceremonies. We also look forward to hosting the Faculty Senate Spring Reception after the final meeting on Monday, 5/2.

DISCUSSION: *thoughts on the new President of CU*

- In response to a question about CU's new President, Feinstein noted Todd Saliman has been instrumental in budget building and has done a lot for Colorado in supporting higher education.

Provost (Vollendorf): Searches for the HSS Dean and Vice Provost are ongoing; finalists will be visiting campus in the coming weeks. Thanks to those serving on the search committees.

DISCUSSION: *updates on faculty hiring*

- Memos have been sent to deans, and deans should be communicating to their unit leaders.
- In addition to planned hiring, we are being responsive in addressing urgent needs, such as filling sudden vacancies.

Board of Trustees (Fischer): No Report.

6. Staff Council Reports:

Classified Staff Council (Gebhardt): CSC needs additional members for next year; please encourage classified staff to join. There will be a fundraiser for Relay for Life on 5/4 that will feature pies in the face.

Professional Administrative Staff Council (Cobb): No Report.

7. Standing Committee Reports:

Academic Policies (Vaughan): We have an item under new business. We will have two catalog items coming for the meeting on 5/2: IEP enrollment status language and prior degree credit applicability. We also started discussion about creating a permanent S/U grading

option; thanks to UGC for putting together recommendations. Levin has been elected as the new chair of APC, and Benedict will be the new vice-chair.

Codification (Schuttler): We hope to finish Senate bylaws.

Elections (Kyle): Boards, Councils, & Committees election results will be sent to faculty soon.

Faculty Welfare (Senbet): The election for the next Faculty Welfare chair will occur next week.

We have started talking about proposed changes to tenure-track policies. Topics include: the possibility of multi-year contracts and the condition(s) of non-renewal.

Salary Equity (Greene): We have an item under new business. The committee voted to recommend Joan Clinefelter to serve as the former faculty trustee member next year since Fischer will be on sabbatical. Clinefelter is the most recent former faculty trustee and brings strong institutional knowledge to the position. We ask for Clinefelter to be confirmed with the other Salary Equity appointees at the Faculty Senate Retreat. Kyle has been elected as the new chair of Salary Equity.

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

9. Special Orders

- **Faculty Senate Officer elections**

- **Senate Chair:** Dawit Senbet has been nominated for the position.
- **Senate Vice Chair:** Britney Kyle has been nominated for the position.
- **Senate Secretary:** Mary Schuttler self-nominated for the position.

VOTE: The slate of nominees was approved by acclamation.

- **CETL Advisory Board, Faculty Senate representative, Corinne Wieben**

- Approved without objection.

10. Special Reports

- **Academic Covid Responsiveness Group Report** (Senbet, Vaughan): No Report.

11. Unfinished Business

12. New Business

- **Grade Replacement policy – Graduate Catalog (APC)**

- Vaughan and Wesley presented a proposal to establish a grade replacement policy for the Graduate Catalog.
- The proposed policy is meant to support students by helping them stay on track to meet their program requirements and is modeled on the undergraduate version with some differences specific to the graduate level.
- Policy highlights:
 - Grade replacement only applies to letter graded UNC graduate courses.
 - Grade replacement can only be applied once per course for a maximum of three courses and no more than nine credit hours.
 - Only letter grades of “B-” or lower are eligible for grade replacement.
 - Setting a limit of “B-” or lower will allow students to retake a course when it helps them to maintain program standards (e.g., some programs require at least a “B”).

- The most recent letter grade attained will count toward cumulative GPA, even if the most recent grade is lower than the grade being replaced.
- All occurrences of a course and all grades earned for the course are recorded on the transcript.
- Grade replacement applies only to courses taken no earlier than Fall 2022; the policy is not retroactive.

MOTION: APC – It is moved to approve the grade replacement policy for inclusion in the Graduate Catalog.

DISCUSSION:

- Courses repeated under this policy may not be eligible for financial aid, and institutional scholarship funds will not be applied to the cost of retaking credits.
 - The policy language directs students to contact Financial Aid and the Graduate School for information.
- The application deadline for the graduate level grade replacement matches that of the undergraduate level: the drop deadline of the course being repeated.
- Regarding the decision to count the most recent attempt, the policy is meant to help students who need to retake a course to meet program requirements, not just to boost their GPA.
- Withdrawals do not count toward grade replacement attempts; if a student earns a “W” or “UW” in the second attempt, they would be allowed take the course again for grade replacement.

VOTE: Approved by voice vote.

• **Summer Workload policy (FSEC) – removed**

• **Salary Pool Distribution Model (Salary Equity)**

- Greene presented Salary Equity’s recommended model for salary pool distribution based on a 3% pool.
 - Approximately 2% will be used toward flat dollar increases and shall be distributed to faculty according to rank at the following amounts:
 - Instructors/lecturers - \$1,200
 - Assistant professors - \$1,400
 - Associate professors - \$1,650
 - Full professors - \$1,750
 - The other ~1% will be used toward parity increases, with the aim of bringing as many faculty as possible to at least 88.4% of parity.
 - The committee recommends a \$10,000 cap per person for parity adjustments. (The cap will impact about 10 individuals.)
 - Any extra salary pool funds will be distributed toward parity increases.
 - If a less than 3% pool is approved by the Board, the Chair and Vice-Chair of Salary Equity will work with the Faculty Senate Executive Committee to determine an alternate plan.
 - For staff, a 3% across-the-board increase is recommended as the most

equitable salary pool distribution model.

MOTION: Salary Equity – It is moved to endorse the FY23 Salary Pool Distribution Model.

DISCUSSION:

- On average, the flat dollar amount equates to a better than 2% raise.
- The parity comparison with the peer group is based on last year's numbers; we anticipate parity numbers to be similar this year.
- The \$1500 mid-year increases were included in the data used for calculation.
- We have made good progress this year toward the goal of achieving 100% parity with the NCHEMS 51 peer group in five years.

VOTE: Approved by voice vote.

13. Comments to the Good of the Order

14. Adjournment

The meeting was adjourned at 5:01pm.

Britney Kyle
Faculty Senate Secretary

Betsy Kienitz
Recording Secretary