



UNIVERSITY OF
NORTHERN COLORADO

GENERAL MEETING OF THE FACULTY
Thursday, April 21, 2022
4:00pm | Remote Meeting - Zoom
MINUTES

Call to Order

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

Approval of the General Meeting of the Faculty Agenda

Approved without objection.

Approval of the April 22, 2021 Minutes

Approved without objection.

Announcements and Communications

Faculty Senate Chair – Levin

- Faculty Senate highlights from the 21/22 academic year:
 - Codification Committee – Mary Schuttler, chair
 - Codification crafted a resolution to update the Board Policy Manual and University Regulations to use inclusive pronouns in place of gendered pronouns.
 - Academic Policies Committee – Angela Vaughan, chair
 - APC worked on several catalog policies this year, including approving a new Leave of Absence policy and a new Grade Replacement policy to support the success of graduate students.
 - Improvements to the Posthumous Degrees policy were also approved.
 - Faculty Welfare Committee – Dawit Senbet, chair
 - FWC revised the RSCW Misconduct policy and passed policy language to clarify the distinctions between chairs and directors.
 - Along with the chair/director distinctions, they also approved amendments to voting faculty status, which would allow more unit leaders to be counted among the voting faculty. We will discuss this amendment to the Faculty Constitution later in this meeting.
 - Salary Equity Committee – David Greene, chair
 - SEC provided the Board of Trustees with a Compensation Investment Plan proposal with a goal of reaching 100% parity in five years.
 - They approved a policy to specify that the funding for promotional increases will be budgeted separately from the pay increase pool, and they provided a salary pool distribution model for 22/23 salary increases.

- Dawit Senbet has been elected as the Faculty Senate Chair for next year. I'd like to thank Dawit for stepping up to take on this responsibility.
- Thanks to everyone on Senate for all their support over the last two years during my service as chair.

Administrative Reports

President Feinstein

- Thanks to Oscar Levin for his leadership, to Faculty Senate for their work, and to everyone for their dedication to UNC. I am grateful for your contributions.
- 22/23 Salary Increases: Elevating the pay of our employees is one of my top priorities. It's important to make efforts to improve employee retention. We implemented a mid-cycle salary increase in January and anticipate a 3% pool for 22/23 salary increases. We are making good progress with increasing parity, and we are committed to reaching the goal of 100% parity with the NCHEMS peer group in the upcoming years.
- College of Osteopathic Medicine: The Senate bill to authorize UNC to offer osteopathic medical education passed unanimously. We hired our founding dean of the osteopathic medical school, Beth Longenecker, who will arrive at UNC in June. We are continuing to raise money to support the creation of the medical school and have submitted for COCA applicant status. We are hopeful to welcome our first cohort of medical students in Fall 2025.
- Strategic Planning Town Hall: We welcome all campus community members to attend the town hall on Tuesday, 4/26, to discuss and provide feedback about the next phase of *Rowing, Not Drifting 2030*.
- Commencement: The ceremonies will be held on the first weekend in May. The doctoral hooding ceremony will be Friday, 5/6. The ceremonies for bachelor's and master's degrees graduates will be Saturday, 5/7.
- Brand Audit Survey: Please fill out the survey through the link provided to the university community. We want to capture information about our brand and examine how we can better communicate and share our story moving forward.
- Provost: Lisa Vollendorf's last day at UNC will be the week after commencement. Thanks to Lisa for her tremendous contributions and support over the past year. Incoming Provost Kirsty Fleming will be joining UNC in mid-May.
- Discussion of recent changes in HSS: Concerns have been expressed about the closures of some programs and non-renewal of some faculty. We are committed to listening to concerns, answering questions, and continuing dialogue.

Provost Vollendorf

- Thanks for the privilege of getting to know and support the wonderful educational community of UNC this year.
- Students First Framework: Two taskforces were created with representation from across the university to support recruitment, admissions, retention, and graduation. This work is setting us up for success in undertaking the strategic enrollment management plan. We now have a set of university-wide and college-based graduation and retention goals as part of our Students First Framework. We also hosted our first retention summit to learn from each other about the work being done around retention and to better understand UNC's position in the regional higher education landscape.

- Data Analytics/Dashboards: We have made good progress this year in the creation dashboards to build a clearer understanding of academic data, academic programs, student success, equity, and scheduling.
- Transfer and Transition Center: The center will be established to provide meaningful contact and a site of expertise for students transferring into UNC and those returning to UNC. Additionally, we are increasing efforts to attract and retain diverse student populations by pursuing HSI status and working toward becoming a designated military-friendly university.
- Addressing Enrollment: Academic Affairs has been working to address concerns about enrollment. We are starting several working groups (e.g., statistics/data science, computer science, curricular processes, and program review) comprised of people from across campus with different expertise to provide analyses and make recommendations to the incoming provost. The goal is to improve business processes and examine areas for growth in academic programs.
- Hiring: Searches are underway for the HSS dean and the vice provost for academic resources/planning. Additionally, we have been hiring faculty in areas where we have demonstrated need and potential student demand.
- Thanks again for the opportunity to work on behalf of UNC this year.

Q&A

- Status of the Aims2UNC program
 - VP of Student Affairs Cedric Howard has taken the lead in developing that partnership. Right now, there are approximately 200 students in the Aims2UNC program. It provides a great way for students to be fully engaged with UNC while taking classes at Aims. There is opportunity to replicate similar agreements with other community colleges across Colorado. As an institution, we are working toward becoming a transfer hub in the region.
- Improvements to Dining Services
 - We recently signed a contract with Sodexo for food service. They are investing \$15 million into renovating the first floor of the University Center to provide better dining experiences for our students. Construction is going on now, and the new dining options will open in Fall 2022. Over the next three years, they'll also be investing an additional \$5 million for improvements, such as a new Starbucks at Holmes and remodeling at Tobey-Kendel. The former pie café at the Campus Commons will be turned into a grab-n-go food option for students to pick up food as they walk across campus. We are committed to offering good dining experiences for our students.

Constitutional Amendment Forum

- **Voting Faculty amendment**
 - Currently, a faculty member must have at least 0.5 FTE in instructional and/or research assignments to be considered a member of the voting faculty.
 - Under this definition, the Faculty Senate Chair and some department chairs technically would not qualify as members of the voting faculty due to having less than 0.5 FTE teaching/research because of their higher faculty service loads.
 - The voting faculty amendment revises the definition to also include faculty service (including service to Faculty Senate and chair service) in the 0.5 FTE calculation.

- The proposed clarification will ensure that faculty with higher than usual service loads are appropriately counted as members of the voting faculty.
- Amendments to the Faculty Constitution require a 2/3 majority vote of the faculty to be adopted. Upon approval by a vote of the faculty, the amendment shall be declared adopted, pending final approval by the President and the Board of Trustees.

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 4:36pm.

Oscar Levin
Chair

Betsy Kienitz
Recording Secretary