



UNIVERSITY OF  
**NORTHERN COLORADO**

GENERAL MEETING OF THE FACULTY

Monday, April 24, 2023

4:30pm | Remote Meeting - Zoom

Minutes

**Call to Order**

The meeting was called to order at 4:31pm.

**Approval of the General Meeting of the Faculty Agenda**

Faculty Senate Liberal Arts Council work to be added. Approved without objection.

**Approval of the April 21, 2022 Minutes**

Approved without objection.

**Announcements and Communications**

Faculty Senate Chair (Senbet)

- Faculty Senate highlights from the 22/23 academic year:
  - Codification Committee (Mary Schuttler, chair):
    - Codification finalized updates to the bylaws of Faculty Senate, Faculty Senate Executive Committee, Faculty Welfare Committee, Academic Policies Committee, Salary Equity Committee, Codification Committee, Faculty Grievance Committee and Faculty Perceptions of Administrators Committee.
    - They are working through Senate Action Forms to make sure they are accurately reflected in the Board Policy Manual and University Regulations.
  - Academic Policies Committee (Oscar Levin, chair):
    - APC approved eight changes in the catalog focused on student success.
    - They investigated a possible change to course scheduling blocks, recommending no changes be made at this time.
    - We are working on clarifying a process for organizing academic units inside a college, including distinction between a school and a department.
    - They are working on a proposal to modernize the teaching responsibilities for instructors in Board Policy, including the use of Canvas Learning Management System (LMS).
  - Faculty Welfare Committee (Tom Endres, chair):
    - FWC clarified language for promotion timelines.
    - They are working on language establishing rationale for tenure and articulating nature of the tenure-track process.
    - Initial work began developing a Code of Conduct for faculty, which will be used as the yardstick against which to measure suggested Sanctions Short of Dismissal.
  - Salary Equity Committee (Britney Kyle, chair):

- SEC put forth a proposal to increase promotional amounts by 25%, which will go into effect this summer.
  - New promotional amounts will be:
    - \$2500 for promotion from lecturer to senior lecturer.
    - \$3750 for promotion from assistant professor to associate professor.
    - \$6250 for promotion from associate professor to professor.
- They added language to University Regulations clarifying how parity, adjusted for years-in-rank, is calculated for each faculty member.
  - As part of this process, we adjusted the way we calculate years-in-rank for associate professors in light of peer data, which will increase salaries for associate professors.
- They created a proposal identifying how to distribute faculty salary increases with a 2%, 3%, or 4% salary pool.
- All recommendations split funds between flat rate raises by rank, which will ensure everyone gets at least a small raise in the interest of bolstering morale, and parity raises, which will ensure we make progress toward fixing systemic inequities in faculty salaries.
  - They continued to advocate for prioritization of faculty and staff salaries with the goal of moving everyone to at least 100% of parity by FY26.
- Liberal Arts Committee (Heidi Muller, chair):
  - LAC approved 12 new courses (clarified 2 for future submission).
  - They approved 15 new IS/MS course designations.
  - They processed 8 student exception requests.
  - They established Fundamentals of LAC Direct Assessment Process.
    - Implemented Colorado Commission on Higher Education Rubrics aligned with GTP Competencies.
    - Worked with Director of Assessment to build Rubrics for IS and MS designations.
    - Decided to utilize and worked with Director of Assessment and Instructional Design and Development (ID&D) in testing Canvas for assessment data collection.
    - Determined 6-year rotation for direct assessment by LAC Category.
    - Began development of a student survey to incorporate the student voice into LAC assessment.
- They piloted Direct Assessment Spring 2023 in LAC HISTORY courses and MATH 124.
- Formalized UNC's LAC classes as GTP courses.
- They completed a second round of Indirect Assessment of LAC course teaching syllabi (first round occurred 21/22).
  - Reviewed 107 syllabi.
  - Based on findings, we clarified the LAC indirect assessment process.

- Worked with University Libraries on a revitalization grant to increase Open Educational Resources (OER), and free or low-cost paths for course materials.
- Interfaced with CETL to ensure that Equity-Minded Practices syllabi suggestions are integrated with LAC-GTP requirements.
- Worked with Library and Athletics to identify LAC course for Summerbridge program.

## **Administrative Reports**

### President Feinstein

- Thank you for all of your contributions this year.
- We stay focused on keeping UNC a desirable place to work, providing four pay increases in the last two years: an example of our commitment to reaching salary parity.
- Administration charged the leadership task force with better evaluations of senior administrators this Fall.
- We hired our founding dean for the College of Osteopathic Medicine (COM) and raised over \$7million in funding for start-up costs over the next three years.
- We established an advisory board for the COM and launched a doctor to doctor fundraising campaign.
- Fall 2023 is looking like it could be one of our largest years for enrollment.
- May 5<sup>th</sup> and May 6<sup>th</sup>, our commencement series will be held.
- Jazz Fest was incredible last weekend.

### Provost Fleming

- Thank you to everyone!
- I am three weeks away from my first year anniversary at UNC and I really enjoy what I do here.
- Faculty have concerns that student evaluations are biased, so we will form a work group that looks at these policies at other institutions.
- I know there are equity issues with women and people of color doing a larger proportion of institutional service work.
- Concern about Administrative Service Centers (ASC) model, detailed process, and the recommendations made.
- I am confident when we submitted data in JAN 2024, UNC will regain Carnegie R2 designation next year.
- I approach everything with an equity lens.
  - Curriculum process, program review process, implementing annual health checks for programs to avoid surprises.

## **Q&A**

1. What is the most important Fall 2023 Faculty Senate agenda item?  
 Salary Equity Committee Chair Britney Kyle appreciates the Administration's support of moving to 100% of parity. There is still a lot of work to be done with adjunct pay increases. We will also be looking at forming a new peer group if we regain R2 designation. UNC childcare update: We will continue our work on student success, strategic enrollment, retention, increasing graduation rates. We are looking forward to a

busy semester. We've got some real momentum surrounding enrollment and College of Osteopathic Medicine work.

2. Will an advisory board be formed to address artificial intelligence?

Artificial Intelligence (AI) will only get better, so we need to learn how to embrace it. We will focus more on what AI means for different disciplines. We also should consider how we can best utilize AI?

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

#### **Adjournment**

The meeting was adjourned at 5:20pm.

Dawit Senbet  
Chair

Nina Phillips  
Recording Secretary

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