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**MINUTES FOR THE MONDAY, OCTOBER 14, 2024, FACULTY SENATE MEETING  
AT 4:00 P.M. IN UC COUNCIL ROOM**

Present: Allen, Almquist, Benedict, Castro, de la Torre, DeKrey, Dietz, Doerner, Elkins, Feinstein, Fischer, Fleming, Garrett, Greene, Iannacchione, Kyle, Landry, Larson, Leatherman, Lee, Lunaris, Newman, Paytoe Gbayee, Schuttler, Senbet, Shafie, Walder, Wieben

Zoom: Mondy, Muller, Parker, Schaberl, Trask

Absent: Brown (sabbatical), Cieminski, Kang, Leonard, Lovewell

1. Call to Order: 4:00pm
2. Approval of the October 14th, 2024, Agenda: approved
3. Approval of the September 30th, 2024, Faculty Senate Minutes (see below): approved with the change in attendance
4. Chair's Report (Kyle) – The Faculty Senate Newsletter will be sent out tomorrow at 10am. The State of the University will be tomorrow. The HLC visit is next week, October 21 and 22 - there will be 4 open forums that we encourage you and other faculty to attend. Lee will send out the schedule. Kyle met with other Faculty Senate chairs across the state regarding the Reduced Credit Degree Programs.
5. Administrative Reports
  - President** (Feinstein) – The State of the University will be held tomorrow starting with lunch at 11:30am. There are two fireside chats left this semester, the next fireside chat will be on October 24 at 5pm on the College of Osteopathic Medicine building design. The second fireside chat will be on October 29 at 10am on organizational updates. The HLC accreditation visit is next week
  - Provost** (Fleming) – The data on this week's HLC quiz did not reflect current data. The provost's office is preparing for the State of the University. The Board of Trustees retreat is this week where conversations for the retreat include the strategic plan and strategic enrollment plan. In addition to HLC accreditation, the accreditation for the School of Music will also take place next week.
  - Dean's Representative** (Doerner) – No report
  - Board of Trustees** (Fischer) – Board of Trustee retreat on Friday, will have report after.
6. Staff Council Reports:
  - Classified Staff Council** (Mondy) – At the next meeting the Classified Staff Council will be voting to ratify amendment to bylaws.
  - Professional Administrative Staff Council** (Castro) – No report

7. Standing Committee Reports:

**Academic Policies** (Newman) – Academic Policies passed the revision to the policy granting undergraduate students limited access to canvas for grading purposes, that will be moving to Codification next. This will allow students to grade anonymously with a rubric. You are encouraged to consult with other faculty about this.

**Codification** (Schuttler) – Codification reviewed the Adopted Rules of Procedure, PEC bylaws, and UGC bylaws

**Elections** (Newman) – Elections are complete and there were a few overlapping write-in candidates. We reached out asking if they are willing to serve on committees that remain empty. The results will be sent this week.

**Faculty Welfare** (DeKrey) – Faculty Welfare met last week and completed items of business regarding Board Policy updates. The first subcommittee meeting was held last Thursday where they discussed faculty titles. HR will be meeting with Faculty Welfare next week.

**Salary Equity** (Senbet) – Item under new business

8. Student Government Association Report (Walder) – The first legislative meeting was held two weeks ago. Walder introduced a funny proposal that led to an efficient conversation. SGA will be meeting tonight in CC2300.

9. Special Orders

- Committee appointments
  - Constitutional Review Authority
    - PVA (2024 – 2028) – Brian Hapcic
    - EBS (2024 – 2029) – Michelle Athanasiou
  - VOTE: Appointments approved by unanimous vote

10. Special Reports

11. Unfinished Business

12. New Business

- Adopted Rules of Procedure
  - i. DISCUSSION:
    1. Dietz wants to make a point that Faculty Senate follows Roberts Rules meaning that any member of the senate has that right to make a motion.
      - a. Kyle will make the change and bring to next meeting
- Reduced Credit Degree Programs
  - i. HLC is considering Reduced Credit Degrees, Provost Fleming had academic leadership team ask questions and over the summer Nancy Matchett found some answers to those questions. This FAQ serves as an information piece to help guide conversations
  - ii. DISCUSSION:
    1. Kyle stated that reducing credit poses an existential threat to higher education. Those electives are essential for intellectual growth, and assuming student outcomes remain the same over three years is

problematic. This reduced degree won't be equivalent to a bachelor's degree and should not be called a bachelor's.

- a. Kyle met with other Faculty Senate Chairs across the state and there was unanimous agreement that the reduced degree should not be called a bachelor's degree.
  - b. A letter will be drafted for the Colorado Commission on Higher Education expressing the concerns of the reduced Credit Degree. The letter will be shared with Faculty Senates for endorsement.
    - i. The purpose of the letter is not to reject the 3-year degree but to propose that it be called something other than a bachelor's degree.
    - ii. Garrett shared that mentioning the teacher shortage and nursing shortage is important to include in the letter
    - iii. It was raised that we must be careful with the language of this letter.
2. The benefits of the 3-year degree include reduced cost and time to completion; however, it may also lead to a decrease in enrollment.
  3. Newman suggests thinking of this as a 2+1 instead of 4-1, it will be a step further than an associate degree but not equivalent to a bachelor's degree. We must be strategic and innovative with how to approach it as a 2+1 instead of 4-1.
  4. Colorado is in a unique situation because we have statutes that currently don't allow this, so the statutes will need to be changed.
  5. Garrett stated that many students are already coming in with 30 credits, which will make their degree 2 years.
  6. Angie Paccione is concerned about this as well, she is not in favor of reducing credits and but reducing time to degree (more concurrent enrollment in high school).
  7. Landry mentioned that UNC is accepting students with 3-year bachelor's from different countries, so how does that differ?
    - a. The education system is completely different in other countries. As Provost Fleming added the British system is a 13+3 not 12+4 like America.
  8. There will be some programs that will not be able to participate in such as nursing and teaching.
    - a. Programs forced to have a 4-year degree will be put at a dis-advantage because students will gravitate towards programs that can be completed in less time, resulting in few nurses and fewer teachers
  9. Another concern addressed was the flexibility students have
    - a. Senbet stated that there will be programs that absolutely can't do it and some programs that can do it. However, prospective students must know what program they wish to go into at the start of college. Most students don't know what they want to do within the first two years of college which creates very little wiggle room.

- i. Fischer included that in the history department students can graduate with 92 degrees but that means taking multiple 300-level courses in the third year which he does not recommend, it will be too much for students and they will be burnt out.
      - b. Lunaris also mentioned that students won't have the opportunity to change majors and with this we are sending the message of "don't go to college unless you know what you want."
  - 10. The impact on graduate school
    - a. Students that are 1<sup>st</sup>-generation or low income may opt for this but are limited in the case they want a master's degree causing the work force to whiten.
    - b. Adopting a three-year degree will impact students who may consider graduate school towards the end of their undergraduate degree.
      - i. As Walder mentioned he is currently in his senior year and was not thinking about graduate school or thought he was ready during his third year.
    - c. There are graduate programs that only accept 4-year degrees, students with a 3-year would automatically be declined because they do not meet the requirements.
      - i. Walder raised his concern of acceptance from other institutions based on the application.
  - 11. Both Doerner and Newman brought up that community colleges will most likely embrace a 3-year model, potentially undermining the traditional 4-year institution and a backup plan will be helpful.
  - 12. Other points to consider
    - a. The trend from other states and universities
    - b. The pressure we may encounter and having a strategy to defend this.
      - i. This is a topic President Feinstein can share with the legislative lobbyist
    - c. The possibility of including data from students that received a 3-year degree.
  - 13. Receiving student input will be very beneficial and Kyle is willing to speak with the Student Government Association (SGA)
    - a. President Feinstein add that the Governor is more likely to listen to students over faculty. They influence decisions like this.
    - b. SGA can serve as the student voice
  - 14. On another note, Provost Fleming stated that this implementation will be important because this can increase options for students
- Compensation Outcome Report (Senbet)
    - i. DISCUSSION:
      - 1. Elkins asked, what commitment does the university have to reaching parity based on our peers?

- i. It is challenging to keep up with other universities and resources are limited.
2. Provost Fleming included extra funding was found last year to raise faculty salaries and reach a parity floor of 92%. They are working on a process of implementing consistency across divisions.
3. President Feinstein addressed that it is difficult to chase what other institutions are doing and difficult to pay faculty since faculty at UNC have been poorly paid for decades. The administration is facing challenges with the commitment made before the pandemic.
4. Dawit would like to know directions on where to go next so that the Salary Equity Committee can make a recommendation in the best interests of the faculty.
5. Iannacchione asked if Dale would be willing to attend a Faculty Senate meeting and have a conversation
6. Kyle stated that this data is not current data so it could be confusing to faculty, so we should post it on the Faculty Senate Website, and then once AY 25 data is received, a statement addressing AY 23 and AY 24 will be included to lessen confusion.
7. Due to time, approval of AY 23 and AY 24 will be relayed until the next Faculty Senate meeting.

13. Comments to the Good of the Order –

The UNC drag show is on Thursday in the UC ballroom! Please look at the compensation data and come back with questions!

Adjournment –5:31pm