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**MINUTES FOR THE MONDAY, OCTOBER 28, 2024, FACULTY SENATE MEETING**  
**AT 4:00 P.M. IN UC COUNCIL ROOM**

Present: Allen, Almquist, Benedict, Cieminski, de la Torre (Schaberl), DeKrey, Dietz, Doerner, Dong Saul, Feinstein, Fischer, Fleming, Garrett, Greene, Iannacchione, Kang, Kyle, Landry, Larson, Leatherman, Leonard, Lovewell, Muller, Newman, Paytoe Gbayee, Schuttler, Senbet, Shafie, Walder, Wieben

Zoom: Castro (Huff), Lunaris, Mondy, Parker, Schaberl

Absent: Brown (Sabbatical), Elkins, Gershwin, Lee, Trask

1. Call to Order: 4:00PM
2. Approval of the October 28th, 2024, Agenda: approved without objection
3. Approval of the October 14th, 2024, Faculty Senate Minutes (see below): approved without objection.
4. Chair's Report (Kyle) – Welcome Sam Dong Saul the new Performing and Visual Arts (PVA) senator! We are receiving positive feedback about the Faculty Senate newsletter. The organizational update fireside chat will be tomorrow (10/29) at 10am in Centennial Hall.
5. Administrative Reports
  - President** (Feinstein) – Thank you to everyone who attended State of the University address. The Board of Trustees (BOT) held a retreat in Denver, Fischer will cover the report. The HLC accreditation was held last week, and it was a remarkable visit. An open house was held for the neighborhood community informing them about the College of Osteopathic Medicine (COM) building, displaying 3D models.
  - Provost** (Fleming) – Having Kim Black lead the HLC preparation was very helpful, contributing to a very positive visit from the HLC team. The PVA accreditation visit also went well, with the HLC accreditation team noting how much they enjoyed their time with PVA. The Academic Innovation and Revitalization Fund is open for proposals, with submissions due by November 18.
  - Dean's Representative** (Doerner) – No report
  - Board of Trustees** (Fischer) – Fischer would like to remind everyone that the Board of Trustees (BOT) meeting agendas and minutes are available on the university website. The retreat was held in Denver with all trustees and cabinet present. The retreat started with a financial update. A deficit is projected for FY24 (last year), attributed to several factors, this deficit does not affect FY25 forecasts or beyond. Efforts are underway to improve retention and persistence rates as well. The Salary Equity Committee (SEC) issue of the increase in the gap between staff and faculty compensation was addressed, the trustees expressed interest in this item and may be a possible business item at the December BOT meeting. This fall achieved the highest fall-to-fall retention rate on

record with increases in dual enrollment as well. Trustee Jordan suggested a stronger focus on securing grants, particularly for Hispanic-Serving Institution (HSI) initiatives and increasing faculty diversity. As part of organizational structure changes, the cultural centers will be moved to Student Affairs and a search is underway for a new Vice President of Student Affairs and the Chief Diversity Officer. There was discussion regarding the alignment between the foundation and the university, expressing concerns that the foundation has not been fully aligned with the university's direction. Trustees discussed strategies for setting recruitment goals and positioning UNC distinctly in the market. They also expressed concern over the proposed 90-degree bachelor's programs.

6. Staff Council Reports:

**Classified Staff Council** (Mondy) – The Classified Staff Council (CSC) will be voting on changing their bylaws to condense committees. The CSC will be hosting the annual Spooktacular on Thursday from 3pm-5pm in Columbine. Mondy will send Kyle a detailed flyer about their King Soopers fundraising opportunity.

**Professional Administrative Staff Council** (Castro) – Thank you president for hosting us at the football game! With CSC the Spooktacular will be on Thursday.

7. Standing Committee Reports:

**Academic Policies** (Newman) – Academic Policies are working on a policy about undergraduate graders that will be brought to the next Faculty Senate meeting. Discussions around micro-credentials continue and Newman is drafting a charge to establish a cross-college committee that will assist in items related to micro-credentials, The charge will be reviewed at the next meeting. Discussion on a 4-day finals exam week continues.

**Codification** (Schuttler) – Codification reviewed the Academic Policies Committee Undergraduate Grader policy and continues to work on reducing seats on Boards, Committees, and Councils (BCC). An email will be sent to BCC chairs to determine if they need to be reduced.

**Elections** (Newman) – No report

**Faculty Welfare** (DeKrey) – Faculty Welfare met with Robert Hepperle from HR about benefits. Faculty Welfare Committee (FWC) is looking to add items regarding benefits to the next newsletter. FWC will be meeting next week to continue reviewing faculty evaluation policies. The next FWC COM subcommittee meeting is tomorrow, they will be finalizing policies and begin looking at the COM Faculty handbook.

**Salary Equity** (Senbet) – Salary Equity has an item under unfinished business. Discussions on adjusting the years-in-rank for full professor has begun, currently the median years-in-rank (YIR) for professors is set at 10 years. An analysis of UNC data from the past eight years shows that the years in rank for full professors range from 5 to 9 years, with a median of 6.5 years and the mean of 8 years. Based on these findings, there is a proposal to lower the YIR requirement from 10 years to 7. A 3% salary increase is proposed to maintain the current parity level of 92.5% for full professors, which would require approximately \$441,000. Provost Fleming indicated that this may need to wait until after the compensation analysis that will be done this year by a consulting firm.

8. Student Government Association Report (Walder) – The Student Government Association (SGA) is conducting a university-wide poll to gauge student interest in the proposed three-year bachelor's degree program and to inform students on how to submit issues for the ballot. SGA is meeting today at 5:30 pm in CC 2300. The SGA has decided to abstain from voting

on the Reduced Credit Degree Program until more data is available and plan to post a statement outlining their stance on their website for transparency.

#### 9. Special Orders

- Call for faculty representatives for the following boards and committees: An email will be sent to faculty for the call for faculty representatives.
  - Student Government Association faculty advisor
  - CRAB (Campus Recreation Advisory Board) faculty advisor (monthly meeting TBD) – **Scott Douglas**
  - UCAB (University Center Advisory Board) faculty advisor (monthly meeting TBD) – **Keeley Hynes**
  - Sustainability Council needs two faculty representatives (18-month term, 2–4 hour time commitment per week)
  - Vice Provost for Enrollment Management and Dean of Undergraduate Studies Search Committee needs four faculty representatives.
  - MCB Dean Search needs four faculty representatives
    - This search committee will also have a faculty chair appointed by Kirsty
    - Most, if not all, should be MCB faculty, and MCB senators will be able to weigh in on this before appointments are made

#### 10. Special Reports

#### 11. Unfinished Business

- Adopted Rules of Procedure – skipped due to lack of time. This will be discussed at the next meeting
- Reduced Credit Degree Programs Letter
  - i. This letter will come from multiple institutions and those institutions have provided feedback on the letter.
    1. Kyle is looking to submit this letter by Thanksgiving.
    2. Other Faculty Senate Executive Committees have already approved the draft and will bring to their respective senates.
    3. Other institutions are drafting their own letters regarding the reduced credit degrees.
  - ii. Should we vote to have a second reading or vote on this now?
    1. PEC would like more time to review the letter. However, it was noted that teaching would not be part of the reduced credit degree.
  - iii. MOTION: DeKrey motions to endorse the Reduced Credit Degree Letter, seconded by Landry.
  - iv. DISCUSSION:
    1. In response to the request from PEC, it was noted that there are several alternative approaches for addressing the teaching component.
    2. Is there urgency in submitting the letter?
      - a. Kyle met with the lobbyist, and it appears the Colorado Department of Higher Education (CDHE) will be passing the Reduced Credit Degree in the future.
  - v. VOTE: 18 in favor (aye), 1 against (nay), 4 – abstained

1. Motion passed and the Faculty Senate will endorse the Reduced Credit Degree Letter.
- Compensation outcomes reports – Delayed until next meeting because we ran out of time.

12. New Business

13. Comments to the Good of the Order –  
Shout out to the faculty during the HLC visit!  
Adjournment – 5:29pm