



#638

**MINUTES FOR THE MONDAY, NOVEMBER 11, 2024, FACULTY SENATE
MEETING AT 4:00 P.M. IN UC COUNCIL ROOM**

Present: Allen, Almquist, Benedict, Castro, Cieminski, de la Torre, DeKrey, Dietz, Doerner, Dong Saul, Feinstein, Fischer, Fleming, Gershwin, Greene, Iannacchione, Kang, Kyle, Landry, Larson, Leatherman, Leonard, Lovewell, Lunar, Muller, Newman, Schuttler, Senbet, Shafie, Walder, Wieben

Zoom: Elkins, Garrett, Lee, Mondy, Parker, Schaberl, Trask

Absent: Brown (Sabbatical), Paytoe Gbayee

1. Call to Order: 4:02
2. Approval of the November 11th, 2024, Agenda:
 - Amend to remove review of the Codification policy
3. Approval of the October 28th, 2024, Faculty Senate Minutes:
 - Approved
4. Chair's Report (Kyle) –
 - Welcome Tracy representing EBS
 - Any changes you want to board policy manual, with BOT approval in Dec, we need to vote on next meeting.
 - Homebuying class
 - King Soopers Community Rewards
 - At Dec. meeting, Kyle will give joint presentation with Dale about faculty and staff salaries
 - Working with colleagues to reenact a Faculty Student Support Task Force, support Dreamers Scholarships, Know Your Rights presentations, etc. Please send Kyle an email if you'd like to be included.
5. Administrative Reports
 - President** (Feinstein) –
 - Don't have a lot to report, Gov is recommending \$12.1m vs. \$140m towards higher education last year. Meeting with CFOs to strategize, \$638m state shortfall. Last year he started with \$34m but last year did not deficit. Speaking at SGA tonight.
 - Walder: please repeat numbers
 - Senbet: what are other colleges saying
 - AF: analysis of core costs to keep the same status, 3% salary increase for faculty, come up with a number and then create a menu. If we get X then we do not increase tuition, but if we only get Y (less), then we will have a tuition increase.
 - De la Torre: updates on med school construction
 - AF: meeting about 3 hours per week, modeled how building will look, finishing

classrooms inside, interior finishes. Can bring models to senate. Doing a max price build, builders are supposed to build within spec.

Provost (Fleming) –

Innovation awards are due Monday. Trying some things to increase professional development for faculty. EAB is a leadership program Dawit Senbet and Milan Larson participated in, and Harmony Newman is recent nominee. Provost's office will sponsor chairs to go to chair leadership, four nominees, three accepted. AASCU leadership program - Britney Kyle is currently participating. Testing these different professional development programs out to determine which are worthwhile and will then start doing open calls across the university. Trying to improve the professional development/leadership opportunities for faculty.

Dean's Representative (Doerner) –

Deans looking at chair compensation models. Misunderstanding last time, hoping there's more commonalities this time.

Fleming: the previous model was too simplistic based only on FTE. Asked the Deans for recommendation for what other factors should be included in evaluating pay of chairs and directors. Deans misunderstood that the stipend was up for negotiation. Idea is to consider more than just full-time faculty FTE.

Board of Trustees (Fischer) – No report

6. Staff Council Reports:

Classified Staff Council (Mondy) –

Haven't met. Nothing to report.

Professional Administrative Staff Council (Castro) –

Nothing to report.

7. Standing Committee Reports:

Academic Policies (Newman) –

Worked on Curriculum Standards and will bring something to Senate next time

Codification (Schuttler) –

Worked on membership of the Senate

Elections (Newman) –

Nominations for search committees and other committees (these will be appointed today)

Faculty Welfare (DeKrey) –

Proposals from COM subcommittee, some editing, awaiting feedback from the Provost's office, hoping something will land at Faculty Senate at next meeting. Continuing to work on faculty evaluations.

Salary Equity (Senbet) –

Item under unfinished business, widening gap between staff and faculty, hopefully will bring something soon.

8. Student Government Association Report (Walder) –

Nothing to report

9. Special Orders

• Appointments

- New Senators: Tracy Gershwin (APC) and Sam Dong Saul (Salary Equity)
- Sustainability council: Chelsie Romulo and Charlie Lunaris
- MCB Dean Search: Philipp Schaberl, Vish Iyer, Moe Manshad, Cris de la Torre
- Moved to approve, seconded, no opposed

- Need more volunteers, no SGA Faculty Rep (Lauryn Benedict)
- Vice Provost Search: have two nominees, need more, Mary Schuttler and Tracy Gershwin; considering putting Britney Kyle on committee, would put 4 different colleges
- Put forward: Britney Kyle, Mary Schuttler, Tracy Gershwin, Ramesh Kumar Muralimanohar
- Moved to approve, no opposed

10. Special Reports

11. Unfinished Business

- Adopted Rules of Procedure
 - i. Dietz: is there a motion on the floor to approve the adopted rules of process
 - ii. Moved to approve, seconded, discussion: there are two considerable problems with a sentence, move for substitution.
 - iii. "Any member of the Senate may introduce a motion on any topic at any time subject only to the restrictions stated in *Robert's Rules of Order*."
 - iv. Kyle accepts friendly amendment, Schuttler seconded
 - v. All approve, no opposed
- Compensation outcomes reports
 - i. Senbet: went back and forth with HR to develop new categories that includes equity, compression inversion, etc. There is a 3% increase for everyone and then there are additional increases for some (e.g., compression). Pg. 14 for administrative staff, professional administration, finance, total increase becomes 55.6%. Pg. 15 administrative division, 22.3% increase. Added them up, about \$850,000, but does not account for changes in FTE. There is also a decrease to \$255,000 resulting in \$610,000 difference.
 - ii. Benedict: will some people's salary be decreased?
 - iii. Fleming: No one's salary is being decreased, they can contact Jordan to see what is happening. Could be that some people had a sign on change (more senior person replaced with a more junior person).
 - iv. Senbet: removed anyone who is 0-1 years in the position.
 - v. Kyle: This is not what people are being paid right now, it's what they were paid last year
 - vi. Leatherman: are the salaries of the staff under the purview of the faculty
 - vii. Kyle: no, we can make recommendations that can be followed or not
 - viii. Fischer: this is not an approval of salaries, but approval of the reports
 - ix. Fleming: faculty does have influence over this, there are a number of different ways. The staff turnover was much higher during pandemic than faculty; make sure that faculty were being considered in the equity effort in February, looking at the different ways people are compensated to make sure there's equity and consistent across groups. It is what led to the additional increase faculty received
 - x. Kyle: we saw these data in January and kept asking HR. Administration has cut discretionary staff pay increases, they have been looking at that more closely, are looking at policies to be more consistent. There are

persistent differences between staff and faculty, I hope we can continue this work.

- xi. De la Torre: can we get a trend line for how faculty and staff salaries have changed over time
- xii. Senbet: yes, we can do that, in a document there are tables, trend lines, it is coming in the next meeting or after
- xiii. Fleming: There are two different questions there, total amount of compensation that has changed and how much individuals' salary has gone up by X over 5 years.
- xiv. Senbet: and as a percent of personnel expenditures, etc.
- xv. Leatherman: What do you recommend we should do?
- xvi. Senbet: two options: 1) we can invite someone from HR or CFO and ask why these look as they look or 2) take it as is.
- xvii. Fleming: this is going to be presented at the BOT meeting
- xxviii. Fischer: it's been almost 3 years going back and forth with HR to get most real numbers. We can accept these as as close as possible?
- xix. Feinstein: are we asking that these are inaccurate or something else?
- xx. Kyle: tried to make these data as accurate as possible, time to accept or reject these as the data
- xxi. Feinstein: Can't we just ask HR and they answer us? What do they say?
- xxii. Kyle: they don't really answer
- xxiii. Feinstein: what is the purpose of defining where every dollar goes, why every person received a raise
- xxiv. Senbet: when looking at faculty vs. staff raises, we typically have the 3% pool, divide in half, either base increase or parity. When we look at staff side, everyone gets 3% and then there is this other category that gets a raise and there is no counterpart to faculty
- xxv. Fleming: Yes, there is that category for faculty, like counter offers, and the additional money that went into the pool over 3%. We have listened and understood and are responding to it.
- xxvi. Landry: if we were to invite a guest, the numbers aren't going to change, and the guest might or might not know the answers
- xxvii. Benedict: better to move on, put in cover letter that this is what is provided to Faculty Senate
- xxviii. Fleming: Jordan did audit of the plan to make sure people are in the right CIP code which will hopefully improve this whole process.
- xxix. Kyle: there have been differences in the way we compensate faculty and staff, some of these will continue based on prioritization of fund distribution, but we have parity funds. Faculty then don't have flags with equity reviews because we've already used pool and staff are likely to be caught with ripple effects.
- xxx. Move to accept: DeKrey, Landry seconded
- xxxi. Discussion: Benedict asks that we include a note on the cover page
- xxxii. All in favor, no opposed

12. New Business

13. Comments to the Good of the Order –

Landry: Two faculty are on grammy nominated music projects
Adjournment –
5:11