



#639

**MINUTES FOR THE MONDAY, NOVEMBER 25, 2024, FACULTY SENATE  
MEETING AT 4:00 P.M. IN UC COUNCIL ROOM**

Present: Almquist, Benedict, Cieminski, DeKrey, Dietz, Doerner, Elkins, Fischer, Fleming, Garrett, Greene, Kyle, Landry, Larson, Leatherman, Paytoe Gbayee, Senbet, Shafie, Wieben

Zoom: Allen, Castro (Audry), de la Torre (Schaberl), Gershwin, Iannacchione, Kang, Lee, Lunaris, Parker, Schaberl, Trask,

Absent: Brown (sabbatical), Dong Saul, Feinstein, Leonard, Lovewell, Mondy, Muller, Newman, Schuttler, Walder

Guest: Kamel Haddad

1. Call to Order: 4:01pm
2. Approval of the November 25th, 2024, Agenda: approved without objections
3. Approval of the November 11th, 2024, Faculty Senate Minutes: approved with the change of the title
4. Chair's Report (Kyle) – Update regarding the reduced-credit degree letter – the letter has received endorsement from all four-year institutions in Colorado except CSU, who wrote their own statement that says similar things to our letter, and CU Anschutz who will write a letter with a graduate school focused lens. The letter was sent out last Friday. Kyle had a conversation with Rep. Jen Bacon and will be giving a brief presentation next Monday at the CCHE meeting. Kyle is requesting updates from the committee chairs for Board of Trustees (BOT) by the next Faculty Senate meeting. It would be best to send the next newsletter out in January, that way the Faculty Perceptions of Administrators Committee (FPAC) can announce their survey. If there is anyone interested in volunteering for the Faculty spotlight for the newsletter, let Kyle know. Faculty and staff have reconstituted the faculty-led student support task force, which may be changing the name to the “Students and Community First Task Force,” to explore ways to better support students and the broader community through various initiatives. They are drafting a letter of support for members of the campus community and are asking for endorsements from Faculty Senate and other governing bodies. The letter will be brought to the next meeting.
5. Administrative Reports
  - President** (Feinstein) – The holiday party invite has been sent out. It will be on Thursday, December 5<sup>th</sup> at 3:30pm – 5:30pm in the Campus Commons.
  - Provost** (Fleming) – Last week the CO DOE was on campus for the teacher reauthorization visit, they are recommending full reauthorization. The charge for the Monfort College of Business search and the Vice Provost for Enrollment Management and Dean of Undergraduate Studies Search Committee search will begin on Dec 9. There were concerns about the potential impact of the election, acknowledging that it represents a significant change. We anticipate changes at the federal level that may affect higher

education. While we should prepare for these changes, it is advisable to wait and observe before acting.

**Dean's Representative** (Doerner) – No report

**Board of Trustees** (Fischer) – There are upcoming Board of Trustees (BOT) meetings – Finance & Audit Meeting on 12/12 and BOT on 12/13.

6. Staff Council Reports:

**Classified Staff Council** (Mondy) – No report

**Professional Administrative Staff Council** (Castro) – No report

7. Standing Committee Reports:

**Academic Policies** (Benedict) – The Academic Policies Committee discussed the low GPA policy for graduate school, proposing to notify students after 6 credits instead of 9 credits. The committee will continue discussing the charge for the micro-credential committee.

**Codification** (Schuttler) – Codification reviewed two policies from Faculty Welfare.

**Elections** (Newman) – No report

**Faculty Welfare** (DeKrey) – Faculty Welfare has two policies under new business (academic title proposal and affiliate faculty proposal) and will continue reviewing faculty evaluation policies.

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

8. Student Government Association Report (Walder) – Due to issues with Qualtrics that are currently affecting departments across the University, the survey regarding the Three-Year Bachelor's Degree and the topic of Fall Break will be postponed until the Spring 2025 semester.

9. Special Orders

10. Special Reports

11. Unfinished Business

12. New Business

- Board Policy Manual Updates (DeKrey/Welfare Committee)
  - 2-3-305 Academic Titles
    - MOTION: Adopt the changes to board policy that are outlined.
    - DISCUSSION:
      - These are specific titles in units that are needed for special cases.
      - Fleming – it's not the label that determines compensation but rank and discipline. There was an assumption that biomedical faculty were going to be full time and other won't be.
      - Benedict – What is the difference between rank and title?
        - Most faculty only have ranks and you can use any label you want.
    - VOTE: unanimously approved by voice vote
  - 2-3-304(1) Affiliate Faculty
    - MOTION: Adopt the changes to board policy outlined.

- AMENDMENT: including “CAO or designee” in third sentence of the first paragraph.
  - DISCUSSION:
    - Fleming – This is an area where inconsistencies need to be addressed, particularly when two faculty members are performing the same tasks but are being compensated differently. This will need to be reviewed in the future to keep consistency.
  - VOTE: unanimously approved by voice vote
- Resolution on Budgetary Realignment (Senbet/Salary Equity Committee)
  - DISCUSSION:
    - Landry - What’s the definition of staff?
      - This includes all staff, although compensation to classified staff is out of our control, exempt staff and faculty compensation should try to be matched.
    - Fleming – Research has been separated from instruction and can be a variable to explain the decline and gap.
    - Benedict – Does this include the College of Osteopathic Medicine (COM) staff?
      - The data excludes anything related to COM and the COM is budget neutral.
    - Garrett – What happened in 2022?
      - Kyle - There were market forces and turnover after COVID across the university.
      - Fleming – There are many factors to the gap. Support had to be hired, and several positions needed to be filled
    - Fleming – For people on campus at the time pools have changed and on average the amount has gone up for those that stayed here.
    - Fischer – It is important to keep the big picture in mind – FTE in faculty and students decrease and faculty are doing more with less.
    - Benedict – Appreciates tables. In Tables 2 she is concerned about the number of people.
      - Fleming – The table shows the number of positions filled not the number of people. The numbers may be alarming but are just part of the picture.
    - Fischer – With students decreasing those staff positions seem to increase.
    - Elkins – Why does a 30% decrease in faculty and students not warrant a corresponding decrease in administration?
    - Fleming – The data does not show the amount of admin and UNC is not admin heavy.
    - Benedict: can you share the data?
    - Senbet: At the end of the day the results are the same.
    - Kyle will share data
      - They believe they are making decisions they consider beneficial, but their priorities differ from those of the faculty.

- DeKrey – Are there any legislative mandates that may impact what we see?
  - Senbet: That is possible, state and federal mandates mostly affect staff more than faculty.
- Fischer – Think about your own unit, do we all have the right people in the right places?
  - In his unit they do not and were told they can't fill or get those people.
  - The same logic has not been seen across campus
- Fleming – CDE was impressed that faculty in EBS have a position that would usually be filled by four. Many places we have faculty complain about fewer staff members and received feedback that faculty is concerned about how these discussions can hinder the hiring of their faculty.
- Elkins – Language that has been set up from policy can be seen that it is apparent that Andy has favored certain groups
  - Fleming – That is not fair. Everyone was underpaid before Andy, there were significant changes since the start, and he has made commitments that he has seen through.
- Kyle – Priorities need to be examined, along with budget realities.
- Benedict – Table 1 shows all staff has declined as well. We are losing staff at lower level where admin is gaining.
- Kamal – He is concerned about ensuring that roles are appropriately aligned with staff and faculty. Certain adjustments occur naturally, while others do not. Adjusting for faculty counts makes sense when student numbers decline, and it is reasonable for faculty numbers to decrease proportionally. However, if it seems more appropriate, it may be necessary to specify where these adjustments should occur. The enrollment decline can be due to the changing climate, which requires specific responses, such as improving recruitment efforts and exploring new areas. This situation necessitates relying on roles that faculty members do not typically take on. From his perspective, to remain competitive in recruitment, it is essential to address these challenges, as failing to do so will limit the college's ability to achieve success in attracting and retaining students.
- Elkins – Where are recruitment efforts categorized?
  - In student services, which has also declined
- Landry – Appreciates what Andy has done. The thing of concern is the ASC model is not working for us.
- Paytoe Gbayee – If part of this resolution directly addresses resources and the alignment of our mission, we are examining how resources are being allocated. What work is being done in mission alignment? What actions are being done?
- Landry – What is the cause of the 16%?
  - You can look at per FTE, faculty increased by 12%, staff increased by 24%.

- Lee – What is the standard or base of administration determination?
- Fleming – This is more challenging to address with non-faculty positions, as the comparisons are more difficult to get and less precise. She does not view this as a controversial issue and feels it is not worth debating. The administration will review the matter and provide a response.
- Fischer – SEC does not believe that administration is out to get faculty. We think faculty as a whole need to see this and respond in a way they want, and the BOT should also see this and give their input.
- The resolution can be shared with faculty widely.
- Website redesign discussion (Landry)

13. Comments to the Good of the Order –

- Congratulations to Greg on the birth of his grandchild!
- Happy Thanksgiving!

Adjournment – 5:33pm