



UNIVERSITY OF  
**NORTHERN**  
**COLORADO**

#592

**AGENDA FOR THE MONDAY, NOVEMBER 8, 2021 FACULTY SENATE MEETING**  
**AT 4:00 P.M. IN UC COUNCIL ROOM**

1. Call to Order
2. Approval of the November 8, 2021 Agenda
3. Approval of the October 25, 2021 Faculty Senate Minutes (See below)
4. Chair's Report
5. Administrative Reports: President, Provost, Board of Trustees
6. Staff Council Reports: Classified Staff Council, Professional Administrative Staff Council
7. Standing Committee Reports: Academic Policies, Codification, Elections, Faculty Welfare, Salary Equity
8. Student Senate Report
9. Special Orders
10. Special Reports
  - Academic Covid Responsiveness Group Report (Senbet, Vaughan)
11. Unfinished Business
12. New Business
13. Comments to the Good of the Order
14. Adjournment

**MINUTES FOR THE MONDAY, OCTOBER 25, 2021 FACULTY SENATE MEETING**  
**AT 4:00 P.M. IN THE UC COUNCIL ROOM**

**Present:** Applegate, Athanasiou, Benedict, Brewer, Brown, Charley, Cobb, Dietz, Doerner (Johnson), Endres, Feinstein, Fischer, Franklin, Gebhardt, Greene, Harraf (de la Torre), Johnson, Kyle, Levin, Maxey, Murza, Pullen, Schaberl (Lightfoot), Schuttler, Senbet, Sileo, Stody, Vaughan, Vollendorf, Wieben, Wiegand, Williams, Wood, Yu, Zaghlawan

**Absent:** Benavidez, Blatt, Fulks, Kraver

**Guest:** Parks

1. Call to Order  
The meeting was called to order at 4:02pm.
2. Approval of the October 25, 2021 Agenda  
Approved without objection.
3. Approval of the October 11, 2021 Faculty Senate Minutes  
Approved without objection.

#### 4. Chair's Report (Levin)

- The recent Senate Actions for promotional increases and inclusive pronoun usage were both approved by the President. The action pertaining to inclusive pronouns will go to the BOT for their approval.
- The ad for the Provost search has been finalized; the search is now live.
- Welcome to our new CSC representative, Mark Gebhardt.

#### 5. Administrative Reports:

**President (Feinstein):** Faculty and staff appreciation tailgate and football game is Saturday, 11/6.

The Colorado vaccine bus is here; it is quick and free to receive boosters and flu shots.

On Thursday, 11/4, we are holding a townhall to discuss the findings of the osteopathic medical school feasibility study; all are invited to attend.

**Provost (Vollendorf):** We invited chairs/directors to a breakfast, as an opportunity to bring us all together to think about how to focus our time/resources, how to serve students, and how to support faculty and staff. We invited untenured faculty to a reception with academic leaders to promote their sense of community and make connections on campus. We are examining staffing issues across campus and how to improve staffing support where it is needed. In August we put five new staff positions out to the colleges to provide better structural support within the colleges.

#### DISCUSSION:

- Charley brought up student concerns about accommodations/support in classes for those who have tested positive for Covid.
  - Perhaps more targeted messaging is needed to remind students, faculty, and staff about existing processes in place.
  - Flexibility is helpful, but there are also instances where students may not be able to accomplish the learning objectives or complete course requirements.
  - Communication between students and their professors is crucial.

**Board of Trustees (Fischer):** No Report.

#### 6. Staff Council Reports:

**Classified Staff Council (Gebhardt):** We are fundraising for scholarships and helping run concession stands at UNC football games. We are seeking volunteers to deliver unused food from Holmes to a local shelter. We are seeking more classified employees to join CSC.

**Professional Administrative Staff Council (Cobb):** PASC and CSC are holding a costume and story contest for faculty and staff. The deadline for entry is November 1<sup>st</sup>.

#### 7. Standing Committee Reports:

**Academic Policies (Vaughan):** We have two items under new business, and we are also working on a leave of absence policy from the Graduate School.

**Codification (Schuttler):** We worked on items from APC and Faculty Welfare.

**Elections (Kyle):** No Report.

**Faculty Welfare (Senbet):** We will review Codification's recommendations for the RSCW Misconduct policy next week. We had continuing conversation about sanctions short of dismissal; Satriana will begin drafting a policy. We started discussion about

chairs/directors, examining differences between the roles and considering how to update policy.

**Salary Equity (Greene):** We have an item under unfinished business.

8. Student Senate Report (Benavidez): No Report.

9. Special Orders

10. Special Reports

- **Academic Covid Responsiveness Group Report (Senbet, Vaughan)**

- Today we discussed the situation in Teacher Education of mentor teachers who work in K-12 schools and either receive a stipend (paid as independent contractors) or earn continuing education credit. Their work is not on campus, so they may be exempt from UNC's vaccination requirement.

11. Unfinished Business

- **Compensation investment plan**

- Greene presented a revised draft from the Salary Equity committee incorporating feedback from the last Faculty Senate meeting.
  - The Colorado Competitors section and the turnover data have been removed.
  - Professional staff salary data will be added once it's available from HR.
- The committee is asking a vote of endorsement to present the plan to the BOT as an information item.
  - Endorsement does not tie us to any specific action.
  - We want to discuss the need for compensation investment with the BOT, so they have that in mind as they consider the budget.

DISCUSSION:

- Check the accuracy of the percentage in the sentence: UNC faculty and staff are paid 17% below the national average (i.e., among peer institutions, NCHEMS-51).
- New faculty sample salaries: Although some new faculty hires are starting with competitive salaries, many faculty members (both new hires and long-time faculty) earn less than 60k.
- Include recommended mortgage calculations for the sample salaries to illustrate the difference between what people can afford on their salary and actual local home prices.
- When referencing the inflation rate, use the specific year instead of saying "current".

MOTION: Salary Equity – It is moved to endorse the Compensation Investment Plan with the suggested changes.

VOTE: Approved by voice vote.

12. New Business

- **GPA – catalog language update**

- Vaughan presented updates to the Grade Point Average catalog language to explicitly state that cumulative GPA is calculated using the credit hours and quality points of all institutional coursework within the same degree level, Undergraduate (UG) or Graduate (GR).
  - UG and GR each have their own section as some policy references are applicable only to the UG level.
- Background: A student who graduated from UNC with a bachelor's degree in 2012 has returned and is pursuing a 2<sup>nd</sup> bachelor's degree. The student wanted a fresh UNC GPA. However, GPA at a given level (UG or GR) is calculated cumulatively across time.

MOTION: APC – It is moved to approve the Grade Point Average catalog language updates as presented.

VOTE: Approved by voice vote.

- **Posthumous Degree – catalog language update**

- Vaughan presented an update to the Posthumous Degrees catalog language to specify that the Registrar will withdraw the student from all “unfinished” registered coursework.
- Background: The current posthumous degree policy indicates the Registrar will withdraw the student from all registered course work. A student passed away this semester and had already completed a one credit course. As the course is completed and has a posted grade, they don't want to withdraw the student.

MOTION: APC – It is moved to approve the revisions to the Posthumous Degrees catalog language as presented.

VOTE: Approved by voice vote.

- Vollendorf asked about elements of the Posthumous Degrees policy overall and whether the process can be clarified.
- APC will examine the full policy.

13. Comments to the Good of the Order

- University 101 Research Nights will be coming up in mid-November. Students will be presenting their projects as research posters. Faculty are invited to participate and serve as judges. Please email Angela Vaughan if you are interested in being a judge.
- The Colorado vaccination bus is here on campus; walk-ups are welcome.

14. Adjournment

The meeting was adjourned at 4:57pm.

Britney Kyle  
Faculty Senate Secretary

Betsy Kienitz  
Recording Secretary