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**MINUTES FOR THE MONDAY, DECEMBER 9, 2024, FACULTY SENATE MEETING**  
**AT 4:00 P.M. IN UC COUNCIL ROOM**

Present: Almquist, Benedict, Castro, Cieminski, de la Torre, DeKrey, Dietz, Doerner, Dong Saul, Elkins, Feinstein, Fleming, Garrett, Gershwin, Greene, Iannacchione, Kang, Kyle, Larson, Leatherman, Lunaris, Leonard, Lovewell, Newman, Paytoe Gbayee, Schuttler, Senbet, Shafie

Zoom: Fischer, Landry, Lee, Mondy, Schaberl, Trask

Absent: Allen, Brown (sabbatical), Muller, Parker

1. Call to Order: 4:00pm
2. Approval of the December 9, 2024, Agenda: approved without changes
3. Approval of the November 25th, 2024, Faculty Senate Minutes (see below): approved without changes
4. \_\_\_\_\_ (Kyle)

5.

**Professional Administrative Staff Council** (Castro) The Professional Administrative Staff Council decided how grants and scholarships are rewarded. More will be determined in the spring. The end of year celebration will be held in Holmes Dining Hall on Wednesday.

7. Standing Committee Reports:

**Academic Policies** (Newman) Academic Policies approved the charge for micro credentials ad-hoc committee that will be advertised soon. It will be sent to Faculty Senate before implementation.

**Codification** (Schuttler) Codification continues to review bylaws.

**Elections** (Newman) No report

**Faculty Welfare** (DeKrey) Faculty Welfare continues to review faculty evaluation policy which will roll over into next semester. The proposals for the Academic Titles Policy and Affiliate Title Policy have been approved by the administration and will be a business item for the BOT meeting.

**Salary Equity** (Senbet) Item under unfinished business

8. Student Government Association Report (Walder) No report

9. Special Orders



- Garrett T
- Benedict Agrees with all concerns but

from FY20 through FY24, \$14.2 million has been committed to compensation increases. Additionally, he said that in FY25, the university is providing about \$1.7M or a 5.7% increase to faculty salaries.

President Feinstein then spoke to a concern that had been shared that a reason why the budget for faculty salaries has decreased while the budget for staff salaries has increased is that staff have had, in addition to the across-the-board increases, access to increases that are not also available to faculty. He noted several contributing factors, including, for example, that staff salaries have been subject to a number of federal and state mandates. He also noted that there have been changes within the university, for

entire group of employees from having their salaries counted among faculty to being counted among staff.

President Feinstein concluded by identifying three actions to which he is committed. First, he said that, as part of a commitment to a robust and transparent compensation philosophy and methodology, there will be more oversight and coordination at the Cabinet level regarding off-cycle increases. He added that efforts are underway to develop process documents that will guide decisions to help ensure practices are equitable and applied consistently across divisions. These will be completed by the end of the spring semester. Second, he affirmed his commitment to pro@0.00000912 tt alsonet levelz

- Demonstrate and support students who may feel vulnerable due to elections and new administration
- MOTION: Motion to approve and be endorsed by Faculty Senate.
- VOTE: Motion passes with 23 in favor and 1 abstention.

Website redesign discussion (Landry)

13. Comments to the Good of the Order

Adjournment 5:35pm