



#632

**MINUTES FOR THE MONDAY, APRIL 29, 2024, FACULTY SENATE MEETING AT
4:00 P.M. IN UC COUNCIL ROOM**

Present: Almquist, Benedict, Berg, Brown, Cieminski, de la Torre, DeKrey, Dietz, Doerner, Engstrom, Feinstein, Fleming, Garrett, Greene, Kyle, Landry, Larson, Leatherman, Levin, Lovewell, Newman, Schaberl, Senbet, Shafie, Sileo, Stutler, Williams

Zoom: Allen, Iannacchione, Lee, Muller, Parker, Shafie, Vaughan, Wiegand (Markowski)

Absent: Cobb, Klocker, Leonard, Mondy

Guest: Fischer, Hepperle, Matchett, Seymour

1. Call to Order: 4:02 pm
2. Approval of the April 29, 2024, Agenda: approved without objection
3. Approval of the April 15, 2024, Faculty Senate Minutes (See below): approved without objection
4. Chair's Report (Senbet) – Thank you and congratulations to Andy and UNC on the milestone achievement of our College of Osteopathic Medicine!
5. Administrative Reports
 - President** (Feinstein) – Governor Polis will sign College of Osteopathic Medicine (COM) one Wednesday, 05/01/24. A design competition is underway for the new COM building. Commencement is on Friday 05/03 and Saturday 05/04. There is a small protest on campus expressing solidarity with Palestine in the McKee breezeway, will go through Sunday, 05/05. Thank you to Faculty Senate for all the work this year.
 - Provost** (Fleming) – Chelsie Romulo and Harmony Newman have been invited to a White House Summit on STEM education. The M. Lucille Harrison Award was last awarded in 2019 and has been brought back this year. The committee received 5 recommendations for review. The committee recommended 2 recipients that will receive a \$8000 monetary award each, which goes to Fritz Fischer and Dana Landry.
 - Dean's Representative** (Doerner) – no report
 - Board of Trustees** (Vaughan) – Board of Trustees meeting on May 3rd
6. Staff Council Reports:
 - Classified Staff Council** (Mondy) – no report
 - Professional Administrative Staff Council** (Cobb/Stutler) – no report
7. Standing Committee Reports:
 - Academic Policies** (Levin) – The Academic Policies Committee has an item under new business.

Codification (Berg) – Codification reviewed the Tenure Track policy. Mary Shuttler is elected as the next Codification chair.

Elections (Sileo) – No report. Appointments will be announced.

Faculty Welfare (Brown) – Faculty Welfare Committee has an item under new business; Greg DeKrey is elected as the next chair of the Faculty Welfare Committee.

Salary Equity (Kyle) – Salary Equity has items under new business. Dawit Senbet is elected as the next chair and Eric Applegate is elected as the next Vice Chair of the Salary Equity Committee.

8. Student Government Association Report (Klocker) –

9. Special Orders

- Faculty Boards, Councils, and Committees Appointments –

Academic Appeals Board (2023-2024) (1-year term) FIVE positions - faculty-at-large

- Heather Pendleton-Helm, EBS
- Sara Mannello, NHS
- David Staton, HSS
- Erin Moser, NHS
- Robert Powers, NHS

Academic Technology Advisory Group (2024-2025) (1-year term) ONE position - Senator preferred

- Vacant (try Fall appointment)

Assessment Council (2024-2027) (3-year term) ONE position - Senator preferred

- Stephanie Ward, UL

Campus Recreation Advisory Board (2024-2025) (1-year term) ONE position - faculty-at-large

- Scott Douglas, NHS

CETL Advisory Board (2024-2025) (1-year term) ONE position - faculty-at-large

- Marc C. Santos

Constitutional Review Authority (2024-2029) (5-year term) ONE position - EBS tenured professor

- Vacant (try Fall appointment)

Constitutional Review Authority (2024-2029) (5-year term) ONE position - PVA tenured professor

- Vacant (try Fall appointment)

Constitutional Review Authority (2024-2029) (5-year term) ONE position - NHS tenured professor

- Vacant (try Fall appointment)

Faculty Grievance Committee (2024-2026) (2-year term) One position - faculty-at-large

- Darcy Copeland, NHS

Faculty Grievance Committee (2024-2027) (3-year term) FOUR positions - faculty-at-large

- Michael I. Cohen, EBS
- Erin Noelliste, HSS
- Sandy Bowen, EBS
- Dawit Senbet, HSS

Faculty Perceptions of Administrators Committee (2024-2026) (2-year term) ONE position - PVA faculty

- Mark Fetkewicz, PVA

Faculty Perceptions of Administrators Committee (2024-2026) (2-year term) ONE position - NHS faculty

- Vacant (try Fall appointment) Asked Oscar to find his replacement.

Faculty Perceptions of Administrators Committee (2024-2026) (2-year term) ONE position - MCB faculty

- Martin Michael, MCB

Faculty Research & Publications Board (2024-2025) (1-year term) ONE position - faculty-at-large

- Richard Bownas, HSS

Faculty Senate Scholarship (2024-2027) (3-year term) ONE position - faculty-at-large

- Lauryn Benedict, NHS

Information Technology Committee (2024-2025) (1-year term) ONE position - faculty-at-large

- Hammad Mazhar, NHS

M. Lucille Harrison Award Committee (2024-2028) (4-year term) ONE position - Senator preferred

- Kyle Ward, HSS

Professional Administrative Staff Council (2024-2025) (1-year term) ONE position - faculty-at-large

- Keeley Hynes, EBS

University Center Advisory Board (2024-2025) (1-year term) ONE position - faculty-at-large

- Keeley Hynes, EBS

Strategic Enrollment Management Steering Committee (2024-2025) (1-year term) ONE position - faculty-at-large

- Jonathan Alcantar, HSS

Substance Use & Abuse Committee (2024-2025) (1-year term) ONE position - faculty-at-large

- Erin Moser, NHS

Interpersonal Violence Prevention & Response Committee (2024-2025) (1-year term) ONE position - faculty-at-large

- Lisa Nichols, HSS

Equity In Mental Health Committee (2024-2025) (1-year term) ONE position - faculty-at-large

- Heather Pendleton-Helm, EBS

- **Appointments approved unanimously**

10. Special Reports

11. Unfinished Business

12. New Business

- Faculty Distinguished Career Service Award: Nominee Stan Luger (Faculty Senate Executive Committee)
 - i. There have been 6 Faculty Distinguished Career Service Award in the last twenty years, the last was awarded to Dick Dietz.
 - ii. DISCUSSION:
 1. Stan Luger was devoted to UNC and spent numerous hours at this university. He really cared about the university and its faculty
 2. He always brought a moderate amount of opinion.
 3. He is the reason Levin was Senate chair and is a tremendous mentor to both Levin and Senbet.
 4. This is the highest level of award given by the Faculty Senate.
 - iii. MOTION: Award Stan Luger with the Faculty Distinguished Career Service Award.
 - iv. VOTE: Approved unanimously
- Tenure Track Policy (Brown) –
 - i. DISCUSSION:
 1. Part b – Tenure Track contract clock – “approved leave”; “amended contract may be issued if needed to fulfill the probation period”
 - a. Friendly amendment accepted
 2. Is this format used across other institutions?
 - a. We use a system that works best for us while modeling other institutions.
 3. Is there an evaluation after the 1st year with a two-year contract?
 - a. Yes, the current practice is that tenure-track faculty are evaluated annually until the pre-tenure comprehensive review.
 - ii. MOTION: In favor of the proposal.
 - iii. VOTE: Approved unanimously
- Salary Equity Committee Resolution (Kyle)
 - i. Worked with admin to receive more than 3% for pool; bringing everyone to 89% before the 3% pool is applied; 5.4% increase; Salary Equity Committee made recommendations on how to distribute; recommends splitting 3% with flat rate raises by rank, will bring everyone to a floor of about 92.5%; 75% of faculty will receive a parity raise
 - ii. DISCUSSION:
 1. There are employees who won’t be able to keep up with inflation if we prioritize parity.
 2. The bylaws and mandate of the Salary Equity Committee isto prioritize parity and equity.
 3. It is understandable that those individuals with already high percentage of parity level will not see a higher raise than those at the lower level of parity until we bring everyone to 100% parity with our peer institutions. . However, the faculty members with salaries above the university's current parity level are already better off than their colleagues. To ensure equity, the Salary Equity Committee is working hard to bring everyone to a minimum of

100% of the median salary of our peer institutions before considering other distribution models.

4. This is a philosophical approach that guides the Salary Equity Committee; inflation can be considered after parity is reached.
 - 5.
 6. It is moved to approve recommendations by Salary Equity Committee and seconded.
- iii. MOTION: To accept the Salary Equity Committee Resolution Recommendations.
 - iv. VOTE: Motion passes with 1 nay and remaining aye
- FY23 and FY24 Compensation Outcomes Report (Kyle)
 - i. DISCUSSION:
 1. Report not yet available
 2. Requested data by position, not ready for distribution
 3. Faculty Senate Executive Committee will continue to work with HR this summer to prepare the report. The report will be posted on the Senate website.
 4. It was suggested to release CUPA data and provide information on how to determine median and percentage of parity.
 - ii. MOTION: Authorize FSEC to work on the report
 - iii. VOTE: Approved unanimously
 - Curriculum Process Policy (Levin)
 - i. MOTION: Motion to approve changes.
 - ii. VOTE: Approved unanimously

13. Comments to the Good of the Order –

- Recognition of departing Senators (Senbet)
 - Oscar Levin
 - Nick Pullen (Tyler Engstrom)
 - Stephanie Wiegand
 - Nancy Sileo
- Recognition of Faculty Chair (Kyle)

14. Adjournment – 5:35

Lee-Aloha Amor
Faculty Governance Coordinator

Nancy Sileo
Faculty Senate Secretary