

**MINUTES FOR MONDAY OCTOBER 21, 2024, FACULTY SENATE EXECUTIVE
COMMITTEE MEETING AT 4:00 P.M. IN CC 2200**

Present: Almquist, DeKrey, Doerner, Fischer, Fleming, Kyle, Landry, Newman, Schuttler,
Senbet

Absent: Feinstein

Call to Order: 4:03pm

Approval of the Agenda: Approved with the change to location

Approval of the Minutes from October 7, 2024: approved without objection

Announcements

Chair's Report (Kyle) – Encourage to attend HLC open forums tomorrow

Senate Committee Reports

Academic Policies (Newman) – The Academic Policies Committee (APC) continues to make progress on curriculum thresholds on majors. The policy on undergraduate (UG) graders has been sent to codification for review. Newman met with IM&T about the policy, student graders will be able to have limited access and ensure anonymous grading. APC continues to have discussions about badges.

Codification (Schuttler) – Codification will be looking at the Undergraduate grader policy sent by APC and reviewing reducing faculty committee seats.

Elections (Newman) – The Fall 2024 elections are complete, and winners were notified.

Faculty Welfare (DeKrey) – The Faculty Welfare Committee (FWC) will be meeting with Robert Hepperle from HR. He will be sharing a report on benefits. The goal is to see where we're at and see where we are going with employee benefits. Email DeKrey with any questions about benefits. FWC will continue to work on faculty evaluations, more specifically divisions and joint faculty appointments. The FWC subcommittee met a couple weeks ago and DeKrey is waiting for any comments/feedback from the committee on a policy sent from Sanjeev.

Salary Equity (Senbet) – The Salary Equity Committee (SEC) started work on the years-in-rank adjustments for full professors. The current median is set at 10 year and the SEC is looking to change that to 7 years. There's no data about years-in-rank from peers but there is data from UNC that dates back 8 years. After some calculation about \$441,000 will be needed to keep faculty at the current parity of 92.5%. Provost Fleming indicated that before we move forward on this, they plan to do a compensation analysis from a consulting firm.

Standing Reports

Board of Trustees (Fischer) – The Board of Trustees (BOT) had a retreat on Friday which was split into four presentations. The first included an update on the College of Osteopathic Medicine (COM), a brief discussion on building housing or a hotel around the COM, and a forecast for the academic year 2024, which showed a positive outlook. Fischer brought up the issues around staff versus faculty salary, board members expressed interest in this item and had some concerns. This may be a potential item of business for the December 12-13 BOT meeting. The enrollment data was generally positive, with a decrease in transfer students but a new high in fall-to-fall retention and an increase in graduate students. There was discussion around the strategic plan. Trustee Jordan requested for more aggressive efforts in diversifying faculty and securing grants.

Structural changes were noted, such as moving cultural centers under student affairs. The long-standing issue with the UNC Foundation's misalignment with university goals was also addressed, with plans for restructuring. Additionally, there was a discussion on strategic enrollment and a presentation from university advancement.

President (Feinstein) – President Feinstein apologizes he couldn't make it today; he is in Denver meeting with other university presidents. He wants to thank those who attended the state of university address.

Provost (Fleming) – The call for the innovation awards has been sent out and are due November 18. Provost Fleming is working on a draft of the restructuring of student affairs. The provost office is currently working on five other documents as well, which include the hiring process for faculty and staff, compensation for faculty and staff, and identifying CIP codes.

Dean's Representative (Doerner) – The deans met with Robert from HR to discuss several concerns, one of which focused on the delays in receiving salary analyses. It was suggested that the deans' internal HR team take over the responsibility of conducting these analyses to improve the hiring process.

Unfinished Business

New Business

Reduced credit hour degree program letter

- Kyle will be meeting with the UNC lobbyist and President Feinstein is very much on board on the topic of not calling a three-year degree a bachelors. Kyle met with the Student Government Association (SGA) and received a mix of opinions – it was unanimously agreed that it should not be called a bachelor's degree, however the SGA senator will abstain from the vote and wants to survey the student body on this topic. There are concerns about the language of the survey and how it can mislead students, it was suggested to have Sonya get in touch with the SGA to assist in the survey.
- Can we find a graph similar to the one in the letter for Colorado?
 - Kyle will look more into it
- Is the graph necessary?
 - Keeping the graph will be more powerful
- The word “deception” should be replaced with “misrepresentation”
- Will the 19th century reference resonate with people?
 - Remove the first sentence and start paragraph with “College is designed to be”
- It was suggested when brought to Faculty Senate they should avoid excessive wordsmithing, as the Faculty Senate Executive Committee (FSEC) has been doing. Instead, they should focus on addressing the major items at hand.
- Kyle suggests reviewing the letter and sending her any feedback by Monday and encouraged the other faculty senate chairs at other universities to reach out to their student associations
 - This letter may be brought to the Faculty Senate

Comments to the Good of the Order

Thank you for submitting the committee reports for the newsletter! There were a lot of positive responses to the newsletter.

Adjournment 5:31pm