



#610

**MINUTES FOR THE MONDAY, JANUARY 30, 2023 FACULTY SENATE MEETING  
AT 4:00 P.M. IN UC COUNCIL ROOM**

**Present in Person:** Allen, Almquist, Athanasiou, Benedict, Cieminski, Darschewski, Dietz, Endres, Feinstein, Fleming (Matchett), Garrett, Gebhardt, Greene, Haddad, Iannacchione, Kyle, Leonard, Levin, Mahovsky, McMahan, Pettorino, Pullen, Schuttler, Yu, Senbet, Sileo, Welsh, Wieben, Wood, Zukiewicz

**Present via Zoom:** Brown C., Cobb, Lee, Parker, Schaberl, Sileo, Vaughan, Wiegand

**Absent:** Applegate (Landry), Brown J., Charley, Muller

**Guests:** Jeri-Ann Lyons, Stephanie Torrez, Pete Lien, Dr. Cedric Howard, Johnny Armijo II

1. Call to Order

The meeting was called to order at 4:02pm.

2. Approval of the January 30, 2023 Agenda

Approved without objection.

3. Approval of the January 17, 2023 Faculty Senate Minutes (See below)

Approved without objection.

4. Chair's Report (Senbet): No Report.

5. Administrative Reports:

**President** (Feinstein): The President's review process is coming up in the next few weeks. Hosting Pizza with President tomorrow @ 4pm and Student Senate this Wednesdays to discuss Bylaws.

**Provost** (Proxy: Matchett): None.

**Board of Trustees** (Vaughan): February 9<sup>th</sup>, 2023, Finance and February 10<sup>th</sup>, 2023, Board of Trustees meetings still stand. I will have more to share after these meetings.

6. Staff Council Reports:

**Classified Staff Council** (Gebhardt): Tom Jones is the new representative for the Waste Not program.

**Professional Administrative Staff Council** (Cobb): I will forward Facilities Comprehensive Plan and Town Hall meetings email to Nina so she can share with Faculty Senate members.

7. Standing Committee Reports:

**Academic Policies** (Levin): We have one item under new business today, and we are still working on graduate course 799.

**Codification** (Schuttler): We are working on documents for Faculty Welfare and Academic

Policies committees.

**Elections** (Schuttler): We are waiting for an updated voting faculty list from human resources.

**Faculty Welfare** (Endres): We are working on sanctions short of dismissal and we have one item under new business.

**Salary Equity** (Kyle): We are working on years and rank, how we calculate parity, and possibly shifting median length of employment from five to three years for associate professors. We continue working on our multi-year compensation plan.

8. Student Senate Report (Pettorino): Approved new Student Senate constitution, going to Board of Trustees. Revise/review Bylaws.

9. Special Orders: None.

#### 10. Special Reports

- **Strategic Enrollment Management (SEM) plan** (Jeri-Ann Lyons, Stephanie Torrez and Pete Lien):

- Enrollment does not just include new, freshman students, but also graduate students, non-traditional students and non-degree seeking students.
- Enrollment information has been presented to UNC's Cabinet and Board of Trustees.
- SEM Steering Committee members list shared.
- Student recruitment and retention subcommittees, task forces, final reports, etc.
- Enrollment goal of 12,000 students by 2029-2030 (includes graduates and undergraduates)
- We also have FTE information broken down by resident, non-resident, out of state, international, full time, part time, etc.
- Goal to grow our class sizes while also growing NFT (New First Time) students to 1300 enrolled for Fall 2023, 1500 enrolled for Fall 2025, 1700 enrolled for Fall 2027 and 1800 enrolled for Fall 2029.
- Goal to increase housing occupancy to 72% by Fall 2029.
- Undergraduate student retention targets: 75% retention for Fall-to-Fall 2023, 77% retention for Fall 2025, 79% retention for Fall 2027, 80% retention for Fall 2029; 80% being our ultimate goal.
- In regard to improving Fall to Fall retention on a college and program level:
  - Question from College of Education: What about programs struggling due to low staffing? Jeri Ann Lyons is addressing these issues on a case-by-case basis.
- Reviewed SEM plan goals including increasing enrollment, non-degree seeking students, for-credit enrollment, advancing equitable access, increasing positive experiences for students, advancing academic quality and career readiness to foster lifelong success of UNC students.
- Discussed how sustaining UNC's distinctive, inclusive identity helps enhance philanthropic opportunities and foster relationships outside UNC.
- Keep UNC financially manageable for students through multiple mechanisms, i.e., niche scholarly programs, etc.
- How do these goals align with other goals of UNC?

- UNC campus group ensures all plans are aligned.
- SEM also ensures UNC's master plan process is followed.
- Dashboard (to track multiple project timelines) is currently in development.
- Measurements of Success discussed (Key Enrollment Indicators).
- List of SEM Action Items is currently under development.

- **University Ombudsperson services (Johnny Armijo II):**

- Since I started as Ombuds here in June 2022, I have already seen over 200 visitors (mix of faculty, staff and students).
- On the UNC Ombudsperson webpage there is a unco.edu/ombuds email link to my calendar so you can schedule with me easily, anonymously or not.
- You can also schedule a phone call first, and then schedule a longer visit.
- I am offering more evening hours now since this seems to work better for students.
- My meetings are confidential, except if person is suicidal or physically threatening, then I am obligated to get them assistance.
- UNC's Ombudsperson is independent, and not a part of human resources.
- I must maintain impartiality as an Ombuds; I am informal, and I specialize in conflict resolution.
- Coming to an Ombuds is totally voluntary, in any context.
- The biggest compliment to me is when I can provide a "safe space" where a person can just be heard and not be told what to do.
- I am looking to expand workshop opportunities, building trust on teams, enhancing teamwork abilities and conflict resolution, etc.
- I am a current member of IAO (International Ombuds Association) and Cal Caucus (California Caucus of College and University Ombuds) and a member of the local Ombuds Professional group.

11. Unfinished Business

12. New Business

- **S/U Grading Option policy with impact statement from the Registrar's Office (Academic Policies) (Levin):**

- The policy came back from Undergraduate Council.
- We recommend adopting the S/U Grading option, allowing up to 15 credits total and a maximum of 6 credits per semester.
- The process will be the professor generates a letter grade and then S/U is reported on student's transcript.

DISCUSSION:

- Why fifteen credits? What are other institutions doing? Internet research was done while discussing and it was found some colleges also allow up to 18 credits.
- How does this effect Latin Honors? We do not know yet.

- Are there real or perceived GPA's impacts? Yes, S/U will definitely impact GPA's.
- A later deadline allows for more flexibility in case student decides they like it.
- Taking 15 credits as S/U seems to be more than just exploring a different topic.
- Student Senate reps said when discussed last year, there was general support for S/U Grading option, but College of Natural and Health Sciences (NHS) may have an issue with it.
- Challenges (Registrar's Office impact statement) involved in actually implementing S/U Grading option due to need of staff. Resource need is about \$20,000 to initial cost and \$35,000 ongoing annual cost.
- Do the negatives outweigh the positives? Some aired their concern that the reasoning is wrong.

MOTION: Approve policy and send Senate Action form to President Andy.

VOTE: Yeas: 13 in person + 5 on Zoom = 18 total yeas.

Nays: 3 total.

The above motion passes.

- **Time Guidelines policy (Faculty Welfare) (Endres):**

- Faculty Senate has already voted to approve this policy, but Provost's office requested clarification on lengths of time of faculty contracts.
- Faculty Welfare created a preamble at the beginning of the document.
- This version reduces time of eligibility for promotion from Lecturer to Senior Lecturer from six to four years. This change makes it consistent with other ranks (equity across the board). That means they are eligible to apply in their fifth year instead of seventh year.

DISCUSSION:

- Minimum requirements for eligibility need clarification (Section 2-3-302).
- Why are instructors "*regardless of rank*" and lecturers are "*in rank*?"
- Because if lecturers earn a higher degree and are qualified to move to the next level, the time they served as lecturer will still count towards eligibility (regardless of the rank).

MOTION: Approve above clarifications.

VOTE: Approved by unanimous voice vote.

13. Comments to the Good of the Order:

Reminder to please take Facilities Comprehensive plan survey by February 1<sup>st</sup> 2023.

14. Adjournment:

The meeting was adjourned at 5:27pm.

Mary Schuttler  
Faculty Senate Secretary

Nina Phillips  
Recording Secretary