Below are the minutes of the April 21, 2014 Faculty Senate meeting. The next meeting will be Monday, May 5, 2014 at 4:00 p.m. in the UC Council Room with the following agenda:
*There will be a Senate Reception immediately following the May 5th meeting.*

**AGENDA FOR THE MAY 5, 2014 SENATE MEETING**
1. Call to Order
2. Approval of the Agenda
3. Approval of the April 21, 2014 minutes
4. Chair’s Report
5. Administrative Reports
6. Professional Administrative Staff Council, Classified Staff Council Reports
7. Reports of Standing Committees
8. Special Reports
   - Faculty Perceptions of Administrators 2014 Report
9. Special Orders
   - Appointments to Faculty Boards, Councils, Committees
10. Unfinished Business
11. New Business
   - Academic Policies Committee Motion: Academic Appeals Procedure Language Addition
   - Faculty Welfare Committee Motions: Biennial Review
12. Comments to the Good of the Order
13. Adjournment-RECEPTION

**MINUTES OF THE APRIL 21, 2014 SENATE MEETING**

Absenent member(s) with alternate: Berg (Wagner-Heaston).
Absent members(s): Bovaird-Abbo, Burgett, Daehnke, Erskine, Fisher, McCorkle, Schaffer, Straw, Thompson.
Guest(s): Bentz, Smith.

**Call to Order**

The meeting was called to order at 4:00 p.m.

**Approval of the Agenda/Approval of the April 7, 2014 minutes**

The agenda was approved without objection.

The April 7, 2014 minutes were approved unanimously.

**Chair’s Report**

Schuttler thanked those who attended the All-Faculty meeting.

**Administrative Reports**

President’s Office (Reynolds for Norton): No report.

**Academic Affairs/Provost’s Report (Wacker)**

Senator de la Torre outlined AAUP salary information, noting UNC salary comparisons. Luger noted that the information is also in the Salary Equity Committee Report on the 2013 Compensation. Provost Wacker answered questions about the compensation identity outline and the distribution of dollars for salary increases. Additional discussion items included enrollment projections/targets and enrollment diversity goals.
Board of Trustees (Iyer): No report.
PASC (Kallsen): No report.
CSC (Wheeler)
  The Council is currently reviewing scholarship applications.

**Standing Committee Reports**

**Academic Policies Committee** (Landeira)
  The Committee continues discussion on the 65/35 policy, class scheduling alternatives, course credit
  acceptance policies, and catalog revision verification.

**Codification Committee** (Dietz): No report.

**Elections Committee** (Merrill)
  The deadline for voting (Spring 2014 Faculty Boards, Councils, Committees) is Wednesday, April 23rd at
  5:00 p.m. The results will be announced by Friday.

**Faculty Welfare Committee** (Temkin)
  The Committee did not meet on April 16, but will continue discussion of the biennial review proposal at the
  April 30th meeting.

**Salary Equity Committee** (Luger)
  The Committee will present two motions under New Business today.

**Student Senate** (Eastin)
  Elections are complete, and there was a 70% increase in voter turnout. Eastin will serve as the Student
  Senate President for the 2014-2015 academic year. The opinion poll showed that students are heavily in
  favor of a “Safe Ride” program at UNC.

**Special Report(s)**

**Special Order(s)**

**Second Call for Nominations**: Faculty Senate Chair, Vice Chair, Secretary

*Senate Chair*: Schuttler opened up the floor for additional nominations for Faculty Senate Chair. There
  were no additional nominations. Nominations were closed.
  Jack Temkin was elected Chair for the 2014-2015 academic year by acclamation.

*Vice Chair*: Schuttler opened up the floor for additional nominations for Faculty Senate Vice Chair. There
  were no additional nominations. Nominations were closed.
  Joy Landeira was elected Vice Chair for the 2014-2015 academic year by acclamation.

*Secretary*: Schuttler opened up the floor for additional nominations for Faculty Senate Secretary. There
  were no additional nominations. Nominations were closed.
  Alison Merrill was elected Secretary for the 2014-2015 academic year by acclamation.

**Appointments to Faculty Boards, Councils, Committees** (BOAC, Faculty Welfare)

  Schuttler asked if anyone was interested in serving as the faculty representative on the Board of Athletic
  Control, and noted that Norm Peercy has volunteered for reappointment. There were no additional
  volunteers. Schuttler reappointed Norm Peercy to the Board of Athletic Control (14-17). Schuttler also
  appointed herself to serve on the Faculty Welfare Committee (14-15). The appointments were
  acknowledged by the Faculty Senate. An email will be distributed to new and returning Senators asking for
  volunteers to fill the additional appointment vacancies on the remaining boards, councils, committees and
  subsequently to the general faculty.

**Unfinished Business**

**New Business**

**Salary Equity Committee Resolution: Salary Distribution Model**

Luger outlined parity information from the Salary Equity Committee report on the 2013 Compensation
Distribution Report, and the rationale for the proposed resolution for distribution models outlining the
projected 3% salary increase pool for 2014 compensation.

*RESOLUTION*: The Salary Equity Committee recommends the following market based distribution
model(s) for the 2014 compensation (3% salary increase pool).
**DISCUSSION:** Luger outlined the parity projections and noted that the most likely model would be #2 (85-90% parity). Additional discussion items included clarification of “maintenance of effort”, receiving a “meets expectations” or above on evaluation to qualify for compensation, calculation of parity (average), and distribution of additional funds (Provost Discretion, Compression). Landeira outlined concerns voiced by some of her constituents: compensation to include cost of living increase and include merit increases to recognize outstanding work. Luger outlined the budget process and noted that the Salary Equity Committee agreed that the model(s) outlined were transparent and fair and 3% is the model recommended, but is not the limit.

**VOTE:** The Senate members voted in favor of the resolution 17-3, 1 abstention.

**Salary Equity Committee Motion: Course Overload Compensation (UR)**

Luger outlined rationale for an amendment proposal to clarify overload compensation rates and to assure that compensation is equal throughout the University for course overloads per credit hour. Luger also noted that the rate can be easily amended within the University Regulations if there is a change.

**MOTION:** The Salary Equity Committee recommends approval of the following language addition to the University Regulations to clarify course overload compensation rates.

3-3-701(2) Overload Pay Rate. The pay rate for all courses taught as an overload will be 1545.00 per credit, including those taught for Extended Studies.

**DISCUSSION:** Senate members discussed whether or not a college can exceed the 1,545.00 per credit hour rate, summer and interim session compensation, and whether or not “academic year” should be used in the language proposal.

**VOTE:** The motion passed unanimously.

**Salary Equity Committee Motion: Course Overload Compensation (BPM)**

**MOTION:** The Salary Equity Committee recommends approval of the following language addition to the Board Policy Manual to clarify course overload compensation rates.

2-3-401 (3) Workload Assignments.

(b) Overloads. Each full-time faculty member or exempt administrator who is meeting all contractual responsibilities in areas including administration, teaching, advising, service and scholarship/creative activities may teach for supplemental pay one overload course of up to five credit hours per semester for resident instruction or extended studies. An overload

<table>
<thead>
<tr>
<th>3% Pool Models</th>
<th>3% Pool</th>
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<tbody>
<tr>
<td><strong>Model 1 (&gt;90%)</strong></td>
<td>3% Pool</td>
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<tr>
<td>Promotions</td>
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<tr>
<td>Total After Promo's</td>
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<tr>
<td>Compression</td>
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<tr>
<td>MOE</td>
<td>60% $500,541 1.5%</td>
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<tr>
<td>Parity</td>
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<tr>
<td>Provost Discretion</td>
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<tr>
<td>Total Distribution</td>
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<tr>
<td><strong>Model 2 (85-90%)</strong></td>
<td>3% Pool</td>
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<tr>
<td>Promotions</td>
<td>$150,000</td>
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<tr>
<td>Compression</td>
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<tr>
<td>MOE</td>
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<tr>
<td>Parity</td>
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<td>Provost Discretion</td>
<td>5% $41,712</td>
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<tr>
<td>Total Distribution</td>
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</tr>
<tr>
<td><strong>Model 3 (&lt;85%)</strong></td>
<td>3% Pool</td>
</tr>
<tr>
<td>Promotions</td>
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<tr>
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<td>Provost Discretion</td>
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</tr>
<tr>
<td>Total Distribution</td>
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</tr>
</tbody>
</table>
must be approved by the department chair/school director and dean. Any exceptions to the one overload course limit must be approved by the Chief Academic Officer.

**The pay rate for all courses taught as an overload can be found in University Regulations [3-3-701(2)].**

**VOTE:** The motion passed unanimously.

### Comments to the Good of the Order

#### Mineral Resource/Fracking Information

Welsh outlined information from the recent Mineral Resources meeting, specifically fracking water treatment, use. Luger clarified that his question was about ground water contamination, well contamination and campus irrigation vs. reuse of fracking water fluid. Additional discussion items included EPA reports regarding contamination, ground water testing, and whether or not the campus is irrigated with well water. Welsh will research and follow up with the Senate. Reynolds noted that CU received a National Science Foundation grant to provide research based, unbiased information about what we know/do not know about fracking, and stated that information can be found on the Center of the American West website under “frackingSENSE.”

#### Educational Technology Department

Williams reported on the status of the Education Technology Department, noting that the department still exists, but the program has stopped admissions.

#### Jackie and Me

Schuttler encouraged Senate members to attend Jackie and Me at Langworthy Theatre on April 24, 25, 26 at 7:30 p.m. and April 27, 2014 at 2:00 p.m.

### Adjournment

The meeting adjourned at 4:45 p.m.

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Alison Merrill  
Faculty Senate Secretary  

Lori Riley  
Recording Secretary  

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**UPCOMING SENATE & SENATE COMMITTEE MEETINGS**

<table>
<thead>
<tr>
<th>Day</th>
<th>Date</th>
<th>Committee</th>
<th>Location</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>April 28, 2014</td>
<td>Salary Equity Committee</td>
<td>UC-Conference Room</td>
<td>3:00-4:00 p.m.</td>
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<tr>
<td>Monday</td>
<td>April 28, 2014</td>
<td>Executive Committee</td>
<td>UC-Conference Room</td>
<td>4:00-5:30 p.m.</td>
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<tr>
<td>Wednesday</td>
<td>April 30, 2014</td>
<td>Faculty Welfare Committee</td>
<td>UC-Aspen A</td>
<td>3:30-5:00 p.m.</td>
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<tr>
<td>Thursday</td>
<td>May 1, 2014</td>
<td>Codification Committee</td>
<td>UC-Aspen A</td>
<td>3:30-4:45 p.m.</td>
</tr>
<tr>
<td>Monday</td>
<td>May 5, 2014</td>
<td>Academic Policies Committee</td>
<td>UC-Council Room</td>
<td>3:00-4:00 p.m.</td>
</tr>
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