



FACULTY SENATE FORUM

#318

Below are the minutes of the April 4, 2005 Faculty Senate meeting. The next meeting will be held at 4:00 p.m. on Monday, April 18, 2005 in the UC Council Room.

AGENDA FOR THE APRIL 18, 2005 SENATE MEETING

1. Call to Order
2. Approval of the Agenda
3. Approval of the April 4 Minutes
4. Announcements
 - Chair's Report
5. Administrative Reports: President, Academic Affairs
6. Reports of Standing Committees: Academic Policies, Codification, Elections, Faculty Welfare, Salary Equity, SPEEC, SRC, BOT, Cultural Centers, PASC
7. Reports of Special Committees: Commission on University Experience, Faculty & Staff Professional Development Center Task Force, Joint Retrenchment Committee, and Transition Team
8. Special Orders
 - Election of Senate Offices
9. Unfinished Business
 - Revisions to 3-3-302 Department Chairperson (School Director) Policy
 - Second Reading for Salary Equity Bylaws
 - Luttmann Motion Regarding Evaluation
10. New Business
 - Revisions to 3-3-501 Curriculum Approval Process
11. Other New Business
 - Fringe Benefits
12. Comments to the Good of the Order
13. Adjournment

MINUTES OF THE APRIL 4, 2005 SENATE MEETING

Members present: Black, Blair, Blanke, Blubaugh, de la Torre, Dietz, Embry, Erskine, Geringer, Graham, Hauk, Huang, Jenkins, Jones, Jurin, Lang, Laxalt, Little Owl, Luger, Luttmann, Merrill, Murry, Norton, Peercy, Picard, Posselt, Pulos, Roehrs, Rothaus, and Temkin. Absent members with alternates: Grapes (Jenkins). Members absent: DeKrey, Gardiner, Maestas, Newmark, Norton, Schneider, and Trelogan. Guests: David Caldwell, Laura Connolly, and Matt Dustin.

The agenda was approved as amended by adding a motion under Other New Business and rearranging the order of business under New Business. The March 21 minutes were approved as amended by correcting the following:

- the last sentence under the Faculty & Staff Development Center to read, "The cost ~~was unknown~~ will be reported at the next meeting."
- the first bullet under the Transition Team report to read, "Information was received from a variety of ~~individuals who are not on the committees~~ University community members and administrators."
- the second bullet under the Transition Team report to read, "Members were separated into groups . . . in each of the task forces and commissions."
- the third bullet under the Transition Team report to read, "Each of the task forces/commissions gave . . ."

Announcements

- Daniel Mack from Sigma Pi extended an invitation to the Faculty and Staff Appreciation Dinner to be held on Tuesday, April 19 at 5:00 p.m. The dinner will be free and is in honor of the work and dedication of faculty and staff on campus. A RSVP is requested.
- Chair's Report (Dietz)
 - Dietz' wife, Susan, continues to show slow progress.

President's Report (Norton) - No report

Provost's Report (Huang)

- The search process for the three deans was completed April 1. The deadline is April 15 to announce who the new deans will be.
- The internal budget process was completed last Friday. There are three priorities: instructional needs, student support, and academic support which includes the Library. It was noted that this is the second year that periodicals and subscriptions don't have to be cancelled.
- Negotiations on the Long Bill begin tomorrow. Hopefully next week there will be more substantive reporting on the State budget.

Salary Equity Committee (Rothaus)

- The Committee has begun to get figures on which to base recommendations. There are three motivating ideas that have dominated discussions: fairness, equity, and a sense of community.
- There is going to be an average of 6 percent in increases; approximately 3 percent will be across the board.
- There are certain conditions that have to be satisfied before awarding the increases: promotions are funded, inequities are funded, and parity considered between us and our peer institutions.
- The Committee is looking at a moratorium on merit pay for the 05-06 year only as everyone has been meritorious in that everyone has picked up extra courses, advisees, etc.
- Different scenarios for figuring increases including fixed amounts, dollar versus percentage, and combinations are being explored.

Academic Policies Committee (Murry)

- The Committee had a lively discussion on a policy for double majors and concurrent degrees from the Graduate Council. The policy was returned to the Council for further discussion.

Codification Committee (Jenkins)

- The first reading of the Salary Equity Bylaws will be held under New Business.

Elections Committee (Merrill)

- The results of the Senate elections were announced:
 - Performing & Visual Arts - Connie Stewart 05-07
 - Monfort College of Business - Cris de la Torre 05-08 and Jay Lightfoot 05-07
 - Natural & Health Sciences - Steve Mackessy and Paul Nutter 05-08; Kathy Blair, Bill Blubaugh, and Richard Jurin 05-07; and Rick Adams and Alana Cline 05-06
 - Education & Behavioral Sciences - Kevin Laxalt and Randy Lennon 05-08; David Falvo 05-07; and Linda Black and Francie Murry 05-06
 - Humanities & Social Sciences - Laura Connolly, Marcus Embry, and Stan Luger 05-08; Norm Peercy and Barry Rothaus 05-07; and John Loftis and Janet Worrall 05-06
- Nomination forms for the UGC, GC, and GEC will go out as soon as the reapportionments are determined.

Faculty Welfare Committee (Temkin)

- The revisions to the Department Chairperson Policy will be discussed under New Business.

Professional Administrative Staff Council (Posselt) - No report

State Personnel Employees Executive Council (Little Owl for Maestas)

- Nominations for Employee of the Term for Spring are being accepted. Forms are on the web site.

Student Representative Council (Lang)

- Elections will be held April 5-6. There are 24 candidates for the open positions and four referendums have been placed on the ballot.
- James Riley, SRC President, decided to have a balanced budget for the student fee allocation process (SFAP) this year. He talked with the different budget directors prior to the SRC meeting. The SFAP session took only 26 minutes to allocate the \$1.1 million to different organizations; the process normally took 3 weeks.
- Nominations for the Professor, GA, TA and Academic Advisor of the Year Awards are due April 8.
- S.A.F.E. Week and International Week were in process.

Board of Trustees (Blanke)

- The Board last met in February; the April meeting was cancelled.
- The next meeting will be May 6.

Cultural Centers (Little Owl)

- The A/PASS Asian Festival will be held April 9. There will be food, entertainment, a meditation seminar, and demonstrations. A 26th generation bone maker from the Japanese imperial family will be present.
- On April 5 SuChin Pak will be on campus to talk about her documentaries: "My Life (Translated)" and one about her visit to tsunami-torn countries. Ms. Pak is a correspondent for MTV.
- The Cesar Chavez Center will hold their Latino and Latina conferences on April 21 and 28. Mentors are needed.

Commission on the University Experience (de la Torre)

- The Commission met with the Commission on Student Success to get a better understanding of the ID108 class.
- The group is getting specific proposals together.
- There was a long discussion about learning communities and how they may be implemented as part of the overall general education.
- The Commission's report is due April 15.

Faculty & Staff Development Center Task Force (Hauk)

- In response to a request regarding the cost of a consultant, the University has a contract with The Student Voice to do up to 10 surveys per year. The cost to do one would be about \$300.
- In order to fully analyze the survey data and incorporate it into the report, the Task Force's report will be postponed for one week.
- 190 faculty began the survey, about 145 completed it. The same for the classified staff. 70 exempt staff completed the survey.

Joint Retrenchment Committee (Temkin) - No Report

Transition Team - No report

Special Orders

1. Nominations were opened for the Senate officers; nominations received were chair-Norm Percy, vice chair-Francie Murry, and secretary-Laxalt. Nominations will remain open until the next Senate meeting at which time the elections will be held. Garcia will distribute a list of Senators eligible to run for office.

New Business

1. MOTION: The Codification Committee moved to adopt the revised Salary Equity Bylaws. In January, revisions to the Faculty Senate Bylaws were approved noting that the Salary Equity Committee would be revising its section. The following changes were accepted:

- insert as item B that the Salary Equity Committee will maintain a current set of bylaws approved by the Senate.
- item F1 will be changed to read, "review ~~peer~~ the group of peer institutions and . . ."

MOTION: Pulos/Hauk moved that where ever salaries are referred to in the document that it be referred to as salaries and fringe benefits.

It was noted that benefits is a responsibility of the Faculty Welfare Committee. As it was suggested to divide salary and fringe benefits, to have a salary comparison and a fringe benefit comparison, the motion was amended.

MOTION: Pulos/Hauk moved to include an analysis of fringe benefits along side an analysis of salaries. Language to be determined by the Salary Equity Committee.

VOTE: The motion passed by a voice vote.

2. MOTION: Jurin/Luttmann moved to accept the motion from the UNC chapter of the AAUP.

Independent thought and the ability to challenge conventional wisdom are the lifeblood of the search for truth. A responsible faculty member urges his or her students and colleagues to examine their beliefs critically, even when it is uncomfortable to do so. We acknowledge that UNC has established rigorous procedures to ~~protect~~ safeguard academic freedom. It is imperative that these procedures, including the right of due process in the case of potential dismissal, be maintained and carefully followed. The purpose of these ~~protections~~ procedures is ~~not to absolve an individual professor in any particular case, but to~~ protect the principle of free inquiry for the benefit of society as a whole.

