



#651

**MINUTES FOR THE MONDAY, OCTOBER 13, 2025,
FACULTY SENATE MEETING AT 4:00 P.M. IN CAMPUS COMMONS 2300**

Present: Brown, Brownhill, Chapin, Dietz, DeKrey, Feinstein, Fischer, Fleming, Haddad, Han, Henderson, Humphrey, Kang, Karlin, Landry, Leatherman, Leonard, Mannello, Newman, Paytoe Gbayee, Schuttler, Senbet, Shafie, Trask

Zoom: Alcantar, Castro (Stutler), Elkins, Etheridge-Woodson, Garrett, Lee, Lunaris, Levin, Morse, Robert, Tian, Wieben

Absent: Gershwin, Cieminski, Muller

1. Call to Order 4:00pm
2. Approval of October 13, 2025, Agenda approved with the correction to the meeting location
3. Approval of September 29, 2025, Faculty Senate Minutes approved with correction to the meeting location
4. Chair's Report (Newman) – Part of the Chief of Staff search has been completed and is moving toward a final decision. Tamra English is open to having an academic freedom workshop in the Spring. Appreciation was expressed to those who attended the Shared Governance Reception. Elections have been completed, though a few vacancies remain. The Budget Town Hall is scheduled for this Thursday. Newman will be meeting with NHS senators. A draft of the Amorous Relations Policy has been finalized, and work continues on the nepotism policy language. Newman also met with Henderson to discuss a potential joint event.
5. Administrative Reports

President (Feinstein) – The commission of Osteopathic College Accreditation will be on campus this week, they will be meeting with them tomorrow and Wednesday. They will be doing their final onsite evaluation and will provide us with their findings later this year. If granted pre-accreditation status, this will allow UNC to begin recruiting students. Take back the night is on Thursday at 6:30pm starting in GUNT 1720. President Feinstein will be speaking at the Student Government Association (SGA) meeting later today about the budget and the Budget Town Hall will be on Thursday; a large attendance is expected.

 - President Feinstein shared an update on the university's budget, noting an estimated \$4.3 million shortfall this year and an additional \$2.3 million in expenses.
 - The state is projecting a \$1 billion shortfall, which could result in cuts to higher education.
 - UNC may need to reduce spending by \$5–7 million, potentially up to \$14 million overall.
 - Implementation is expected to take place in November with layoffs.

- President Feinstein emphasized the need to plan for a difficult budget cycle while continuing to prioritize students.
- He also highlighted UNC's highest four-year graduation and retention rates in recent years.
 - We need to find ways to leverage this success while managing resources.
- He encourages everyone to attend the upcoming Budget Town Hall.
- Fischer asked for clarification on his intentions of not doing a RIF.
 - President Feinstein clarified he is still protecting faculty and professional staff raises at 3% in January. UNC has too many personnel for current enrollment levels and is reviewing programs that may need to be sunsetted.
 - He has no plans on a RIF or layoffs for Tenured Faculty.
 - Faculty are encouraged to take a proactive role in curriculum review and adjustment and academic programming without needing formal Board of Trustees (BOT) processes.
- Levin asked what our cash reserves are and how much it is expected to decline.
 - President Feinstein shared that the cash reserves are around \$60 million, efforts are underway to avoid further decline.
 - The goal is to announce major budget decisions in November and prepare for next year's reductions.
- Levin followed up with how it seems like for the last 6 years, they hear projection aren't what they want, and faculty bend over backwards for them. Faculty continue to hear cuts need be made and after cuts the savings account increase.
 - President First shared that the BOT expects the budget to be balanced and to meet that budget by the end of the year. He did share that reserves have declined by about \$10 million and would like to have about 6 months of reserve as a comfortable buffer for any situation.
 - The uncertainty at the federal and state level makes it difficult.
- Provost Fleming shared that most people think if an academic program is eliminated the work force will be eliminated as well, which is not true.
 - Any tenure faculty within the program will continue to be employed and there are two different processes.
- Leatherman asked if the layout of the cuts will be presented at the town hall.
 - President Feinstein shared that Dale Pratt will have a more detailed report. The VP's have not finalized those cuts yet, they can be expected late October, early November.
- Haddad and President Feinstein confirmed that the size and trajectory of the reserve contribute to the fiscal score that the university has, which is called composite financial index and needs to protect.
- It was shared that we are overstaffed by the number of students enrolled and every hire is being carefully reviewed.
- Despite the challenges President Feinstein highlighted the positive developments across campus including strong graduation and retention rates, the opening of a new medical college, new programs, and successes within each college.
- Chapin shared that since she's been here, she has seen budget cuts and rarely gets a glimpse into how development or admissions for recruiting are responding. She asked if there is a way faculty can be involved to sustain for the future?

- President Feinstein shared that he has heard faculty want to be involved with recruitment and working in ways to improve and engage them.
- Provost Fleming shared that faculty engagement in recruitment has increased. She shared the Admissions office continues to encourage more involvement.
 - Anyone interested in being engaged can reach out to her to get connected.
 - Newman shared that Erika Pepmeyer started a program called the Faculty Recruitment Ambassador Team, where both Admissions and Faculty can work together to develop strategies and solutions
- President Feinstein shared that this campus has battled for resources for decades and remain committed to students.
 - Together we need to continue thinking of ways to set UNC up for success.
 - Serious challenge managing resources to keep serving the students we have.

Provost (Fleming) – Building off of President Feinstein’s report, the amazing things happening around campus are reminders of why we do what we do.

- Regarding the letter from the Trump administration, UNC was not one of the nine institutions that received the letter.
 - MIT has stated that they will not sign the letter, and no one has agreed to sign it as well.
- The College of Osteopathic Medicine is on track; President Feinstein is working on the public space furniture and public artists have been commissioned. However, there has been a slowdown on the sandstone work.
 - The medical school should be completed in June with the first expected cohort in Fall 2026

Dean’s Representative (Haddad) – Haddad reminded the Senate that the deans meet informally every Wednesday to discuss ongoing matters.

Board of Trustees (Fischer) – No report

6. Staff Council Reports

Classified Staff Council (Henderson) – Classified Staff Council is preparing for the spooktacular with the Professional Administrative Staff Council. Henderson attended a SGA meeting and confirmed an SGA rep for the Council. The Fall bake sale will take place on November 5th from 11am-1pm. Henderson met with Matt from Oak and Maple to discuss opportunities for a collaborative event.

Professional Administrative Staff Council (Stutler) – Professional Administrative Staff Council is preparing for spooktacular. Thank you for the governance reception! Thank you for the transparency of upcoming events!

7. Standing Committee Reports

Academic Policies (Leatherman) – Academic Policies continued to discuss an item from Academic Success, changing “probation” to “warning” and the Micro-credentials Review organization.

Codification (Schuttler) – Codification worked on the Academic Success proposal and the Part 4: Faculty Responsibilities and Conditions of Employment policy.

Elections (Schuttler) – Item under special orders.

Faculty Welfare (Brown) – Faculty Welfare continue to work on the faculty evaluations policies. The committee completed the first round of edits and will review them once more before sending them to Codification.

Salary Equity (Senbet) – Salary Equity continue to work on stipend for faculty promotions and the faculty and staff compensation guidelines.

8. Student Government Association Report (Brownhill) – The Student Government Association is working on implementing Roberts rules into their meetings and will doing a goodie bag event with Marcus Garvey.

9. Special Orders

- Election results requiring Senate confirmation
 - i. Faculty Senate, MCB (2025-2028) – Moe Manshad
 - ii. Faculty Senate, MCB (2025-2026) – Rachel Roberts
 - iii. Faculty Senate, EBS (2025-2028) – Lu Tian
 - iv. Professional Education Council, Faculty-at-Large (2025-2027) – Matt Seymour
 - v. Professional Education Council, Faculty-at-Large (2025-2026) – Stacy Bailey
 - vi. Tenure Appeals Committee, UL (2025-2027) – Jayne Boldgett
 - vii. Open Positions Remain:
 1. Undergraduate Council, EBS (2025-2026)
 2. Undergraduate Council, NHS (2025-2028)
 3. Liberal Arts Council, NHS (2025-2028)
- Faculty Welfare Committee Appointment – Lu Tian
 - i. MOTION: Motion to approve by Senbet, Seconded by Schuttler
 - ii. VOTE: Motion approved unanimously

10. Unfinished Business

11. New Business

12. Special Reports

13. Comments to the Good of the Order

The UNC drag show will be held on October 22nd and the faculty and staff appreciation football game will be held on October 25th. A Faculty Senate representative is needed for Classified Staff Council.

14. Adjournment – 4:58pm