# MINUTES FOR MONDAY, OCTOBER 19, 2026, FACULTY SENATE EXECUTIVE COMMITTEE MEETING AT 4:00 P.M. IN CAMPUS COMMONS 2200

**Present:** Brown, Haddad, Kyle, Levin, Mannello, Marchand-Martella, McDuffie, Newman, Senbet

**Absent:** Elias, Schuttler

**Call to Order**: 4:05pm
**Approval of the Agenda: approved without objection**
**Approval of the Minutes from October 5, 2026: approved without objection**

**Announcements**
Chair's Report (Newman) – The State of the University will be held tomorrow at 2 p.m. in the UC Ballrooms. The House Speaker will be on campus on November 4th and a faculty and staff luncheon on November 5th in the Panorama Room. UNC Forward continues to progress, with ongoing conversations and feedback gathering. The group remains in the brainstorming stage and plans to identify actionable next steps soon.

**Senate Committee Reports**
Academic Policies (Mannello) – Academic Policies approved catalog additions incorporating AI-related language and a resolution that will accompany the additions, those will be sent to Faculty Senate. The committee continues to work on the Academic Appeals Board, taking a careful look at timelines and processes. A draft will be sent to the AAB chair and General Counsel English. The transfer policy will be reviewed next.
Codification (Schuttler) – Codification will be working on Senate Action Forms and anything else that is sent our way.
Elections (Schuttler) – No report. The call for faculty to serve on the Executive Director of Research, Sponsored Programs, and Innovation search committee will be sent out soon.
Faculty Welfare (Brown) – Faculty Welfare meets on Wednesday and continues to revise the amorous relationships and nepotism policy. The M. Lucile Harrison Committee Policy will be voted on at the next Faculty Senate meeting.
Salary Equity (Senbet) – Salary Equity continues to discuss whether to use the DOC-ALL peer group or develop a new peer group through NCHEMS. The 2021 analysis cost $4,500, and the committee will request an updated quote before deciding how to proceed. Members discussed the pros and cons of creating a new peer group. The committee also discussed opportunities for salary growth among full professors, noting that salary increases become more limited after promotion to this rank. One proposal under consideration is to provide a salary increase following a successful comprehensive review, no more frequently than once every five years.

**Standing Reports**
Board of Trustees (Kyle) – The Board of Trustees will begin interviews for the President on November 12th.
Interim President (Haddad) – UNC Forward continues to move forward. Interim President Haddad has decided that employees will receive a 1% compensation increase in January. The

administration is open to faculty suggestions for an alternative distribution of the compensation pool. The increase will be applied across the board unless an alternative proposal is submitted by the end of the semester. Discussions are also underway to identify and prioritize process improvements. Each vice president will identify their top three processes to address, followed by a prioritization process. At the Extended Cabinet meeting today, they began discussing short-term budget growth or reduction suggestions. Thirteen open forums were held, providing valuable feedback on processes faculty and staff would like the administration to review. Interim President Haddad also had a meeting with JBS, whose representative is expected to attend the State of the University address, and plans to provide a campus update at an upcoming Weld County Commissioners meeting. The State of the University address will take place tomorrow.

- Salary equity will discuss compensation pool at their next meeting.
- Members asked whether the Extended Cabinet would review actual budgets, noting that faculty provided input during the emergency budget process at the start of COVID-19.
    - Administration shared that the Extended Cabinet will review budget dashboards and organizational charts across campus.
    - It was noted that providing faculty with access to budget information would be helpful.
- Reassurance that UNC Forward would not lead to unexpected decisions, such as program closures was requested.
    - It was clarified that program closures are not the purpose of UNC Forward. Any closures would need to follow the BPM process, which takes approximately two years, and budget changes would not occur for at least two years.
        - A dashboard has been developed to evaluate program health and inform decisions about potential program changes or replacements.
    - Administration wants to explore all options before implementation, including potential program mergers and summer compensation, and identify areas for investment.
    - They shared that the FY28 hiring decisions will consider tenure density, FTE, and other quantitative and qualitative measures to ensure a strategic approach. UNC's definition of tenure density differs from the typical definition.
    - Members shared that FTES and FTEF data can be used as valuable measures because they are closely correlated and can help inform planning and resource allocation.

Provost (Marchand-Martella) – Provost Marchand-Martella suggested the amount of meetings administration attend by having them meet with FSEC and Faculty Senate once a month to provide updates and then leave the meetings. This approach would allow the administration to continue their work while providing faculty with more opportunities for meaningful discussion among themselves. Meeting placeholders will remain on the calendar for any meetings that require administrative attendance. Provost Marchand-Martella is also reviewing regulations to identify potential salary savings and budgetary impacts and will present proposed changes to the President after incorporating faculty feedback.

- Summer compensation is also under consideration, with the payment structure and formula raising equity concerns. A flat rate is the most likely option, though differences in the complexity of each college will need to be considered.
    - It was recommended that any formula account for differences in college complexity and carefully consider how complexity is measured before any mergers or restructuring.
- If program or college mergers are considered, strategic frameworks will be needed to guide innovation. Any potential mergers would involve extensive discussion before decisions are made.

Dean's Representative (Elias) – No report

**Unfinished Business**

- Discussion about timeline and formatting for BPM/UR revision submissions.
    - It was shared that after committee approval, policies are reformatted from track changes into the redline edits required by the BOT. This process is time-consuming, as Word formatting issues sometimes require revisions to be entered manually, increasing the risk of errors.
    - Exploring alternative software to simplify formatting and improve efficiency may help with this issue.
    - Three next steps are:
        - Committee chairs will be responsible for preparing redline edits for Faculty Senate.
        - Levin will assist with exploring alternative software.
        - A two-week buffer will be built in between BOT meetings to allow time to prepare Senate Actions approved by Faculty Senate for submission to BOT.

**New Business**

**Comments to the Good of the Order**

**Adjournment 5:22pm**