MINUTES FOR MONDAY, OCTOBER 5, 2026, FACULTY SENATE EXECUTIVE COMMITTEE MEETING AT 4:00 P.M. IN CAMPUS COMMONS 2200

Present: Elias, Haddad, Kyle, Levin, Mannello, Marchand-Martella, McDuffie, Newman, Schuttler, Senbet

Absent: Brown

Call to Order: 4:03pm
Approval of the Agenda: approved without objection
Approval of the Minutes from September 21, 2026: approved without objection

Announcements
Chair's Report (Newman) – UNC Forward and the presidential search continue to move forward. There will be a Board of Trustees retreat this week. Fall elections had low participation, leaving the majority of committee seats unfilled. This may reflect the faculty engagement across university committees and the strain on faculty capacity. As a result, the Faculty Involvement Survey may need to be paused.

Senate Committee Reports
Academic Policies (Mannello) – Academic Policies has two items to be voted on at the next Senate meeting. At the last APC meeting, the committee approved the resolution language for the AI syllabus statement, that will move to Codification next. The committee will continue revising the Academic Appeals Board policy, making sure to pay attention to timelines and processes. The revisions will be sent to the chair for feedback.
Codification (Schuttler) – Codification will review the document sent from APC.
Elections (Schuttler) – The only seat filled during this election was the PVA seat on the Tenure Appeals Committee.
Faculty Welfare (Brown) – No report
Salary Equity (Senbet) – Salary Equity continues discussion of peer group benchmarking. The committee is in favor of using a three-year average of CUPA data and adjusting the years in rank to 7 years for full professors. They selected the CO Metro (BEA RPP – Metropolitan potion of Colorado) as the source for cost-of-living adjustments. Under the current NCHEMS 51 model, UNC scored 450 when benchmarked against itself, compared to 441 in 2021. These differences suggest that a new model may need to be established, though developing one would be time-consuming and costly. DOC-ALL may be an alternative with appropriate adjustments.

- Hanover's report included all R1, R2, and R3 institutions as the new peer group, providing a comparison for everyone at relatively low cost.
- The NCHEM-51 model aimed to achieve 100% parity within five years, by 2024, but introduced volatility in comparison.
    - Using DOC-ALL provides greater consistency and had historically resulted in fewer issues, though UNC's compensation remains comparatively low, potentially around 70–75% of parity before adjustments.

- It was noted that UNC has different characteristics from many peer institutions, limiting the availability of comparable data. Developing a new peer group is possible but would involve additional costs and may present similar challenges.
- There was desire to compare UNC to an aspirational peer group.
    - Although an aspirational peer group could help guide institutional growth, resource limitations and the realities of comparison must be considered.
- Members emphasized the need to clarify the purpose of benchmarking, establish priorities, and align compensation goals with UNC's desired direction.
    - Additional discussion may occur through UNC Forward, but a decision on the current approach is needed.

Standing Reports

Board of Trustees (Kyle) – There will be a Board of Trustee retreat on Thursday and Friday. Cabinet will attend, UNC Forward and the presidential search will be discussed.

Interim President (Haddad) – Interim President Haddad echoed Newman's report on UNC Forward. The third Extended Cabinet meeting was held today with strong engagement. A different approach to experiential learning across colleges was discussed, and a subgroup will be formed to develop a written proposal outlining the idea. The series of open forums is nearing completion and has been informative, with discussions addressing processes that create frustration related to the university's fiscal health. The list of potential process changes will be reviewed next Wednesday to determine which items to prioritize. The UNC Foundation will attend the BOT retreat on Thursday, followed by a Friday BOT retreat. UNC's priorities must balance urgency and hope, addressing both short-term needs and long-term transformational change. Determining the available runway for these efforts remains challenging but necessary. Potential budget adjustments to help reduce the deficit are also being explored, with more information to come. The State of the University address is scheduled for October 20, with the time changed to avoid conflicts with scheduled classes.

Provost (Marchand-Martella) – Provost Marchand-Martell shared that during the non-academic open forum, some participants expressed limited awareness of current initiatives and opportunities for involvement. The Academic Affairs task forces has provide opportunities for individuals from these areas to engage in discussions, with meetings held on Fridays. Deans also highlighted experiential learning opportunities across colleges and the various ways students are involved. The presentations provided an eye-opening look at the work taking place within colleges and the extent of student engagement. High-flex learning also emerged as an area of interest for some faculty, with further discussion planned.

- Although there is no formal definition of experiential learning across colleges further discussion is needed to clarify its meaning.
    - Interpretations of experiential learning vary by college and combining experiential learning with Newman's proposal could provide flexibility.
- Front-loading the work will be important to establish a shared understanding and approach.
- The goal is to capture a broad portfolio of experiential learning opportunities, rather than focusing solely on internships.

Dean's Representative (Elias) – Dean Elias is happy to be working with equity minded deans.

Unfinished Business

New Business

- Discussion about timeline and formatting for BPM/UR revision submissions
    - Item will be moved to next meeting

Comments to the Good of the Order

Adjournment 5:31pm