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**MINUTES FOR THE MONDAY, FEBRUARY 27<sup>th</sup>, 2023 FACULTY SENATE  
MEETING AT 4:00 P.M. IN UC COUNCIL ROOM**

**Present in Person:** Allen, Almquist, Applegate (Landry), Athanasiou, Benedict, Cieminski, Brown C., Dietz, Endres, Fleming, Garrett, Greene, Haddad, Iannacchione, Kyle, Lee, Leonard, Levin, Mahovsky, Matchett, McMahan, Parker, Pettorino, Pullen, Schuttler, Sileo, Senbet, Vaughan, Wieben, Wiegand, Yu, Zukiewicz

**Present via Zoom:** Brown J., Cobb, Muller, Schaberl, Welsh

**Absent:** Charley, Feinstein, Gebhardt, Wood

**Guests:** Chad Bebee, Kim Black, Kendra Schneider for Erika Pepmeyer

1. Call to Order

The meeting was called to order at 4:00pm.

2. Approval of the February 27, 2023 Agenda

Approved without objection.

3. Approval of the February 13, 2022 Faculty Senate Minutes (See below)

Removed the sentence: “*This will affect law, naval science and political science textbooks*” from Comments to the Good of the Order section which were then approved without objection.

4. Chair’s Report (Senbet): No report.

5. Administrative Reports:

**President** (Almquist): Update on Spring 2023 indoor commencement ceremonies with graduate commencement on Friday evening and undergraduate commencement in the Bank of Colorado arena on Saturday.

**Provost** (Fleming): Seven Deans’ candidates are here this week: four for Humanities and Social Sciences and three for Monfort College of Business. Faculty members expressed interest in recruiting students, so we are now piloting a recruitment liaison to coordinate between the college and Admissions. We are also working on faculty recruitment and retention, and so we are piloting a faculty equity advocate program.

**Board of Trustees** (Vaughan): A reminder was given to complete President Andy Feinstein’s evaluation survey. There is a Board of Trustees meeting scheduled for this Friday, March 3<sup>rd</sup> 2023. The meeting agenda is on the Board of Trustees website. Weigand expressed concern over the President’s evaluation survey not being anonymous. It was mentioned that third-party American Association of State Colleges and Universities (AASCU) consultant, Dr. Dana Hoyt, will evaluate the aggregate results, which will be confidential.

6. Staff Council Reports:

**Classified Staff Council** (Gebhardt): No report.

**Professional Administrative Staff Council** (Cobb): No report.

7. Standing Committee Reports:

**Academic Policies Codification** (Levin): We started a discussion on the definitions of departments and schools, which may require a change to Board Policy. We also discussed Canvas (learning management system) minimum use policy.

**Codification** (Schuttler): No report.

**Elections** (Schuttler): Voting faculty list received, Call for Nominations to go out this Weds, March 1<sup>st</sup> 2023.

**Faculty Welfare** (Endres): No report.

**Salary Equity** (Kyle): We continued working on raises, and we have one item under New Business today.

8. Student Senate Report (Pettorino): Our new Constitution passed the Student Government Association (SGA) last week. The Spring 2023 election packets will open this week.

9. Special Orders: None.

10. Special Reports

- **Faculty Senate Scholarship Awardees** (Benedict): A call for support of our donation fund for a student who is also a single parent. This year's Fall award (\$550) will go to Roberta Lopez, a senior majoring in Early Childhood Education. Our Spring award (\$550) will go to Brittany Drake, a Senior majoring in Elementary Education. Benedict to share a web link for making donations.
- **Assessment Council** (Beebe and Black): Learning Outcomes Assessment policy: Ensure compliance with Higher Learning Commission (HLC) accreditation criterion 4.B, the most cited by HLC. The policy aims to ensure effective internal processes for assessment of program missions and student learning outcomes. In support of UNC's vision: Rowing, Not Drifting 2030 Outcomes, we know and nurture our students, meeting them where they already are. There are distinctions made between accredited and non-accredited programs; most notably accredited programs are encouraged to use their existing assessment work and documentation to address institutional assessment expectations, while non-accredited programs will develop and implement an assessment plan, collect data, analyze results and develop and implement a plan to address any gaps or deficiencies. The policy's standards reflect good assessment practice; mapping curriculum, establish learning goals, identify valid and reliable measures, analyze data, collaborate, evaluate and document the process. A proposed planning and reporting timeline includes Year-1: Planning, Year-3: Progress Report and Year-5: Program Review Synthesis. Concern was expressed over the demand that may be put on faculty resources. Programs with more than one external accreditation

can use their program mission and learning outcomes (PLOs) already in use. The intention of the Assessment Council is to embed this assessment as a passive process, Canvas use has good potential. Black gave background on meeting accreditation criteria around assessment. Since then, Black stated we have defined “gaps,” i.e., need for an official policy document stating the assessment process UNC already practices. We would like to finalize this policy document this semester. The amount of work for assessment can be high, especially if there is no current assessment work being done. Concern over punitive damages if assessment is not done. Intent is to improve efficiencies, framework for meeting institutional responsibilities, while balancing requirements and avoiding unnecessary bureaucracy.

#### 11. Unfinished Business

#### 12. New Business

- **Parity Calculations (SEC):** Kyle outlined the changes to how UNC calculates parity. We have already been adjusting for years in rank but needed an official process. We are compared to people in other peer institutions, in the same discipline and rank (associate prof, lecturer, etc.) and tenure status. We take the median salary for your group, adjust up or down based on years in rank. The peer median salary comparison is adjusted for years-in-rank for each faculty member as follows:

- Professor: plus 1% for each year over 10; minus 1% for each year under 10
- Associate Professor: plus 1% for each year over 3 up to 9 years; minus 1% for each year under 3
- Assistant Professor: plus 1% for each year over 3 up to 6 years; minus 1% for each year under 3
- Instructor/Lecturer/Senior Lecturer: plus 1% for each year over 5 up to 9 years; minus 1% for each year under 5

(Levin): What about Senior Lecturers? Senior Lecturers get an adjustment upwards, to be increased and adjusted up every year.

If this is implemented, many associate professors’ % of parity will drop? We plan to devote a portion of that to parity. They should be bumped up to the new floor with that parity money.

MOTION: SEC - It is moved to approve the updated, official process for parity calculations.

VOTE: Approved by unanimous voice vote.

- **Admissions Policy Changes (APC):** (Schneider): We clarified language surrounding the deadline to confirm enrollment and request deferral, allowing Admissions clearer communication with students.

MOTION: APC - It is moved to approve the Admissions Policy Changes.

VOTE: Approved by unanimous voice vote.

- **CORE Initiative (APC):** This initiative will allow UNC to award an associate degree to students who have stopped-out. The new catalog language states UNC participates in the CORE Initiative and spells out the eligibility requirements. Review of third bullet under Eligibility section; replacing “the two prior Fall and Spring” with “two consecutive.”

MOTION: APC – It is moved to approve the Core Initiative.

VOTE: Approved by unanimous voice vote.

- **799 Dissertation and 699 Thesis Credits Policy (APC):** We developed new language addresses to be considered full time, you need 9 credits, but this may be a lot if they have advanced to candidacy. Doctoral dissertation policy to replace old one (link to exception to part time enrollment status) Thesis option for master’s degree and change to full time/half time status exception. Cieminski commented this is a “win-win.”

MOTION: APC – It is moved to approve the Updates to 799 Dissertation and 699 Thesis Credits policy.

VOTE: Approved by unanimous voice vote.

13. Comments to the Good of the Order:

It was mentioned to please come see “the new” Cinderella this weekend!

14. Adjournment

The meeting was adjourned at 5:04pm.

Mary Schuttler  
Faculty Senate Secretary

Nina Phillips  
Recording Secretary