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**MINUTES FOR THE MONDAY, DECEMBER 9, 2024, FACULTY SENATE MEETING
AT 4:00 P.M. IN UC COUNCIL ROOM**

Present: Almquist, Benedict, Castro, Cieminski, de la Torre, DeKrey, Dietz, Doerner, Dong Saul, Elkins, Feinstein, Fleming, Garrett, Gershwin, Greene, Iannacchione, Kang, Kyle, Larson, Leatherman, Lunaris, Leonard, Lovewell, Newman, Paytoe Gbayee, Schuttler, Senbet, Shafie

Zoom: Fischer, Landry, Lee, Mondy, Schaberl, Trask

Absent: Allen, Brown (sabbatical), Muller, Parker

1. Call to Order: 4:00pm
2. Approval of the December 9, 2024, Agenda: approved without changes
3. Approval of the November 25th, 2024, Faculty Senate Minutes (see below): approved without changes
4. Chair's Report (Kyle) – Thank you, Andy, for hosting the Holiday Party! Thank you to the chairs for submitting their committee reports for the Board of Trustees (BOT) meeting. A reminder that the dotEDU Live: Higher Education's Path Forward in Trump's Second Term webinar is scheduled for tomorrow; details have been attached in the reminder. The Faculty Senate newsletter has been moved to January. Sam Dong Saul will be featured as the faculty spotlight. The reduced credit hours letter has been endorsed by all four-year institutions except CSU and CU Anschutz who opted out of endorsing the letter since they are writing their own. Kyle talked with Rep. Jen Bacon and organized speakers for the CDHE meeting.
5. Administrative Reports
 - President** (Feinstein) – Thank you for enjoying the Holiday Party! It is a busy week with commencement on Friday and Saturday, BOT meetings on Thursday and Friday and a dinner with the elected officials tonight.
 - Provost** (Fleming) – Provost Fleming's office is cleaning up the data on the 2025 Outcome Report received from HR before sharing with Kyle. There has been a resurgence of issues with OSRP, so there will be a series of meetings to identify the underlying issues and determine solutions. Final decisions on innovation grants are taking place. There were 22 proposals that are being reviewed.
 - Dean's Representative** (Doerner) – Dean are finalizing position requests for Fiscal Year 2026.
 - Board of Trustees** (Fischer) – BOT meetings on Thursday and Friday.
6. Staff Council Reports:
 - Classified Staff Council** (Mondy) – Classified Staff Council voted to consolidate groups and will go over them at the next meeting.

Professional Administrative Staff Council (Castro) – The Professional Administrative Staff Council decided how grants and scholarships are rewarded. More will be determined in the spring. The end of year celebration will be held in Holmes Dining Hall on Wednesday.

7. Standing Committee Reports:

Academic Policies (Newman) – Academic Policies approved the charge for micro – credentials ad-hoc committee that will be advertised soon. It will be sent to Faculty Senate before implementation.

Codification (Schuttler) – Codification continues to review bylaws.

Elections (Newman) – No report

Faculty Welfare (DeKrey) – Faculty Welfare continues to review faculty evaluation policy which will roll over into next semester. The proposals for the Academic Titles Policy and Affiliate Title Policy have been approved by the administration and will be a business item for the BOT meeting.

Salary Equity (Senbet) – Item under unfinished business

8. Student Government Association Report (Walder) – No report

9. Special Orders

10. Special Reports

- Med school building tour (Feinstein)
 - Section for research
 - Not specifically
 - Will there be a clinic?
 - No, this won't be connected to a hospital.
 - What will be done to the fields to the west of Bishop – Lehr Hall.
 - There is a possibility of building a hotel or apartment but that is a project that will take place after this current project is completed.
 - Will there be pushback on this?
 - Monfort might be in favor of this since he does own a few hotels in Greeley.

11. Unfinished Business

- Resolution on Budgetary Realignment (Senbet/Salary Equity Committee)
 - Benedict – What good would you like to come from the resolution? Seem to be alienating staff from her perspective.
 - Senbet – This resolution will highlight ongoing problems. We don't want to alienate staff we want the same treatment of staff and faculty.
 - Benedict doesn't think this will have a good outcome and it will separate and divide groups if approved.
 - DeKrey – Echoes Benedicts concern. The data shows two categories of staff that appear to be combined together, unsure of whether it strengthens the argument or will appear to be targeting them. If problematic issues are not with classified staff, then why include them?

- Senbet – The data availability is an issue and there is no disaggregated data for staff.
- Elkins – In terms of exempt staff they are being converted to exempt administrative staff that is increasing at an inequitable rate.
- Garrett – Doesn't feel like she has enough data to figure this out, she doesn't fully understand the data to make sense of what she is looking at.
 - What are the real issues that faculty are having a problem with?
 - What is the data we are trying to look at?
- Mondy – It is hard to give an average classified staff.
- Landry – This not the best way the senate should send this message. This can result in staff vs faculty. Will this create a roadblock in the future?
- Paytoe Gbayee– What happens if this is not passed? We all choose to be on different committees, and they have spent a lot of time with the data and should trust the recommendations.
- Cieminski – Appreciates the work the Salary Equity Committee put into this and agrees this data is hard to understand. She is concerned with scope of resolution – if faculty salary is the specific message, it should be the main point.
 - There are so many numbers and terms that it's hard to see if it conveys the message.
- Lunaris – They (audiology unit) agree on the overall theme and budgetary trends are concerning to them. COM positions seem to have a higher salary compared to others (clinical faculty) and without a salary increase programs can be lost.
 - Garrett – Teaching seems to be following the same trend as what Lunaris is addressing.
- Leatherman – Is concerned with the 50% increase in upper administration, why?
 - Kyle – This is a national trend across institutions.
 - Senbet – With the student decline we are seeing more administration.
- DeKrey – The conversion of classified to exempt - what is the advantage to the university of doing this?
 - Elkins – To fill positions at market rate and hire positions based on ENCHEM51 cost of living; being compared to a group less than national level
 - Kyle – Related to the fact they won't be unionized
 - Things are not happening by accident, they have been done purposely, what is the justification?
- DeKrey – From this document, is to bring this to the attention of the BOT; what is the need to act on this resolution now, when there will be a presentation to the board?
 - Senbet – The BOT will know where the faculty is about this.
- Larson – MCB noticed that it does delineate in the resolution but not in the data. Although the resolution does not say it will, it will come across as that.
- Senbet – Will there be upset if both faculty and staff are brought up?

- Garrett – There's a fear that there will be a freeze in hiring
- Benedict – Agrees with all concerns but doesn't think this resolution is the way to address the concerns and believes that administration has done everything they can with salary. We are not seeing them as soon as we would like.
- Castro – important to remember that as an average staff member they do not have competitive pay, and we must remember that these are high administrative positions that are concerning
- MOTION: Approve the resolution as an informational item.
- VOTE: Motion approved with 15 in favor, 5 opposed, and 4 abstained.
- Remarks by President Feinstein:
 - President Feinstein noted the reference in the resolution to a section of the Board Policy Manual that offers guidelines for the university's funding priorities. He said that, from what he could determine, the policy was intended to be aspirational, but there was no data to suggest that the university has ever adhered to the allocations. He then described the process for discussing funding priorities, including with the Board, which includes a focus on how best to align resources with the university's strategic priorities. This is frequently discussed, including each June when the Board approves the next fiscal year's budget, and the Board's approval each year of the budget signals their concurrence with how resources are distributed.
 - President Feinstein noted the importance of looking at allocations across functional expense categories, adding that UNC has made significant investments in direct support of student and faculty success. He said that while the experience a student has in the classroom remains at the core of their higher education experience, expectations for the co-curricular experience have shifted significantly. This is particularly true at UNC, given the university's commitment to serving students who might not otherwise have access to higher education, including the large portion of the student body who are first-generation and Pell-eligible. President Feinstein said that while investing in resources that support student success may be counted in another expense category, they are still, ultimately, in support of instruction.
 - President Feinstein also said that he understands that investment in faculty salaries remains a priority of the Faculty Senate. He noted that, since he arrived at UNC, he has been committed to maximizing employee compensation. He said it has been a priority to ensure that faculty and staff are fairly compensated, adding that he has continued to prioritize investments in compensation through compensation pools for salary increases, flat rate increases, and adjustments to address compression and inversion. He noted that

from FY20 through FY24, \$14.2 million has been committed to compensation increases. Additionally, he said that in FY25, the university is providing about \$1.7M or a 5.7% increase to faculty salaries.

- President Feinstein then spoke to a concern that had been shared that a reason why the budget for faculty salaries has decreased while the budget for staff salaries has increased is that staff have had, in addition to the across-the-board increases, access to increases that are not also available to faculty. He noted several contributing factors, including, for example, that staff salaries have been subject to a number of federal and state mandates. He also noted that there have been changes within the university, for example, changing how “directors” are categorized moved an entire group of employees from having their salaries counted among faculty to being counted among staff.
- President Feinstein concluded by identifying three actions to which he is committed. First, he said that, as part of a commitment to a robust and transparent compensation philosophy and methodology, there will be more oversight and coordination at the Cabinet level regarding off-cycle increases. He added that efforts are underway to develop process documents that will guide decisions to help ensure practices are equitable and applied consistently across divisions. These will be completed by the end of the spring semester. Second, he affirmed his commitment to progressing toward parity and continuing to do everything he can to support faculty. He noted that there is already an effort underway by Academic Affairs to carefully review faculty salary data and apply mid-year compensation increases to the salaries of approximately 10% of full-time faculty members. He added that he is committed to prioritizing compensation increases where it is prudent. Third, he committed to having a robust conversation with the trustees as part of this year’s budget planning process to consider how the budget is allocated. He said that if the development of revised funding priority guidelines is needed, he would ensure that the university prioritizes direct investment in activities that support student success. President Feinstein concluded by again affirming that he had heard the concerns that had been shared and adding that he looked forward to returning to the full scope of work supporting efforts to keep UNC a great place to work and learn.

12. New Business

- Campus Community Support Task Force letter (Kyle)

- Demonstrate and support students who may feel vulnerable due to elections and new administration
 - MOTION: Motion to approve and be endorsed by Faculty Senate.
 - VOTE: Motion passes with 23 in favor and 1 abstention.
- Website redesign discussion (Landry)

13. Comments to the Good of the Order –

Adjournment – 5:35pm