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**MINUTES FOR TUESDAY, JANUARY 21, 2025, FACULTY SENATE MEETING AT
4:00 P.M. IN UC COUNCIL ROOM**

Present: Almquist, Castro, Cieminski, DeKrey, Dietz, Doerner, Feinstein, Fischer, Garrett,
Greene, Kyle, Landry, Lee, Leonard, Newman, Schuttler, Senbet

Zoom: Benedict, Brown, de la Torre (Schaberl), Dong Saul, Elkins, Gershwin, Iannacchione,
Leatherman, Lunar, Parker, Schaberl, Shafie, Trask

Absent: Allen, Fleming, Kang, Lovewell, Mondy, Muller, Payton Gbayee, Walder, Wieben

1. Call to Order: 4:01pm
2. Approval of the January 21, 2025, Agenda: Approved with the correction to Dick Dietz's name under Special Orders
3. Approval of the December 9, 2024, Faculty Senate Minutes: Approved without objection
4. Chair's Report (Kyle) – Thank you to the faculty who attended graduation and to the staff who supported the event—your efforts were greatly appreciated. Students truly value seeing their professors at commencement, so faculty attendance is highly encouraged in the future. At the recent Board of Trustees (BOT) meeting, Kyle gave a presentation, and the faculty attendance was a highlight of the meeting. The provost worked with HR to implement mid-year salary adjustments for faculty hired below the 92.5% parity change or those promoted without adjustments to 92.5%. We extend our gratitude to everyone involved in making this possible. Planning is also underway for the upcoming all-faculty meeting, and if you have ideas for a guest presenter, please reach out to Kyle. The next Faculty Senate newsletter will be sent out later this week or early next week.
5. Administrative Reports
President (Feinstein) – President Feinstein wanted to reiterate the importance of commencement and how students deeply value seeing their professors during this important milestone. The Colorado legislative session began on January 8th and welcomed elected officials Gonzales and Bright to discuss the state budget. President Feinstein testified before the Joint Budget Committee, requesting \$80 million in funding. Unfortunately, the governor's recommendation was low, and the state is forecasting a \$1 billion shortfall which results in significant pressure on state resources. He anticipates spending considerable time in Denver meeting with representatives and advocating for additional funding. Dale and Kirsty will hold a budget town hall on February 5 (in-person) and February 6 (virtual) to clarify the compensation process and how raises are distributed across the university. We continue to work closely with the Board of Trustees to address funding priorities, with a strong emphasis on prioritizing faculty salaries. President Feinstein will also be meeting with each college, providing an opportunity to share information with each other. The Chief Diversity Officer finalist will be identified by the end of February, and the Vice President of Academic Affairs finalist will be announced by the end of March.

Provost (Fleming) – No report

Dean's Representative (Doerner) – Deans met with the Academic Affairs leadership to discuss position requests. The deans discussed the potential implications of executive orders issued by the new administration and how these changes may impact the university.

Board of Trustees (Fischer) – The December BOT meeting materials are available online, covering both the Finance and Audit (F&A) Committee and the full BOT sessions. Thank you to the faculty who attended. During the meeting, President Feinstein delivered a presentation on the College of Osteopathic Medicine (COM), and with the university's lobbyist, they provided insights into the state budget and its implications. It was noted that UNC has made progress in addressing its debt and projected deficits for FY24 and FY25. Though expenses have increased, primarily due to employee-related costs, 75% of the increase was allocated to staff salaries. A highlight of the meeting was Kyle's presentation, which was described as a tour de force - very organized, thoughtful, and balanced. The trustees acknowledged the importance of the issues raised in the presentation, which are now on their radar for further action.

6. Staff Council Reports:

Classified Staff Council (Mondy) – The Classified Staff Council selected two employee families to receive assistance with their utility bills, providing \$150 to each family.

Professional Administrative Staff Council (Castro) – The Professional Administrative Staff Council selected four employee families to receive assistance with their utility bills, providing \$150 to each family

Standing Committee Reports:

Academic Policies (Newman) – No report

Codification (Schuttler) – Senate actions will be reviewed, and any comments or feedback will be addressed at the next meeting.

Elections (Newman) – No report

Faculty Welfare (DeKrey) – Faculty Welfare is making progress on Faculty evaluation policy.

Salary Equity (Senbet) – The Provost's Office is currently reviewing FY25 compensation data, which will be shared once finalized. This process identified adjustments for 43 faculty members and 11 faculty CIP code corrections, along with corrections related to promotions. We appreciate these adjustments. Discussions around salary distribution have also begun, with the options of a flat rate raise, percentage raise, or a combination of both. Kyle's recent presentation was flawless.

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

8. Special Orders

- Appoint Dick Dietz to Codification
 - Approved by voice – unanimous vote

9. Special Reports

10. Unfinished Business

- Website redesign discussion (Landry)

- There are concerns within PVA regarding the ability to access the site and make edits.
- It was suggested that inviting someone from the marketing team to continue the discussion would be helpful
- It was stated that faculty do not have good information on what this website redesign entails.
- Kyle will reach out to Debbie Farris to attend the next meeting and discuss this topic.

11. New Business

- FPAC bylaws changes (Fischer)
 - The changes allow more flexibility for when the FPAC surveys are sent out.
 - MOTION:
 - Senbet motions to approved, seconded by Landry
 - VOTE:
 - Motion approved by voice vote.
- Micro-credential committee charge (Newman)
 - DISCUSSION:
 - DeKrey raised a point regarding responsibilities, suggesting an amendment to insert “, and to the Faculty Senate” in the last bullet point.
 - Newman accepted the amendment.
 - DeKrey also asked about envisioning how Micro-Credentials (MC) can demonstrate the value of a degree and whether it is the same.
 - It was clarified that MC is slightly different—if a student does not graduate, they will still leave with a credential.
 - These credentials can build toward a larger qualification but are not specifically designed for that purpose.
 - The committee will determine how many MCs UNC will offer.
 - MOTION:
 - Senbet, with a friendly amendment to correct the term “micro-credential” and motions to approve, seconded by Landry.
 - VOTE:
 - The amendment and motion were approved by voice vote.

12. Comments to the Good of the Order –

Adjournment – 5:32pm