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**MINUTES FOR THE MONDAY, APRIL 7, 2025,  
FACULTY SENATE MEETING AT 4:00 P.M. IN UC COUNCIL ROOM**

Present: Almquist, Benedict, Brown, de la Torre, DeKrey, Dietz, Doerner, Feinstein, Fischer, Fleming, Garrett, Greene, Kang, Kyle, Landry, Larson, Leatherman, Lee, Lunaris, Leonard, Muller, Newman, Paytoe Gbayee, Schuttler, Senbet, Shafie, Wieben  
Zoom: Allen, Cieminski, Dong Saul, Gershwin, Iannacchione, Schaberl, Trask (Dineen)  
Absent: Castro, Elkins, Lovewell, Mondy, Parker

1. Call to Order: 4:00pm
2. Approval of the April 7, 2025 Agenda: approved without objection
3. Approval of the March 24, 2025 Faculty Senate Minutes: approved without objection
4. Chair's Report (Kyle) – The Shared Governance Reception will take place tomorrow night at the Feinstein residence. Senbet and Kyle recently met with Hanover and are scheduled to meet with the Salary Equity Committee (SEC) on April 28. Hanover is currently unavailable to meet with Faculty Senate during our normal meetings, a virtual meeting may be scheduled, information will be shared once received. Jeri-Anne Lyons will join the next Faculty Senate meeting to provide updates on OSRP and IRB; if you have specific questions, please email them to Kyle in advance to help guide the conversation. A Faculty Appreciation Event will be combined with the Tenure and Promotion Ceremony next year. The All-Faculty Meeting is scheduled for April 17 from 3–5 p.m. in the Panorama Room, please encourage colleagues to attend. Representatives are still needed from MCB, NHS, and EBS for the panel.
5. Administrative Reports
  - President** (Feinstein) – President Feinstein would love to explore what a meaningful Faculty Appreciation event could look like from the faculty perspective and identify all the ways faculty are currently recognized. A week ago, the Joint Budget Committee (JBC) recommended a 2.5% increase along with a tuition cap. Although the advocated budget is \$20 million short, it's a testament to the extensive work that's been done in the JBC, and more conversations are ongoing. Early work on fiscal year 2026 planning with the cabinet is taking place. College open forums are wrapping up, with HSS scheduled for this Wednesday and NHS at the end of the month. Lastly, he is looking forward to the Shared Governance Reception tomorrow evening where student, faculty, and staff leadership will all be in attendance.
  - Provost** (Fleming) – UNC Today highlights an opportunity for faculty and staff to support initiatives stemming from the campus climate survey, applications are due by April 30. "Pies with the Provost" is on April 21 from 2:30–3:30 p.m., and the Academic Affairs Forum is scheduled for April 23. Provost Fleming will have updates on the hiring search at the All-Faculty meeting.
  - Dean's Representative** (Doerner) – No report

**Board of Trustees** (Fischer) – Board of Trustees had a short meeting about an update approving easement for new building.

6. Staff Council Reports:

**Classified Staff Council** (Mondy) – No report

**Professional Administrative Staff Council** (Castro) – No report

7. Standing Committee Reports:

**Academic Policies** (Newman) – The Academic Policies Committee approved the General Education Foundations credential, which will eventually be transitioned to a micro-credential once an appropriate tool is available. This credential will be awarded to students who complete the UNC LAC requirements. The committee also approved a revised undergraduate grading policy, which will be housed under IM&T. The revisions introduce a new pathway allowing undergraduate students to be hired or earn credit for grading undergraduate coursework, under the supervision of an instructor. The grading will remain anonymous, and IM&T has created a new role to support this process. The committee continues to revise the Amorous Relations Policy.

**Codification** (Schuttler) – Codification worked on the Board of Athletic Control bylaws and BPM.

**Elections** (Newman) – The call for Boards, Councils, and Committee nomination are due today at 5pm.

**Faculty Welfare** (DeKrey) – The Faculty Welfare Committee met with Jeri-Anne Lyons to discuss updates related to IRB, IACUC, and concerns raised by NHS RSWC. The new IRB policies are progressing well and appear to be functioning as intended. As for IACUC there has not been much progress and it has not been implemented into Streamline yet. She did confirm that UNC remains in compliance, and investigators are being notified of requests as appropriate. A new hire has been brought on for web communications and continues to make improvements on the website. There have been concerns about communication and members discussed how to improve that communication. They are also working on staffing in the OSRP office.

**Salary Equity** (Senbet) – The Salary Equity Committee has an item under unfinished business. They began discussion on the compensation model, with four proposals on how raises should be distributed, those proposals are;

- (3% to percentage raises)
- (2.5% to percentage raises, 0.5% to parity)
- (2% to percentage raises, 1% to parity)
- (3% to parity)

Kyle and Senbet met with HR on Thursday to review the data. It is now accurate, and it appears that this year, a percentage-based raise may be in the best interest of most faculty.

**DISCUSSION:**

- Leatherman raised concern about assistant professors being hired under parity.
  - It was clarified that salaries were frozen on October 31st, with adjustments made the following January.
  - Going forward, hires will be made at the hiring floor, not below it.
- If enrollment is lower than projected will the pool shrink?

- It would take a dire financial situation to cut raises and raises will be baked into the budget, requiring commitment from leadership.
- President Feinstein mentioned that there is a possibility raises will be given in January, instead of August.
  - Cabinet is actively exploring strategies to reduce the budget gap for Fiscal Year 2026.
- Senbet supports the 3% raise beginning in January vs. a smaller pool and asked if the timing is tied to enrollment or state funding.
  - Decisions have not been made yet but will have a direct impact on faculty and save several millions of dollars, approximately \$2 million.
- Fischer stated that those retiring before January would not benefit from the raise and advocated for consistency and advanced communication.
- Landry emphasized that a 3% across-the-board raise would be most beneficial, especially for units that don't benefit from parity adjustments.
  - He is in support of a 3% across-the-board raise, noting a January raise should be consistent if implemented.
- Raises in January would apply to faculty and professional staff, and classified staff will receive a separate 2.5% raise, likely still in August.
- There was a suggestion to consider moving the equity review to the fall.
- Doerner commented that with January increases, information for adjustments would be more accurate and give more time for planning.
- Greene recommended that when announcements about raises are made, it should also include a clear explanation of how the raises will be allocated.

8. Student Government Association Report (Mestas) – SGA elections are currently underway. Data from the campus-wide student survey focused on the proposed 3-year bachelor's degree and the possibility of a fall break. Regarding fall break, 56% of students were against Fall Break, while 33% were in favor. On the topic of a 3-year degree: 41% support the idea and believe it should be equivalent to a traditional bachelor's degree, 27% support the concept but do not think it should be considered equivalent, and 20% do not support it at all. The survey had a 22% response rate, with approximately 1,500 students participating.

#### 9. Unfinished Business

- FY25 Compensation Outcomes Report (Senbet)
  - Senbet addressed any questions/concerns from the last review.
  - To clarify the ranking was done by CIP code and not by unit on Page 3.
    - Unless amended, it will remain ranked by CIP code.
  - MOTION: Greene moves to accept the report, seconded by Newman
  - VOTE: The motion is approved unanimously

#### 10. New Business

- Faculty Perceptions of Administrators Survey (Fischer)
  - Thank you to everyone serving on FPAC!
  - The purpose of the FPAS survey is to provide constructive feedback to the administrators and Faculty Senate.
    - FPAC members prepared the summaries and all identifying information has been removed.

- Both raw data and summary reports will be sent to the deans.
- A correction will be made on page 2 of the report.
- Fischer noted that the survey was not designed to evaluate strengths and weaknesses or serve as a scientific instrument, the FPAS is a unique survey within the institution.
- For the College of EBS, the wording of the second question will be corrected to align with the rest of the survey.

#### 11. Special Orders

- Faculty Senate Officer Nominations
  - Chair – Harmony Newman (nominated by Kyle), Dana Landry (nominated by Garrett)
  - Vice – Chair – Jeff Brown (nominated by Newman), Barbara Garrett (nominated by Landry)
  - Secretary – Mary Schuttler (nominated by Senbet)
  - At the next meeting each nominee will give a 5- or 3-minute speech followed by a secret ballot for votes.

#### 12. Special Reports

#### 13. Comments to the Good of the Order –

- Artisan scholars are on Thursday, 4/10
- Reminder that MCB, NHS, and EBS representatives are still needed for the All-faculty meeting panel.
- The History department is presenting William E. Hewitt Distinguished Visiting Professor Dr. Geraldo Cadava on April 16<sup>th</sup> at 7pm.
- The chalk art around campus is very uplifting, kudos to President Feinstein and his support.

Adjournment – 5:30pm