



#532

Below are the minutes of the December 4, 2017 Faculty Senate meeting. The next meeting will be held on Wednesday, January 17, 2018 at 4:00 p.m. in Columbine A of the University Center.

AGENDA FOR THE JANUARY 17, 2018 FACULTY SENATE MEETING

1. Call to Order
2. Approval of the Agenda
3. Approval of the December 4, 2017 Faculty Senate minutes
4. Chair's Report
5. Administrative Reports: President's Office, Provost's Office, Board of Trustees
6. Staff Council Reports: Professional Administrative Staff Council, Classified Staff Council
7. Standing Committee Reports: Academic Policies, Codification, Elections, Faculty Welfare, Salary Equity
8. Student Senate Report
9. Special Reports
10. Special Orders
11. New Business
12. Unfinished Business
13. Comments to the Good of the Order
14. Adjournment

MINUTES OF THE DECEMBER 4, 2017 SENATE MEETING

Members Present: Blatt, Cieminski, DeKrey, de la Torre, Dietz, Garrett, Glen, Gurney, Haberman Kang, Lawrence (Kang), Levin, Luger, Luttmann, McGlaughlin, Merrill, Morgan, Murry, Norton, Olivo, Parker (Merrill), Reynolds, Rogers, Schuttler, Senbet, Sullivan, Toewe, Weis, Welch, Welsh, Wiegand.

Members Absent: Carroll, Ellis, Fitzpatrick, Goodrum, Henson, Herrick, Iyer, Luce.

Call to Order

The meeting was called to order at 4:00 p.m.

Approval of the Agenda/Approval of the November 20, 2017 Senate minutes

The agenda was approved without objection.

The November 20, 2017 minutes were approved unanimously.

Chair's Report

- Luttmann welcomed President Norton and noted that the President's report on the recent Faculty Grievance will be scheduled for 5:00 p.m. (Executive Session). The President will also answer questions regarding a recent Senate Resolution (Senate Action 1141) requesting President Norton's attendance at Faculty Senate to discuss recent decisions, decision making processes, administrative bonuses in light of salary freezes, tuition increases in the past three years, and the President's view on the role of the Faculty Senate in shared governance.
- The Senate Executive Committee discussed the Faculty Senate budget and agreed to forego the end of year Senate reception to aid in cost-savings.
- Faculty Survey, RE: Provost Transition: The Qualtrics survey that was distributed was for faculty only, but was forwarded to select staff members (exempt and/or classified) by an unintended recipient (administrator). The existing survey results will be forwarded to the President and will not be redistributed through Qualtrics using individual email addresses.

Administrative Reports

President's Office (Norton)

President Norton addressed the following items outlined in the Senate Resolution (Senate Action 1141) regarding the recent transition in the Provost Office:

- Recent Decisions/Decision-Making Processes
 - Decisions are made in the best interest of the University.
 - Responsibility to make sure UNC is in good shape when handed to the next President.
- Administrative bonuses in light of salary freezes
 - The compensation given to the President and CFO were not bonuses but deferred compensation.
 - The President's deferred compensation was granted by the BOT.
 - Deferred compensation has always been a part of the President's compensation package and is reported to the Chronicle of Higher Education annually.
 - The decision was made to use deferred compensation for CFO this year, to retain Quinn's expertise and to protect UNC's long term fiscal health.
- Tuition increases in the past three years
 - Tuition increases are a concern of the Board of Trustees.
 - Increased total 22% over the past three years = average of \$450 per student/per year.
 - Also increased institutional discounting 52% (14M) over the past three years.
 - Enrollment and expenditures must be controlled to cash flow positive.
- View on the role of the Faculty Senate in shared governance
 - Faculty Senate is the representative body of the UNC faculty. Responsibilities include policies, regulations, and procedures that are academic or directly affect the faculty (Board Policy Manual language).
 - Support shared governance, shared responsibility to move the university forward in a positive way.

Senate Discussion/Questions (*President Norton's responses in italics*):

- Regarding the transition in the Provost Office, the faculty have not been informed of how the transition impacts existing ways to increase enrollment. Limited communication so far.
 - *The topic has been generally addressed: enrollment goals drive budget assumptions. The Provost is a member of the Enrollment Planning Team. Discussions and process continues.*
- Why not visit the Faculty Senate earlier, in anticipation that there may be anxiety about the transition.
 - *Attended when an invitation was received.*
- Any discussion with the Board of Trustees about future viability of UNC as a stand-alone institution? Has the BOT engaged in these types of conversations?
 - *The Chairman of the Board has brought up the topic. UNC needs to continue to think creatively. Mergers are not always the best answer. Other areas to look at: ancillary systems, shared services. What else can UNC do that would make a significant difference in how we do things and increase revenue sources (e.g. School of Osteopathic Medicine).*
- Where is UNC with the five year sustainability plan?
 - *Intent of process and communication with Board of Trustees were solid, but we haven't consistently shared enough information with campus about progress.*
- Regarding the Osteopathic program/clinical placements. These placements would compete directly with placement on UNC's nurse practitioners in the area.
 - *Aware of concerns. Communication/planning, RE: healthcare providers in the state for placement. The School of Osteopathic Medicine must show placement capabilities to obtain accreditation. Earliest placements would occur in 2022, this provides time to address.*
- RE: Communication with administrators. Hard to know that administration is paying attention. Do you think the level of communication is appropriate? What is the ideal level?
 - *Apologize for any gaps in communication. Always tried to be respectful of the Provost's role in communicating with the faculty.*
- What is the current level of reserves?

- *Approximately 23.5M designated as reserves at end of FY18. Goal is to build reserves back up. Stabilization over the past several years, investing in enrollment growth and programs.*
- Who is responsible for the enrollment goals and success of those goals?
 - *Shared responsibility-administration, faculty, staff. Retention of students, student support, financial aid policies, and recruitment all play a part.*
- Recruitment varies from department to department. Some faculty members are unable to go out and recruit directly.
- Disheartening reaction of faculty, e.g. School of Nursing has grown programs, faculty are teaching overloads, and will not receive a salary increase.
- Is there an estimate for faculty retention numbers and/or how many faculty will need to be replaced?
 - *Years of data available regarding faculty movement enable planning for retention/replacement. Small salary increases require a large amount of funds.*
- RE: Faculty involvement with athletic department, how can faculty help maintain quality of academic experience?
 - *It is the intent of the athletic department and the NCAA at national and conference level to justify Division I athletics in a public university setting. UNC committed to connect athletics to all parts of the university, esp. faculty. The Faculty Athletic Representative, Milan Larson is the liaison working with athletic administration to keep the connections strong.*
- Will the university receive the funds from Florida State for the football game that was cancelled?
 - *Waiting for the insurance claim to be processed.*

President Norton thanked the Faculty Senate for the invitation and conversation.

Academic Affairs/Provost's Report (Welch): No report.

Board of Trustees (Luttmann for Iyer): No report.

Staff Council Reports

PASC (Rogers)

PASC will host a guest speakers next week: University and External Relations, Enrollment Management and Student Access, and Marketing.

CSC (Gurney): No report.

Standing Committee Reports

Academic Policies Committee (Toewe)

Information Item: The Committee added state recommended language to the High School Concurrent Enrollment section of the undergraduate catalog. The Committee continues discussion of the Final Exam language.

Codification Committee (Schuttler)

The Committee completed discussion of faculty contracts and will forward drafts to the Faculty Welfare Committee.

Elections Committee (Glen): No report.

Faculty Welfare Committee (Luger)

The Committee will present a motion under New Business today: Part 12 Faculty Grievance.

Salary Equity Committee (Haberman)

The Committee will present a motion under New Business today: UNC Salary Comparison.

Student Senate: No report.

Special Orders

Special Reports

Unfinished Business

New Business

Faculty Welfare Committee Motion: Part 12 Faculty Grievance

MOTION: The Faculty Welfare Committee recommends amendments to the Faculty Grievance policy to clarify definitions, procedures, and timelines.

DISCUSSION: Luger outlined the rationale for the amendment proposals, to clarify definitions, preliminary procedures, hearing procedures, and timelines. Dietz inquired about the phrase “but these counsels may not actor o speak on behalf of either party.” (Section 2-3-1201(3) The Hearing – General. Luger noted that the intent of this stage of the process is to balance formal procedures without attorney discussion.

VOTE: The motion passed unanimously.

Salary Equity Committee Motion: UNC Salary Comparison

MOTION: Beginning in FY2018, the doctoral-all database will be used for UNC salary comparison tabulation.

DISCUSSION: Haberman outlined the rationale, noting that NCHEMS comparisons have not been reliable, as some peer institutions do not report. The Committee would like Senate endorsement of the motion to move to the doctoral-all database for salary comparison tabulation. Levin asked for clarification of “tabulation”.

VOTE: The motion passed unanimously.

Executive Session – Final Disposition of Faculty Grievance Appeal – President Norton

Luttmann moved to begin Senate Executive Session.

Comments to the Good of the Order

Adjournment

The meeting adjourned at 5:30 p.m.

Nancy Glen
Faculty Senate Secretary

Lori Riley
Recording Secretary

UPCOMING SENATE & SENATE COMMITTEE MEETINGS

Monday, January 8, 2018	Salary Equity Committee	meeting cancelled	
Monday, January 8, 2018	Senate Executive Committee	UC Aspen C	4:00-5:30 p.m.
Wednesday, January 10, 2018	Codification Committee	UC Aspen C	2:00-3:30 p.m.
Wednesday, January 10, 2018	Faculty Welfare Committee	UC Spruce B	3:30-5:00 p.m.
Wednesday, January 17, 2018	Academic Policies Committee	UC Columbine A	3:00-4:00 p.m.
Wednesday, January 17, 2018	Faculty Senate	UC Columbine A	4:00-5:30 p.m.