



#531

Below are the minutes of the November 20, 2017 Faculty Senate meeting. The next meeting will be held on Monday, December 4, 2017 at 4:00 p.m. in Columbine A of the University Center.

AGENDA FOR THE DECEMBER 4, 2017 FACULTY SENATE MEETING

1. Call to Order
2. Approval of the Agenda
3. Approval of the November 20, 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
 - Faculty Welfare Committee Motion: Part 12 Faculty Grievance
 - Salary Equity Committee Motion: UNC Salary Comparison
12. Unfinished Business
13. Comments to the Good of the Order
14. Adjournment

MINUTES OF THE NOVEMBER 20, 2017 SENATE MEETING

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

Members Absent: Blatt, Carroll, Ellis, Herrick, Iyer, Luce, Wiegand.

Call to Order

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

Approval of the Agenda/Approval of the November 6, 2017 Senate minutes

- Merrill requested an amendment to the agenda to add two discussion items: 1. Request a discussion with President Norton, RE: salaries, administrator bonuses, tuition increases. 2. Role of the Faculty Senate as an active body representing faculty in the spectrum of shared governance.
- Dietz requested an amendment to the agenda to add an item under New Business: Faculty Senate endorsement of the naming of the Bob Heiny Student-Athlete Academic Success Center.
- Luttmann noted that New Business has already been placed ahead of Unfinished Business on the agenda that was distributed. As New Business, the Dietz agenda item will be the first item of business.

MOTION: Amend the agenda as requested: Fitzpatrick.

SECOND: Merrill.

VOTE: The agenda was amended without objection.

MOTION: Approve the November 6, 2017 minutes: Fitzpatrick.

SECOND: Glen.

VOTE: The November 6, 2017 minutes were approved unanimously.

Chair's Report

- The Board of Trustees met on November 17, 2017:
 - The BOT approved the collateralization of buildings to fund specified priorities.
 - The BOT accepted the naming of the Bob Heiny Student-Athlete Academic Success Center.
 - Parks outlined possible plan changes to the UNC Optional Retirement Plan at the November 17th BOT meeting. The Salary Equity Committee and Faculty Senate will be involved in additional discussion regarding future plan changes.
 - A representative of the search firm Storbeck/Pimentel & Associates met with the Presidential Search Committee on November 17, 2017. Luttmann noted that it has not been determined if the search will be open or closed.

Administrative Reports

President's Office (Welch): No report.

Levin asked for additional information regarding the salary freeze - will the salary freeze decision affect promotion increases? Fitzpatrick asked if there are factors that could affect/reverse the salary freeze decision.

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

Board of Trustees (Luttmann for Iyer)

See Chair's Report.

Staff Council Reports

PASC (Rogers)

PASC is accepting nominations for Helping Hands.

CSC (Gurney)

The Council hosted an information session with PERA representatives last week.

Standing Committee Reports

Academic Policies Committee (Glen)

The Committee is presenting the Final Exam language as an information item (distributed to Senate). Levin noted a change in #3 and #5 that may need additional discussion: original language "not less than one week before the scheduled exam", change: "no later than the mid-point of the respective course(s)." Levin will add the discussion under New Business today.

Codification Committee (Luger for Schuttler)

The Committee will review an updated faculty contract draft from Satriana at the November 29th meeting.

Elections Committee (Glen): No report.

Faculty Welfare Committee (Luger)

The Committee has completed revisions to the Faculty Grievance policy and will present the amendment proposals at the December 4th Faculty Senate meeting. The Committee will discuss the Scientific Misconduct Policy (returned by administration) and the Conflict of Interest Policy at the November 29th meeting.

Salary Equity Committee: No report.

Student Senate: No report.

Special Orders

Appointments to Faculty Boards, Councils, Committees

Luttmann presented the following slate of appointments for Senate approval:

1-CRA (NHS 17-18): Audrey Snyder

1-FPAC (UL 17-19): Laura Uglean Jackson

1-FPAC (PVA 17-18): Brian Luedloff

MOTION: Approve the slate of appointments as presented: Glen.

SECOND: Fitzpatrick.

VOTE: The appointments were approved unanimously.

Special Reports

New Business

Dietz Motion: Senate Endorsement: Naming of the Bob Heiny Student-Athlete Academic Success Center

Dietz outlined Dr. Heiny's contributions to UNC to include nearly three decades as the NCAA faculty representative, chair of the Board of Athletic Control, and 40+ years as a faculty member.

MOTION: Resolution: The Faculty Senate endorses the naming of the Bob Heiny Student-Athlete Academic Success Center and recognizes Dr. Heiny's commitment to UNC as a faculty member for 48 years, UNC's faculty representative to the NCAA for 28 years, chair of the Board of Athletic Control and induction into UNC's Athletics Hall of Fame in 2009: Dietz.

SECOND: DeKrey.

VOTE: The motion passed unanimously.

APC Information Item: Final Exam Language Amendment Proposal

MOTION: Revert back to original Final Exam language for #3 and #5: Levin.

Original language: "not less than one week before the scheduled exam". APC amendment: "no later than the mid-point of the respective course(s)."

SECOND: Glen.

VOTE: The motion failed by voice vote.

DISCUSSION: Senate members discussed the revisions to #2, #3, and #5 and agreed that the changes are substantive and need additional discussion. Levin recommended that the information item be remanded back to the Academic Policies Committee for additional discussion/clarification of the amendments to #2, #3, and #5.

MOTION: Remand the Final Exam language back to the Academic Policies Committee for clarification and additional discussion/rationale for amendments: Levin.

SECOND: Senbet.

VOTE: The motion passed unanimously.

Merrill Discussion of Provost Transition and Administrative Deferred Compensation

Merrill outlined concerns regarding recent events and recommended that the Senate request that the President attend an upcoming Faculty Senate meeting:

- President's memo stating that there will not be an increase in faculty or exempt staff salaries
- Reports of deferred compensation bonuses for Norton and Quinn
- Tuition increases over the past three years
- Budget decisions
- Administrator salary increase information

MOTION: The Faculty Senate requests that the President attend an upcoming Faculty Senate meeting to provide rationale for the transition in the Provost position: Fitzpatrick.

SECOND: Merrill.

DISCUSSION:

- Provost transition is a personnel matter, how much can be disclosed?
- Topics for discussion with President Norton
 - Salary discussion
 - Budget discussion
- Faculty should be able to ask for rationale on administrator decisions
- Faculty Senate can address events/decisions in a constructive manner
- Faculty Senate should be able to represent the faculty
- Invite the President to attend an upcoming meeting to discuss the process and rationale for recent decisions
- Campus climate/morale

AMENDMENT to MOTION: The Faculty Senate requests that President Norton attend an upcoming Faculty Senate meeting to discuss recent decisions, decision making processes, and her view on the role of the Faculty Senate in shared governance: Levin. The amendment was accepted.

FRIENDLY AMENDMENT: Include the following items in the discussion with the President: salary freeze, administrator bonuses, tuition increases: Merrill. The friendly amendment was accepted.

AMEND ORIGINAL MOTION to READ: The Faculty Senate request that that President Norton attend an upcoming Faculty Senate meeting to discuss recent decisions, decision making processes, administrative bonuses in light of salary freezes, tuition increases in the past three years, and her view on the role of the Faculty Senate in shared governance.

VOTE: The motion passed by a hand vote of 13-8, 2 abstentions.

Unfinished Business

Faculty Senate Executive Committee Recommendation(s): Next Steps in Discussion of Recent Provost Transition-Continued Discussion

The Faculty Senate continued discussion on a motion and amendment from the November 6, 2017 meeting (left unfinished due to time constraints).

(November 6, 2017) MOTION: The Faculty Senate Executive Committee recommends the following questions for distribution to the UNC faculty via the Qualtrics Survey tool: (preamble TBD)

1. When administrative positions change, should explanations be offered to the wider campus community?
2. Should faculty have a greater role in evaluation and retention of administrators?
3. Additional Comments:

AMENDMENT: Add the following questions: Senbet

What are your perceptions of the dismissal of the Provost?

Should the faculty Senate communicate the perceptions to the president?

SECOND: Merrill.

*****CONTINUED DISCUSSION of NOVEMBER 6, 2017 SENBET MOTION*****

FRIENDLY AMENDMENT to SENBET MOTION: Amend the additional (Senbet) questions and use the Likert Scale on the survey questions: Morgan.

- The removal of Robbyn Wacker from the position of Provost was the right thing to do for the welfare of the University. (Likert Scale: Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree).
- The Faculty Senate should communicate the survey perceptions to the President. (Likert Scale: Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree).

Amendment accepted by Senbet.

VOTE (FRIENDLY AMENDMENT): The motion passed by hand vote of 14-1, 7 abstentions.

MOTION: Approve the final questionnaire as amended: Morgan.

SECOND: Senbet.

(FINAL) QUESTIONS for SURVEY:

1. When administrative positions change, should explanations be offered to the wider campus community? (Likert Scale)
2. Should faculty have a greater role in evaluation and retention of administrators? (Likert Scale)
3. The removal of Robbyn Wacker from the position of Provost was the right thing to do for the welfare of the University. (Likert Scale)
4. The Faculty Senate should communicate the survey perceptions to the President. (Likert Scale)
5. Additional Comments (open ended question)

VOTE on QUESTIONNAIRE: The motion passed with a hand vote of 13-2, 7 abstentions.

The Faculty Senate Executive Committee will finalize the questionnaire for the Qualtrics survey and distribute to the UNC faculty.

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

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|------------------------------|-----------------------------|-----------------|----------------|
| Monday, November 27, 2017 | Salary Equity Committee | UC Aspen C | 3:00-4:00 p.m. |
| Monday, November 27, 2017 | Senate Executive Committee | UC Aspen C | 4:00-5:30 p.m. |
| Wednesday, November 29, 2017 | Codification Committee | UC Aspen C | 2:00-3:30 p.m. |
| Wednesday, November 29, 2017 | Faculty Welfare Committee | UC Council Room | 3:30-5:00 p.m. |
| Monday, December 4, 2017 | Academic Policies Committee | UC Columbine A | 3:00-4:00 p.m. |
| Monday, December 4, 2017 | Faculty Senate | UC Columbine A | 4:00-5:30 p.m. |