



#530

Below are the minutes of the November 6, 2017 Faculty Senate meeting. The next meeting will be held on Monday, November 20, 2017 at 4:00 p.m. in Columbine A of the University Center.

### **AGENDA FOR THE NOVEMBER 20, 2017 FACULTY SENATE MEETING**

1. Call to Order
2. Approval of the Agenda
3. Approval of the November 6, 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  
    Appointments to Faculty Boards, Councils, Committees: CRA, FPAC
11. New Business
12. Unfinished Business  
    Faculty Senate Executive Committee Recommendation(s): Next Steps in Discussion of Recent Provost Transition
13. Comments to the Good of the Order
14. Adjournment

### **MINUTES OF THE NOVEMBER 6, 2017 SENATE MEETING**

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

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

Guests: Approximately four staff and faculty members

#### **Call to Order**

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

#### **Approval of the Agenda/Approval of the October 23, 2017 Senate minutes**

The agenda was approved without objection.

The October 23, 2017 minutes were amended to add Dietz and Fitzpatrick to "Members Present". The amended minutes were approved unanimously.

#### **Chair's Report**

- Luttmann welcomed Dietz (emeritus faculty representative).
- The Faculty Senate office received a memo outlining the naming of the Bob Heiny Student-Athlete Academic Success Center inside Butler Hancock. The naming is being proposed in recognition of a gift of \$185,000 made by Bob Phelps of San Jose, California to update the current Student-Athlete Academic Success Center and to recognize the commitment of Dr. Heiny to the well-being and success of UNC's student-athletes.
- Luttmann received a few inquiries after the October 23<sup>rd</sup> Senate meeting, specifically asking about the emeritus proxy appointment. Luttmann referred to BPM Section 2-3-105(11)+(12), noting that additional discussion may be required:

(11) A member of a faculty governance body who will be absent from a majority of the meetings of that body during one semester, shall appoint an alternate **from among the voting faculty** in the entity he/she represents, and shall inform the Faculty Senate of any such appointment prior to the first meeting attended by the alternate.

(12) A member of a faculty governance body who will be absent from a single meeting of that body who will be absent from a single meeting of that body, may appoint a proxy from among the membership of that body, and shall inform the chair of that body of such proxy appointment prior to the commencement of that meeting.

## **Administrative Reports**

### **President's Office (Reynolds)**

The Governor's proposed FY19 budget includes a higher education funding increase that would yield about \$2.1 million for UNC.

### **Academic Affairs/Provost's Report (Welch)**

Welch thanked the Senate members for their continued service and noted that he plans to visit the colleges as soon as possible. Welch welcomed additional inquiries via email correspondence.

### **Board of Trustees (Luttmann for Iyer)**

The Finance and Audit Committee and Presidential Search Committee met on November 1, 2017.

## **Staff Council Reports**

PASC: No report.

CSC (Gurney): No report.

## **Standing Committee Reports**

### **Academic Policies Committee (Toewe)**

The Academic Appeals Task Force continues discussion of the Academic Appeal Procedure amendment proposals. The Committee will postpone today's information item (Final Exam Language) and will continue discussion at the November 20<sup>th</sup> APC meeting.

### **Codification Committee (Schuttler)**

The Committee continues review of Board Policy Manual language and discussion of faculty contract language.

Elections Committee (Glen): No report.

### **Faculty Welfare Committee (Luger)**

The Committee continues discussion of amendment proposals for the Faculty Grievance policy. Upcoming agenda items include: Scientific Misconduct Policy (returned by administration) and the Conflict of Interest Policy.

### **Salary Equity Committee (Haberman)**

The 2017-2018 Compensation Identity Progress Update and Compensation Outcomes report will be distributed in the next 1-2 weeks. Significant volatility in the parity data this year was due in part to 3-4 of the NCHEMS schools not reporting. Parks asked for a Committee recommendation on three peer group options:

- Use NCHEMS 27 for overall annual aggregate summary of CUPA salary Data, Doctoral-All for individual salary calculations.
- Use NCHEMS 27 for overall annual aggregate summary of CUPA salary data and for individual salary calculations. Include a calculated factor applied to salary comparisons with no NCHEMS 27 match.
- Use Doctoral-All for aggregate data and for individual salary comparisons.

Student Senate: No report.

## **Special Orders**

### **Appointments to Faculty Boards, Councils, Committees**

Campus Transportation and Parking Master Plan Committee: Luttmann distributed an email asking for volunteers (Senator preferred). Colleen Fitzpatrick has volunteered to serve.

*MOTION*: Approve the appointment of Colleen Fitzpatrick to serve as the Faculty Senate representative to the Campus Transportation and Parking Master Plan Committee.

*VOTE*: The appointment was approved unanimously.

## Special Reports

### PowerEd | Alison Schwabe

Schwabe outlined energy project highlights, methods to increase energy efficiency, the powerED program approach, highlights by the numbers (People Power Planet), operational highlights, performance highlights, Student LEAF Greeley Tribune article, recommendations/checklist for distribution, and encouraged participation in website activities and campus events.

### Bear Pantry | Jesus Garcia, Genesis Orellana

Jesus Garcia and Genesis Orellana outlined Bear Pantry information, pantry use, donation options (online, through foundation, delivery of items to the pantry) items needed, and outreach ideas. Garcia also noted that the pantry has received a donation of a commercial refrigerator and will be able to increase the intake of perishable items. Garcia and Orellana thanked the Faculty Senate for the donations received today.

Information about making donations can be found at <http://www.unco.edu/bear-pantry/donate.aspx>.

## Unfinished Business

### New Business

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

*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:

#### *DISCUSSION:*

- What will the preamble say?
- What is the purpose of the survey? Information item?
- How will the survey be distributed?
- How does the data from the proposed questions help with the intent of the original motion?
- Need clarification/definition of “administrative position”

#### *AMENDMENT to MOTION:* Add the following question: McGlaughlin

Should the Faculty Senate communicate with President Norton regarding the faculty perceptions of the firing of Provost Wacker?

#### *SECOND:* Merrill.

#### *DISCUSSION:*

- Concerns about lack of transparency, truthfulness
- What is the policy for discussion of personnel decisions
- Ask for a response from President Norton
- Communication of the general faculty disapproval of the transition process and timing
- Impact on the faculty, staff, and university as a whole
- Impact on morale
- Senate should not be inserted into personnel decisions
- Faculty, staff can contact President Norton individually
- Respect for individuals that are removed from positions
- Collect opinions and forward to the President - important to allow faculty input
- Question timeline of transition, method of communication
- What is the appropriate procedure and purview of Senate?
- Lack of confidence in future communications
- How can faculty have a positive voice in this situation?
- Methods of increasing positive communication, receive feedback
- Discuss expectations from administration

- Should the name be omitted from the amendment?

*FRIENDLY AMENDMENT to McGlaughlin MOTION:* Eliminate the first two questions recommended by the Senate Executive Committee, add McGlaughlin question (keep question #3): de la Torre.

McGlaughlin accepted the friendly amendment. McGlaughlin: Add a secondary question: which of the following topics do you think should be raised with President Norton (insert topics). Luger recommended that the amendment is out of order as it does not amend the original motion.

Senate members requested that Luttmann read the ORIGINAL FACULTY SENATE MOTION

(October 23, 2017 meeting): *All Senators will poll the members of their colleges to determine what items would be appropriate to include in a letter to the president.*

- Original motion instructed the Senators to poll their colleagues for items
- Executive Committee motion presents questions for a Qualtrics Survey

*CALL FOR VOTE:* Fitzpatrick.

*SECOND:* Parker.

*VOTE TO CALL THE QUESTION:* 22-3-0

*VOTE on McGlaughlin AMENDMENT:* 7-16-0. The amendment failed.

*ADDITIONAL DISCUSSION:*

- Are the current questions sufficient for the survey?
- Ask faculty their perception of the transition events

*MOTION:* 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.

Due to time constraints, discussion will continue at the November 20, 2017 meeting.

**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, November 13, 2017	Salary Equity Committee	UC Aspen C	3:00-4:00 p.m.
Monday, November 13, 2017	Senate Executive Committee	UC Aspen C	4:00-5:30 p.m.
Wednesday, November 15, 2017	Codification Committee	UC Aspen C	2:00-3:30 p.m.
Wednesday, November 15, 2017	Faculty Welfare Committee	UC Spruce B	3:30-5:00 p.m.
Monday, November 20, 2017	Academic Policies Committee	UC Council Room	3:00-4:00 p.m.
Monday, November 20, 2017	Faculty Senate	UC Columbine A	4:00-5:30 p.m.