



GENERAL MEETING OF THE FACULTY  
Thursday, April 22, 2021  
4:00pm | Remote Meeting - Zoom  
MINUTES

**Call to Order**

The meeting was called to order at 4:02pm.

**Approval of the General Meeting of the Faculty Agenda**

The agenda was approved without objection.

**Approval of the April 21, 2020 Minutes**

The April 21, 2020 minutes were approved without objection.

**Announcements and Communications**

Faculty Senate Chair – Levin

- Faculty Senate highlights from the 20/21 academic year:
  - Academic Policies Committee – Anne Toewe, chair
    - S/U grading option and extension of the individual course withdrawal deadline for Fall 2020 and Spring 2021 to support student success during the pandemic
    - Permanent change to the full semester individual course withdrawal deadline to align with the complete schedule withdrawal deadline for Fall 2021 forward
  - Faculty Welfare Committee – Stan Luger, chair
    - An option for tenured faculty to forego annual/biennial review for the 19/20 review period in response to the pandemic
    - Upon Board approval, a triennial review option for tenured, full professors will be available next year
    - Policy codifying the practice of including faculty in university administrative searches
    - Revision to the term conversion policy to improve the process by which a contract-renewable faculty member can petition to have their position converted to tenure-track
  - Salary Equity Committee – David Greene, chair
    - Policy to set forth equitable transition guidelines for administrators moving to or returning to faculty positions
    - New peer group of 51 institutions to use for salary comparisons with a goal of working toward 100% parity with the peer group

- Recommendation for 3% salary pool distribution to include a flat dollar amount to all faculty and parity adjustments to bring all faculty up to at least 81% of parity
- Codification Committee – Mary Schuttler, chair
  - Thanks to Codification for their work in ensuring proposals sent to Faculty Senate are well written and consistent with university policies
- Faculty Perceptions of Administrators Committee
  - Thanks to all faculty who participated in the 2021 survey. The FPAS report will be made available on the Faculty Senate website once it is approved by the Faculty Senate.
- Thanks to President Feinstein and Provost Anderson for their commitment to shared governance and for welcoming me as Faculty Senate Chair to the President’s Cabinet and Deans Council. I appreciate their eagerness to listen to and incorporate faculty feedback in their many tough decisions.

## **Administrative Reports**

### **President Feinstein**

- Thanks to Oscar Levin for his contributions in the leadership of the university.
- Many thanks to all faculty for their flexibility, creativity, and hard work during this very challenging year.
- To foster relationships and continued conversation, this semester I have been meeting with every faculty unit across campus. Once the meetings with faculty groups are concluded, I plan to start the process again by meeting with all the staff groups across campus.
- At the budget town hall this past Tuesday, we shared a lot of good information about university resources, revenues, and spending. Salary increases are in the works to improve compensation for all our employees. UNC is spending within its means; we will finish cash flow positive for the third year in a row.

### ***Q&A***

- The Salary Equity Committee is planning to present a five-year plan to reach 100% parity with our peer group. Would such a goal be a priority for the administration?
  - Yes, it is a priority that all employees are paid a fair wage, comparable to our peers. The challenges we will continue to face in working toward that goal, and in managing expenses generally, are stabilizing enrollment and ensuring the State provides a fair share of resources. It is hard to have adequate compensation pools when we are funded at about 50% of the rate of our peers. Our lobbying efforts were successful this year in obtaining an additional 4.7 million dollars. We are committed to continuing to lobby the State and funding our priorities, including faculty salaries.

### **Provost Anderson**

- Thanks to Faculty Senate for their collaboration and working together to be successful during these difficult times. Thanks to everyone for their hard work this year. It has not been easy, but it has been gratifying.
- Academic Affairs highlights from this year:

- We brought on three new deans: Sher Gibbs, Dean of the Monfort College of Business; Jennifer Nutefall, Dean of University Libraries; and Jeri Lyons, Dean of the Graduate School.
- We had three successful dean searches this year: Jared Stallones, Dean of the College of Education & Behavioral Sciences; Cristina Goletti, Dean of the College of Performing & Visual Arts; and Kamel Haddad, Dean of the College of Natural & Health Sciences.
  - We utilized the new administrative position searches policy approved this year by Faculty Senate.
  - Thanks to Angela Vaughan (EBS), Scott Franklin (NHS), and Erik Applegate (PVA) for serving as the chairs for their respective search committees.
- We hired a new Executive Director Extended Campus, Arte Libunao.
- We also hired a new Director of Institutional Research & Effectiveness, Sonia Brandon. We are developing a more robust analytics capability in Academic Affairs to use data to be more informed about our students and the health of our programs.
- Thanks to the faculty who volunteered their time last Summer with the Academic Affairs Re-Entry Task Force to help us pivot to online course modalities.
- We also had a Financial Re-Entry Task Force to find savings in our budget. Academic Affairs found roughly 4.5 million dollars in savings. Much of that was in vacancy savings, as well as reducing travel, professional development, and adjunct spending. We were able to reduce our adjunct spending without impacting any course sections.
- We successfully completed Fall and Spring semesters and offered course modality flexibility when appropriate after Thanksgiving and at the beginning of Spring semester.
- We have been planning for Fall 2021 since early this Spring, and now we are committed to a full in-person experience for Fall 2021.
- We dedicated some federal stimulus money to helping faculty get back into the upcoming Fall semester by reinvigorating scholarship and creative works.
- In Spring 2020, the Faculty Senate revised the Tenure Clock Extension policy and added language to cover events such as the pandemic, which provided an important opportunity for faculty members to extend their tenure clock.
- We have changed the way we think about budget in Academic Affairs. Rather than having historical roll over, we started with a zero base. Building our budget from the bottom up allowed us to find additional money to invest. We will likely have enough money to conduct 12-15 searches for faculty this year.
- Plans for FY22
  - Sonia Brandon is leading an effort to define data governance. We will be generating new dashboards to make more data available to deans, unit leadership, and faculty.
  - With that data, we will be able to project Academic Affairs budgets into FY23, 24, and 25. By doing so, we will be better prepared to continue investing in ourselves.
  - We will be able to focus again on the Strategic Enrollment Student Success plan and revisit the retention and graduation metrics we have set for ourselves.

### ***Q&A***

- Is UNC considering mandating the COVID vaccine for Fall, and if so, is there a deadline to make the decision?
  - We are watching national trends closely and monitoring the approval status (emergency use authorization versus full approval) of the vaccine. We are not yet at a point where a decision to mandate the vaccine can be made. We strongly encourage people to get vaccinated.
- Do we have a sense of how many or what percentage of students are planning to be vaccinated?
  - We have not polled students yet, but we will have a better sense of numbers as we get closer to Fall.
- With the new budget outlook, do we anticipate funding to be restored for travel and professional development?
  - The Academic Affairs budget includes travel, professional development, official functions, etc. Restoration of funds is based on historical spending patterns.

### **Comments to the Good of the Order**

### **Adjournment**

The meeting was adjourned at 4:42 pm.

Oscar Levin  
Faculty Senate Chair

Betsy Kienitz  
Recording Secretary