



#599

**AGENDA FOR THE MONDAY, APRIL 18, 2022 FACULTY SENATE MEETING
AT 4:00 P.M. IN CAMPUS COMMONS 2300**

1. Call to Order
2. Approval of the April 18, 2022 Agenda
3. Approval of the April 4, 2022 Faculty Senate Minutes (See below)
4. Chair's Report
5. Administrative Reports: President, Provost, Board of Trustees
6. Staff Council Reports: Classified Staff Council, Professional Administrative Staff Council
7. Standing Committee Reports: Academic Policies, Codification, Elections, Faculty Welfare,
Salary Equity
8. Student Senate Report
9. Special Orders
 - Faculty Senate Officer elections
 - CETL Advisory Board, Faculty Senate representative, Corinne Wieben
10. Special Reports
 - Academic Covid Responsiveness Group Report (Senbet, Vaughan)
11. Unfinished Business
12. New Business
 - Grade Replacement policy – Graduate Catalog (APC)
 - Summer Workload policy (FSEC)
 - Salary Pool Distribution Model (Salary Equity)
13. Comments to the Good of the Order
14. Adjournment

**MINUTES FOR THE MONDAY, APRIL 4, 2022 FACULTY SENATE MEETING
AT 4:00 P.M. IN UC COUNCIL ROOM**

Present: Benedict, Blatt, Brown, Charley, Cobb, Dietz, Doerner, Endres (Muller), Feinstein, Fischer, Franklin, Gebhardt, Greene, Haddad, Harraf (de la Torre), Kyle, Levin, Maxey, Schaberl, Schuttler (Blatt), Senbet, Sileo, Stoodly, Vaughan, Vollendorf, Wieben, Wiegand, Wood, Yu, Zaghlawan

Absent: Applegate, Athanasiou, Benavidez, Brewer, Fulks, Johnson, Kraver, Pullen (Han), Williams

Guest: Guzman, McCartin

1. Call to Order

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

2. Approval of the April 4, 2022 Agenda

Approved without objection.

3. Approval of the March 21, 2022 Faculty Senate Minutes

Approved without objection.

4. Chair's Report (Levin):

- The Faculty Perceptions of Administrators Committee (FPAC) will implement the Faculty Perceptions of Administrators Survey (FPAS) in mid-April. The President, the Dean of the Graduate School, the Dean of University Libraries, and the Dean of the Monfort College of Business will be evaluated this year. Levin plans to work with university administration before his term as Senate Chair ends to create more meaningful FPAS questions for more constructive feedback. Levin and FPAC will plan to bring revisions to Faculty Senate next year.
- Senate committees will be electing new officers soon. Any Senators interested in serving, please let the current committee chair know you are interested.
- The Spring All Faculty Meeting will be held Thursday 4/21 at 4:00pm on Zoom.
- The Spring Faculty Senate reception will be held on Monday, 5/2 after the last Senate meeting. President Feinstein has graciously offered to host the Senate reception at his residence.

5. Administrative Reports:

President (Feinstein): No Report.

Provost (Vollendorf):

- The searches for HSS Dean and Associate Provost are ongoing. Provost Fleming is arriving in mid-May and will interview finalists.
- We will be working to adjust GA/TAs to one salary schedule. Currently, there are two different schedules, which is not equitable. Dean Lyons is working on this project. Any changes will not impact this coming fiscal year but the following year. Allocation will not go down; lower scales will be raised to meet higher scales.

Board of Trustees (Fischer): No Report.

6. Staff Council Reports:

Classified Staff Council (Gebhardt): No Report.

Professional Administrative Staff Council (Cobb): No Report.

7. Standing Committee Reports:

Academic Policies (Vaughan): We approved a grade replacement policy for the graduate catalog and plan to bring it to the next Senate meeting.

Codification (Schuttler): We reviewed and made recommendations for the graduate level grade replacement policy.

Elections (Kyle): The ballots for faculty boards, councils, and committees will be distributed later this week. There are still options for write-in candidates; encourage your colleagues to please consider serving.

Faculty Welfare (Senbet): We have two items under new business.

Salary Equity (Greene): We are lacking a PVA representative on Salary Equity. PVA Senators, please consider serving on Salary Equity next year.

8. Student Senate Report (Benavidez): No Report.

9. Special Orders

- **Faculty Senate Officer nominations**

- Nominations are open, and elections will be held at the next meeting.
 - **Senate Chair:** Levin nominated Senbet, and Senbet accepted the nomination.
 - **Senate Vice Chair:** Senbet nominated Kyle, and Kyle accepted the nomination.
 - **Senate Secretary:** No nominees at this time.

10. Special Reports

- **CETL Revitalization/Plans for AY 22-23** (McCartin)

- Lyda McCartin and the CETL Revitalization Team, consisting of representatives from each academic college and University Libraries, developed a new [Vision/Mission](#) and [Strategic Plan](#) for CETL.
- How we are achieving the mission:
 - Learning Communities
 - Webinars and Workshops
 - Teaching & Assessment Symposium
 - Restructured New Faculty Orientation & Development
 - Certificate in College Teaching
 - Doctoral Field Experience
 - On-Demand Resources
 - Needs Assessment
- How we are achieving the vision:
 - Steady increase of UNC faculty participation in most colleges since 2020.
 - Over 200% increase in website usage and improvement of the bounce-back rate.
 - Over 790 folks outside of UNC have attended CETL webinars and the Symposium since 2021.
 - In 2021 the on-demand content in the CETL Webinar Library was downloaded 3,371 times and streamed 975 from 71 institutions across 56 countries.
- Plans for AY 22/23:
 - Restructuring the Certificate in College Teaching to serve more graduate students
 - More improvements to New Faculty Orientation & Development
 - New adjunct instructor Canvas course
 - Pilot - CETL Teaching Coaches Program
 - New webinar series focused on grading/grading strategies

- New learning communities
- New Strategic Plan for 2023-2025
- Future Plans:
 - Peer Teaching/Peer Observation Program
 - Scholarship of Teaching & Learning (SoTL) Program
 - Teaching Awards
 - May Learning Labs: Universal Design for Learning, Affordable Course Materials, Equity-Minded Grading
- The CETL Advisory Board needs a Faculty Senate representative. Senators who are interested please reach out to McCartin.
- McCartin was appointed in 2020 to a three-year term as the Interim Director of CETL.
 - The Division of Academic Effectiveness will launch a search for a permanent director later this year.

• **Academic Covid Responsiveness Group Report** (Senbet, Vaughan): No Report.

11. Unfinished Business

12. New Business

• **Voting Faculty amendment** (Faculty Welfare)

- Senbet presented an amendment to the voting faculty section of Board Policy to address the issue of when faculty workload reassignment results in less than .5 FTE instruction and/or research.
- Purpose: The revised language clarifies the requirements for being classified as voting faculty to include faculty workload in service (including chair service).
- Rationale: The change will ensure that faculty who perform more than .5 FTE in faculty service (including service to Faculty Senate and chair service) are not excluded from the voting faculty. This is an issue for chairs of units and the chair of Faculty Senate who have more than .3 FTE reassignment to service from teaching and research.
- This is an amendment to the faculty constitution, and if approved at Faculty Senate, it will go to a vote of the full faculty.

MOTION: Faculty Welfare – It is moved to adopt the changes to the faculty constitution section 2-3-103(2)(c) in Board Policy.

VOTE: Approved by voice vote.

• **Chair/Director Distinctions** (Faculty Welfare)

- Senbet presented revisions to Board Policy and University Regulations to clarify the distinctions between chair and director roles.
- Under the proposal presented:
 - Any unit leader of a department or free-standing program, or of a school provided they have faculty workload in instruction and/or professional activity, will be called a chair (either a department chair, free-standing

program chair, or school chair) and will fall under current policies for department chairs.

- Unit leaders of schools that have a full-time professional administrative assignment will be classified as directors and fall under the current policies for school directors.
- Rationale for the change:
 - School directors who do not have a full-time reassignment to their administrative director duties have part of their workload assigned to teaching or professional activity, and as such they are similar to department chairs and should be classified in the same way.
 - Further, recent changes to the methodology used to determine the additional compensation above base salary for chairs and directors resulted in equitable compensation.

MOTION: Faculty Welfare – It is moved to adopt the changes to Board Policy and University Regulations outlined below.

DISCUSSION:

- Compensation equity for unit leaders has been addressed, and this proposal is a step toward equity in clarifying the type of work and expectations for each position.
- The intention is to make any unit leader with a less than full-time administrative assignment a chair.
 - If approved, some current director positions will become chair positions.
 - There are no changes to directors who are full-time administrators.
 - Determinations will need to be made as to whether roles qualify as 1.0 administration.
- Conversations have been occurring, and those directors potentially impacted (about 10 individuals) have been notified about potential changes.
 - Many current directors in the split administrative/faculty roles have expressed support for this type of change.
- Chairs could be of a school, department, or free-standing program. They would follow faculty evaluation processes, accrue sabbatical time, etc.
- Definitions have not yet been established for “school”, “department”, or “free-standing program”.
 - We will need to create definitions for the types of academic units at some point, but it is not necessary for the clarification regarding unit leaders as presented today.
- Members discussed potential impacts/ramifications of the policy and how the policy would be implemented.
 - How to handle transition/reassignment
 - How to handle when unit leadership responsibilities are shared among associate directors/chairs

VOTE: Approved by voice vote.

13. Comments to the Good of the Order

14. Adjournment

The meeting was adjourned at 5:04pm.

Britney Kyle
Faculty Senate Secretary

Betsy Kienitz
Recording Secretary