



#584

AGENDA FOR THE MONDAY, APRIL 5, 2021 FACULTY SENATE MEETING
AT 4:00 P.M. – REMOTE MEETING - ZOOM

1. Call to Order
2. Approval of the April 5, 2021 Agenda
3. Approval of the March 22, 2021 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
10. Special Reports
 - x Commencement Update
11. Unfinished Business
12. New Business
 - x Online Exam Proctoring information item
 - x Mutually Exclusive Courses catalog language update
 - x Promotion
 - x Triennial review option for tenured full professors
13. Comments to the Good of the Order
14. Adjournment

MINUTES FOR THE MONDAY, MARCH 22, 2021 FACULTY SENATE MEETING AT
4:00 P.M. – REMOTE MEETING - ZOOM

Present Anderson (Matchett), Applegate, Black, Blatt, Cardona, Castro, Charley, DeKrey, Dietz, Dineen, Doerner, Dunem, Dyer, Endres, Feinstein, Fischer, Greene, Harraf, Kyle, Leek, Levin, Luger, Maxey, McMullen, Murry, Murza, Peterson, Pullen, Schaberl, Schuttler, Secord, Stody, Toewe, Vaughan, Wiegand, Wood (Geisendorfer), Zimmerman

Absent: Athanasiou, Brown, Fulks

Guests: Clark, Croissant, Lieber, Parks, Satriana

1. Call to Order
The meeting was called to order at 4:01pm.

2. Approval of the March 22, 2021 Agenda

Approved without objection.

3. Approval of the March 12, 2021 Faculty Senate Minutes

Approved without objection.

4. Chair's Report (Levin):

x We may use the polling feature to record the votes on some of today's business items.

Please respond to the poll only if you are a voting member of the Faculty Senate.

x Faculty Senate Scholarship (Murry) – Scholarship funds will be distributed to three students: two \$250 awards and one \$525 award.

5. Administrative Reports:

President (Feinstein): We are continuing work to lobby the JBC for increased State funding for higher education.

Provost (Matchett on behalf of Anderson): The NHS Dean will be announced in the coming weeks. The Provost's Office is reviewing comprehensive evaluations. We expect to have those completed in mid-April.

Board of Trustees (Fischer): The BOT is working with the President on financial issues. UNC received good ratings from two agencies, which is welcome news as we consider next year's budget.

6. Staff Council Reports:

Classified Staff Council (Secord): CSC is providing input in the search for a new police chief.

We are working with Sarah Chase in HR to update our mission/vision statement. Three additional members have signed up in the last couple weeks.

Professional Administrative Staff Council (Dyer): No Report.

7. Standing Committee Reports:

FRIENDLY AMENDMENT: Luger– It is moved to exclude “D” grades from eligibility in the S/U grading option.

Toewe does not accept the friendly amendment

DISCUSSION:

- x Having an S/U option may be a factor in motivating students from completing coursework, and there has been a higher incidence of plagiarism this semester. The amendment is proposed as a way to keep students from gaming the system.
- x There are considerable factors continuing to impact students this semester that warrant an extension of the S/U option: quarantine impacts on family, etc. as well as increased need for wellness checks on students this semester.
- x Croissant and Lieber spoke on behalf of advising staff to support the S/U extension. The reason for requesting an extension has not changed since last year. Many students are still dealing with job/income loss, poor internet/living conditions, etc. that are not conducive to learning. The S/U option is means to protect students’ GPAs from the negative impact of “D” and “F” grades

VOTE by poll –

17 opposed, 10 in favor, 2 abstentions.

CONTINUED DISCUSSION:

- x Castro read Student Senate endorsement of the S/U option as a sign of support to students in response to the trials of pandemic.
- x Dineen -UGC supports the extension of the S/U option.
- x Croissant noted that the previously implemented S/U options have helped students avoid academic probation and suspension.
- x Consider whether the overall benefits to the wider student community are greater than the risk of some students making disadvantageous selections.

VOTE: Approved by poll vote: 21 in favor, 8 opposed.

x Peer Group Selection

- o Salary Equity members presented information on the proposal to accept a new peer group for use in the development of a compensation identity plan.
 - NCHEMS set of 51 peer institutions
 - x Sufficient group size large enough to provide adequate comparison and reduce volatility
 - Selection methodology: institutions in the set those most similar to UNC across several weighting criteria
 - x All institutions with a distance score of 007ecti

MOTION: Salary Equity – It is moved to adopt the NCHEMS set of 51 peer institutions as the salary comparison group to be used in the development of a compensation identity plan with a target of 100% parity.

DISCUSSION:

xArguments against adopting NCHEMS: 51

- o Using a peer group instead of Doc All makes our parity look better with improving anything and undercuts pressure to make salaries competitive on the national market.
- o We started using Doc All to avoid the volatility and lack of comparable positions in the previous smaller peer group.

xBenefits of moving to NCHEMS 51:

- o Parks confirmed there are matches in the NCHEMS 51 group for every position we had matches for in Doc All.
- o Arguments for working toward a goal of 100% parity will be stronger if we are using a true peer group for salary comparison. The administration and BOT will likely have greater buy-in if using NCHEMS 51.

VOTE: Approved by poll vote 19 in favor, 8 opposed, 1 abstention.

x Withdrawal Deadlines – catalog language update

- o Toewe presented revised catalog language concerning withdrawal deadlines.
 - The proposal is to set the individual course withdrawal deadline and the complete schedule withdrawal deadline to the Friday before final exams.
 - Previously, the individual withdrawal

to

- Faculty Welfare has worked this year to address all the concerns the President had with the version approved by Senate last Spring.
 - The most notable difference since last Spring is the addition of the provision that faculty must be in at least their third semester of full-time service to be eligible for conversion.

MOTION: Welfare –It is moved to approve the revised term conversion policy as presented.

VOTE: Approved by voice vote.

x Lactation Support Policy

- Schuttler presented the Lactation Support Policy, which was brought to Codification by Alena Clark for formatting and placement in University Regulations.
- Clark – It became apparent that we need more lactation support on campus. With encouragement from Parks and Guzman, we crafted a policy to support faculty, staff, and students.

MOTION: Codification– It is moved to approve the lactation support policy as presented.

VOTE: Approved by voice vote.

x Faculty Senate Officer Compensation

- Murry presented the Executive committee's proposed changes to the Faculty Senate officer compensation policy.
 - Increased credit hour compensation from six to twelve for the Senate Chair's college
 - The college of the chair of Sal Slationllri e geatiy. cur'caoposelve fotj 23.tol /L8 bew