

## Meeting Minutes, Faculty Senate, full meeting, January 23, 2024

### In attendance:

Jeffrey Alston (S), Uchenna Anele (S), Ayanna Armstrong (S), Mohammad Azad (S), Jennifer Beasley (S), Kelvin Bryant (S), Kimberly Bunch-Crump (S), Shea Burns, Mark Burkey, Subrata Chakrabarty (A), Mike Cundall (S), Sherrie Drye (A), Chastity English, Yvonne Ford (S), Galen Foresman (A), Tiffany Fuller (S), Scott Harrison (S), William Harrison (S), Harvey Long, Floyd James, Yuhan Jiang (A), Cynthia Khanlarian (S), Lyubov Kurkalova (S), Mahmoud Mahmoud (A), Nicole McCoy, Kimberly McNeil (S), Ahmed Megri (S), Devang Mehta (S), Cephas Naanwaab (A), John Ng'ombe (A), Venkatesh Pandey (A), Robert Pompey, David Rachlin (A), William Randle, Ginger Redd, Sydney Richardson (A), Tiffany Russell, Jacqueline Roebuck Sakho (S), Mohammed Salehin, J. David Schall (S), Amy Schwartzott (S), Belinda Shipps (S), Veronica Sills, Vijay Singh (S), Nichole Smith, Tonya Smith-Jackson, Ecaterina Stepaniuc (S), Li-Shiang Tsay (A), Magdalene Tukov- Yual (A), Christina Tupper (S), Pauline Uwakweh (S), Michelle Vance (A), Jeff Wolfgang (S), Qingan Zeng (S)

(S): Senator

(A): Alternate

The meeting was called to order by Dr. Harrison and Dr. Fuller conducted the roll call. Faculty discussed various recent challenges. A need for receiving syllabi templates sometime well before the start of the semester was expressed. Concerns were raised about the shortened final exam week due to the scheduling of graduate commencement on Fridays. A desire was expressed for greater faculty input into decisions that would affect teaching. Dr. Harrison provided a reminder about upcoming policies surrounding faculty workload policies, post-tenure review, and teaching evaluations.

A Student Government Association representative presented a proposal called the “Rest and Recharge Initiative”. This would grant students excused self-selected wellness days in the interests of mental health. The proposal outlined a structured system to prevent misuse, ensuring students could take these days without affecting major academic obligations. Faculty raised questions about existing resources, implementation logistics, and potential impact on instruction. In terms of implementation, it was suggested to clarify as to which days would or would not be subject to selection as wellness days. Faculty mentioned a general concern about the loss of instructional time in the semester due to intervening university activities in general. It was also discussed as to whether counseling services already provided a means for considerations of absences due to mental health. Dr. Wolfgang, a member of the university’s Department of Counseling, indicated an interest in further discussion with students as well as university counseling services. Dr. Harrison thanked the Student Government Association representative for their innovative and in-depth presentation.

Dr. Harrison mentioned the search for a new chancellor. Members of the university community were invited to submit nominations to the search firm coordinating the search process.

Following this, the faculty salary study was then discussed with Provost Smith-Jackson, Vice Chancellor Robert Pompey and Associate Vice Chancellor Veronica Sills. The salary study involved discipline-specific comparisons with salary ranges across the UNC System and with peer institutions as well as considerations of salary compression. The current study and initiative addressed nine-month tenure and tenure-track faculty for salary adjustments in the interests of more competitive levels of compensation, with funding sourced internally and additional state funding for nursing and engineering faculty. Deans were given the responsibility to implement adjustments using established criteria. The timeline and process for notification regarding salary adjustments was discussed. It was clarified that the salary adjustments were to be occurring across all departments and colleges. Faculty members expressed concerns about transparency, fairness, and equity, particularly between tenure-track and professional-track faculty. Faculty were encouraged to communicate directly with their college deans.

The meeting concluded with a motion to adjourn, which was seconded and then passed unanimously.