

#592

**AGENDA FOR THE MONDAY, NOVEMBER 8, 2021 FACULTY SENATE MEETING  
AT 4:00 P.M. IN UC COUNCIL ROOM**

1. Call to Order
2. Approval of the November 8, 2021 Agenda
3. Approval of the October 25, 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
  - Academic Covid Responsiveness Group Report (Senbet, Vaughan)
11. Unfinished Business
12. New Business
13. Comments to the Good of the Order
14. Adjournment

**MINUTES FOR THE MONDAY, OCTOBER 25, 2021 FACULTY SENATE MEETING  
AT 4:00 P.M. IN THE UC COUNCIL ROOM**

**Present:** Applegate, Athanasiou, Benedict, Brewer, Brown, Charley, Cobb, Dietz, Doerner  
(Johnson), Endres, Feinstein, Fischer, Franklin, Gebhardt, Greene, Harraf (de la Torre),  
Johnson,

4. Chair's Report (Levin)

- The recent Senate Actions for promotional increases and inclusive pronoun usage were both approved by the President. The action pertaining to inclusive pronouns will go to the BOT for their approval.
- The ad for the Provost search has been finalized; the search is now live.
- Welcome to our new CSC representative, Mark Gebhardt.

5. Administrative Reports:

**President** (Feinstein): Faculty and staff appreciation tailgate and football game is Saturday, 11/6.

The Colorado vaccine bus is here; it is quick and free T n4.9Td(T)0.28 58 0 TdF2 e0Td(T)4 T(6) (r)

chairs/directors, examining differences between the roles and considering how to update policy.

**Salary Equity** (Greene): We have an item under unfinished business.

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

9. Special Orders

10. Special Reports

- **Academic Covid Responsiveness Group Report** (Senbet, Vaughan)

- Today we discussed the situation in Teacher Education of mentor teachers who work in K-12 schools and either receive a stipend (paid as independent contractors) or earn continuing education credit. Their work is not on campus, so they may be exempt from UNC's vaccination requirement.

11. Unfinished Business

- **Compensation investment plan**

- Greene presented a revised draft from the Salary Equity committee incorporating feedback from the last Faculty Senate meeting.

The Colorado Competitors section and the turnover data have been removed.

Professional staff salary data will be added once it's available from HR.

- The committee is asking a vote of endorsement to present the plan to the BOT as an information item.

Endorsement does not tie us to any specific action.

We want to discuss the need for compensation investment with the BOT, so they have that in mind as they consider the budget.

DISCUSSION:

- Check the accuracy of the percentage in the sentence: UNC faculty and staff are paid 17% below the national average (i.e., among peer institutions, NCHEMS-51).
- New faculty sample salaries: Although some new faculty hires are starting with competitive salaries, many faculty members (both new hires and long-time faculty) earn less than 60k.
- Include recommended mortgage calculations for the sample salaries to illustrate the difference between what people can afford on their salary and actual local home prices.
- When referencing the inflation rate, use the specific year instead of saying "current".

MOTION: Salary Equity – It is moved to endorse the Compensation Investment Plan with the suggested changes.

VOTE: Approved by voice vote.

12. New Business

