

#612

**MINUTES FOR THE MONDAY, FEBRUARY 27<sup>th</sup>, 2023 FACULTY SENATE  
MEETING AT 4:00 P.M. IN UC COUNCIL ROOM**

**Present in Person:** Allen, Almquist, Applegate (Landry), Athanasiou, Benedict, Cieminski, Brown C., Dietz, Endres, Fleming, Garrett, Greene, Haddad, Iannacchione, Kyle, Lee, Leonard, Levin, Mahovsky, Matchett, McMahan, Parker, Pettorino, Pullen, Schuttler, Sileo, Senbet, Vaughan, Wieben, Wiegand, Yu, Zukiewicz

**Present via Zoom:**



can use their program mission and learning outcomes (PLOs) already in use. The intention of the Assessment Council is to embed this assessment as a passive process, Canvas use has good potential. Black gave background on meeting accreditation criteria around assessment. Since then, Black stated we have defined “gaps,” i.e., need for an official policy document stating the assessment process UNC already practices. We would like to finalize this policy document this semester. The amount of work for assessment can be high, especially if there is no current assessment work being done. Concern over punitive damages if assessment is not done. Intent is to improve efficiencies, framework for meeting institutional responsibilities, while balancing requirements and avoiding unnecessary bureaucracy.

11. Unfinished Business

12. New Business

**Parity Calculations (SEC):** Kyle outlined the changes to how UNC calculates parity. We have already been adjusting for years in rank but needed an official process. We are compared to people in other peer institutions, in the same discipline and rank (associate prof, lecturer, etc.) and tenure status. We take the median salary for your group, adjust up or down based on years in rank. The peer median salary comparison is adjusted for years-in-rank for each faculty member as follows:

- Professor: plus 1% for each year over 10; minus 1% for each year under 10
- Associate Professor: plus 1% for each year over 3 up to 9 years; minus 1% for each year under 3
- Assistant Professor: plus 1% for each year over 3 up to 6 years; minus 1% for each year under 3
- Instructor/Lecturer/Senior Lecturer: plus 1% for each year over 5 up to 9 years; minus 1% for each year under 5

Senior Lecturers get an adjustment upwards, to be increased and adjusted up every year.

If this is implemented, many associate professors' % of parity will drop? We plan to devote a portion of that to (i)-2 (on) up

**799 Dissertation and 699 Thesis Credits Policy (APC):** We developed new language addresses to be considered full time, you need 9 credits, but this may be a lot if they have advanced to candidacy. Doctoral dissertation policy to replace old one (link to exception to part time enrollment status) Thesis option for master's degree and change to full time/half time status exception. Cieminski commented this is a "win