

UNIVERSITY OF NORTH CAROLINA SCHOOL OF THE ARTS
FACULTY COUNCIL MEETING MINUTES
September 6, 2017

Present: Wade Wilson, Tanya Belov, Dennis Booth, Trish Casey, Norman Coates, Michael Dodds, John Ferri, Martha Golden, Renata Jackson, Leslie Kamtman, Elizabeth Klaimon, Geordie MacMinn, Laura Martin, David Pounds, Michael Rothkopf, Ellen Rosenberg, Mike Wakeford, Greg Walter
Ex-officio Executive Vice Chancellor and Provost David English

I. Approval of Minutes

- Minutes of the August 20, 2017 Faculty Council Meeting were approved as amended.

II. Chair Report

- Acknowledged David Pounds, Visiting Faculty Representative 2017-18.
- All-School Faculty Meetings: October 18, April 4. (location TBA)
- First Thursdays social gathering, 4:30-6:00 pm, at Carolina's Vineyards & Hops: all faculty, staff, administration are invited.
- Faculty Survey to be sent out to get feedback from faculty on what they would like to see put on the agenda for Faculty Council.
 - Council discussion followed. Suggestions included:
 - One question survey
 - One question survey, include a list of topics Council has on the agenda from last year, and ask for new topics/concerns
 - One question survey, include a list of topics Council has on the agenda so far, ask for new ones, and ask faculty to prioritize
 - One question survey, attach document with more detail regarding current agenda items
- Board of Trustees Committee Meetings, Sept. 21. Faculty Council Representatives:
 - Academic and Student Affairs: Leslie Kamtman
 - Advancement: Martha Golden
 - Audit: Martha Golden, Dennis Booth (alt.)
 - Finance: Ellen Rosenberg, Michael Dodds (alt.)
 - Governance: Wade Wilson, Laura Martin (alt.)
 - Personnel: Leslie Kamtman
- Town Hall meeting
 - Council discussion followed.
 - Good forum for the upper administration to talk about what's happening campus-wide (strategic plan, campus development, master plan, etc.), and discuss campus-wide issues with faculty, staff, and students.
 - Good opportunity for faculty, staff, and students to raise questions.
 - Recommend having one in the Spring.
 - Ask administration to plan for a mechanism by which questions can be asked and answered.
- Faculty Endowed Scholarship
 - Continue to move this forward.
 - Ad-hoc committee: Chair, Mike Wakeford; Michael Rothkopf.
 - Wade will send a message out to the full faculty to ask for volunteers.

III. Peer Evaluation Procedures

A. Dean Jaffe has requested an allowance to have Dance faculty members in their first 3-year contract to participate in Dance peer evaluation committees. Her concern is that there would be no way a faculty member who is not a dancer could understand the trajectory of that class in how it affects the end goal of the semester, or the year, or if the steps and timing are level appropriate. Furthermore, there are only four Dance faculty members available to participate in peer evaluation committees this year.

- Wade forwarded her request to Greg Walter, Faculty Rank Committee Chair for guidance.
 - Greg met with Interim Director of Teaching Effectiveness Nancy Polk and Vice Provost Karen Beres to discuss.
 - Nancy does not see an issue with a faculty from another school being able to give a clear assessment of another faculty member's teaching effectiveness.
- Council discussion followed.
 - Particularly in the case of someone who is new to teaching, the first 3 years is their time to learn how to teach themselves. They are still getting their skill sets.
 - Evaluation should be based on teaching effectiveness in the classroom, meeting standards that have nothing to do with specialty, but with organization, getting material across, developing learning outcomes, etc.
 - Having two people who are in the field is sufficient, another set of eyes is wonderful, and can be a learning experience for both: discovering different techniques, strategies, methodologies. It also promotes the lessening of the borders of the silos.
 - The evaluation is cyclical, and the person evaluating also learns from the experience, and can become a more informed teacher.
 - There could be a perceived bias in allowing faculty in their first 3-year contract to participate in peer review committees and could conceivably put them in a compromised position.
 - Provost English commented that he agrees with all that has been said. The pushback that he has gotten is primarily from faculty in the arts schools, centered around a fear of somebody coming in to evaluate their work, not having an understanding of their artistic craft, and applying an academic perspective that doesn't lend itself to a studio or master class environment, and that may cause them to be adversely impacted. There is a lot of learning and work to be done jointly, working with Nancy in the Teaching Learning Center, Faculty Council, and the Faculty.
 - In order to have shared governance, in the process of contract reappointment and optional rank promotion, making sure that the peer evaluation sits with the peers is the most important criterion.

MOTION that a letter be written stating that we will not change the policy but we are looking at reviewing ways to make schools that have numbers issues able to resolve the numbers issues.
Motion passed.

B. Clarification regarding Peer Evaluation Procedures

- Question: May Visiting Faculty and Faculty within their first 3-year contract be involved in the voting process for the Peer Evaluation Committee?
 - Only Full-time Faculty, not Visiting Faculty.
- Question: May faculty under review be involved in another faculty member's peer evaluation committee?
 - Yes, peer evaluation committees are voted on one at a time.
- Clarify that the Dean and the UAM must leave the room before the voting process begins.
- Faculty Rank Committee will revise #3 to clarify, and will address what to do with the ballots.
- Council representatives should take on some vigilance and be helpful to make sure the policy is followed, even if they are not the ones elected to run the meeting.

C. Training Deans

- The Office of the Provost is working on training the Deans on the Peer Evaluation Procedures.
- The Faculty Rank Committee has made numerous efforts to reach out to Deans. Some Deans have come to their information sessions.
- All Deans must be trained on the Peer Evaluation Procedures.

IV. Evaluation of Senior Administrators

- Evaluations this Fall: Deans of Dance, Division of Liberal Arts, Filmmaking, Design & Production.
- Provost English has formed an Ad-hoc Committee to review the Senior Administrator evaluation process and instrument to make changes as needed.

Meeting adjourned.

Respectfully submitted,
Leslie E. Kamtman