

UNCSA Faculty Council Standing Committee Reports – September 21, 2016

Campus Development Committee – Geordie MacMin, Chair

CDC met on Sept 14. New members were welcomed and introduced. CDC reviewed its role as defined in the Faculty Manual to orient new members to the work and goals of the committee. Carin Ioannu gave a very in depth presentation about the 3 renovation projects that will be happening concurrently over the next couple of years: Library Phase 3, Old Library Renovation and Performance Place Renovation. She also talked about the Stevens Center renovations and other projects on campus. The Chancellor has requested that the CDC have a member serve on each of the committees that will be formed to design and oversee these projects. CDC is scheduling an extra meeting in September to vote for members to serve on these new committees and to go over the materials that Carin presented us with, as well as conduct more business that we didn't have time for before we adjourned.

Additionally, there are plans to replace the Main Entrance Sign, but they are still in the preliminary phase.

Educational Policies Committee Report – Renata Jackson, EPC Chair

The Educational Policies Committee met Sept 14th, and picked up where we left off last spring regarding the task of determining with clarity and consistency how we calculate credit hours at UNCSA. We are looking at SACS definitions and policies regarding a credit hour, as well as handbooks from the NASM, NASD, and NAST. Once we're clear on credit hour calculations, we'll be able to take a look at our curriculum models and make adjustments if/where necessary: are we over-crediting? under-crediting? overloading students with "invisible" hours?

Dean Wilcox also attended our meeting on the 14th to discuss DLA's proposal to modify our gen ed core: the proposal articulates a common 31 credit-hour curriculum across all undergrad programs at UNCSA:

3 cr FYE (First Year Experience)

3 cr ENG Writing About course

3 cr MAT/SCI

3 cr HUM Self, Society Cosmos

3 cr HUM Paths to the Present

3 cr LIT/WRI

3 cr HIS/PSY

3 cr PHI/HUM

3 cr DLA ELECTIVE

3 cr DLA ELECTIVE

1 cr Gen Ed Capstone Project

31 cr hrs

As last week's meeting was the first opportunity for the EPC to see the curriculum plan, there is much still to discuss about it; initial feedback around the EPC table was mixed. No formal motion was made nor vote yet taken.

Faculty Assembly Report – Elizabeth Klaimon, UNCSA Faculty Assembly Representative

UNC President Spellings and UNC Board of Governors Chairman Bissette met with the Faculty Assembly to discuss Strategic Planning. President Spellings spoke about her vision for the UNC system, and the role of individual campus strategic plans within this vision. She highlighted the five areas of the UNC Strategic Plan: Student Success; Affordability and Efficiency; Access; Economic Impact; and Excellent and Diverse Institutions, and stressed that the plan was still in its developing stages, but moving towards what she termed a “best practices” methodology. Gabriel Lugo, Chair of Faculty Assembly, requested clarification from Spellings regarding the metrics used to evaluate effectiveness in each of these areas, in particular, the area of Student Success. Spellings replied that this is “just beginning to be discussed” and that she “believes there will be some “common metrics” used, but that she also expects the UNC system to develop its own “unique metrics.”

Another topic area revolved around Spellings' aim for “transparency.” She stressed that now the BOG (Board of Governors) meetings are being broadcast live and are “being beamed out broadly.” Gabriel Lugo also brought up the topic of faculty retention and recruitment, including salaries, and Spellings responded with the statement: “This remains our number one priority.” She stated she expects this will also be priority for the upcoming Strategic Plan, but that, at this point, her aim is “building trust and building confidence” within the UNC system and with the Legislature. She acknowledged that this is ongoing and that “we have just begun this process.”

Spellings urged individual faculty on all campuses to “Go sell what we [UNC] do!” She clarified that this has to happen on the local level with local legislators. She also stated quite strongly that she has no plans to close any of the UNC institutions, and that she plans to support each and every one of the 17 campuses fully. Her focus within her work with the BOG, the UNC Legislature, and the UNC Faculty Assembly is on building “trust, relationships, and sending the ‘right messages.’” When she was asked, directly, why trust is such an issue, she jokingly replied, “I have no idea, I just got here six months ago!” She then went on to acknowledge the fact that she is very aware of the lack of trust between faculty, legislators, and the UNC General Administration, and that she wants this to change, but that it is a “process.”

The floor then opened for Faculty Assembly representatives to address questions to Spellings. On the topic of recent legislation, Spellings stated that she is building a Policy Agenda to help better respond to legislation and to inform legislators. She told the Assembly that she recently held a summit meeting on Policy Agenda for the Chancellors, and stated that all Chancellors, with the exception of the Chancellor of UNCSA, attended.

After Spellings left, the Assembly discussed other topics, including Academic Program Planning, the status of the GEC Report, and recent NC legislation, including NC GAP, SB 873, and Lab Schools. Kim Van Noort, newly arrived in General Administration, gave a short report on Academic Planning, Policy, and Assessment, and answered questions regarding the status of the GEC Report; she is not clear of the exact status of the report at this time. Andrew Kelly gave a Strategy and Planning update, and clarified that his role within General Administration is to help strategize and respond to

recent legislation. Drew Moretz also gave a legislative update over lunch, and repeated Spellings' message to faculty to "tell our [UNC] story" to the Legislature.

The afternoon was spent discussing the draft of Resolution 2016-5: On the Governance Implications of the North Carolina Session Law 2016-94. There was a move to amend and revise the current resolution, which was seconded, but the revision was not fully completed during the meeting. Because of the hurricane warning, the meeting adjourned a bit early. Faculty Assembly Committees did not meet. The next Assembly meeting is scheduled for October 21, 2016.

Faculty Development Committee Report – John Ferri, FDC, Chair

Faculty Development Committee received a budget of \$30,000 for the 2016-17 academic year on September 19, 2016. Our Committee held an organizational meeting on Wednesday September 14.

The following deadlines were approved by the committee:

Deadlines For Faculty Development Requests:

Fall Term Deadline: Friday, October 28, 2016

Spring Term Deadline: Friday February 24, 2017

For Reassigned Time

Faculty Rank Committee 2015-2016 Annual Report – Greg Walter, FRC, Chair

The Faculty Rank Committee (**FRC**) continued its devotion and commitment to the Engaged and Sustained Professoriate (**ESP**) during the 2015-2016 school year, as well as extending their commitment throughout the summer of 2016. The committee held 21 meetings during the school year and 15 meetings during the summer months, for a total of **36** meetings. These meetings included 2 workshop sessions in the spring for faculty wishing to apply for rank promotion as well as FRC involvement on the Faculty Enrichment Day agenda. It is worthy to note that Chair Ellen Rosenberg, sometimes accompanied by Vice-chair Greg Walter, met weekly with Kim Pauley of Faculty Affairs and Vice-Provost David English in order to rewrite online documents and sections 7 and 8 of the UNCSA Faculty Manual.

A great amount of time of FRC was devoted to rereading and rewriting the online documents as well as sections 7 and 8 of the UNCSA Faculty Manual. The committee will continue to review these online documents during 2016-2017 in order to make any grammatical and policy changes necessary. We will continue to make sure the documents are concise and as understandable as possible. The majority of the FRC's time was spent reviewing and making recommendations to the Provost for faculty applying for rank promotion and reviewing and making recommendations of rank for new faculty hires.

After the second full year of FRC's reviewing dossiers of those faculty seeking rank promotion and making recommendations to the Provost, the committee feels that the system is working well and is in very good shape concerning online documents, definitions, and expectations of candidates

submitting dossiers. The FRC reviewed 24 faculty dossiers and made 7 new-hire recommendations during the 2014-2015 school year. The FRC reviewed 16 faculty dossiers and made 11 new-hire recommendations during the 2015-2016 school year. The FRC has already made 9 new-hire recommendations this summer for the 2016-2017 school year. The FRC is very happy and relieved to see that there are 3 applications for rank promotion for the 2016-2017 school year.

Because of some problems that arose to the FRC concerning the peer evaluation process at UNCSCA, Dr. Ellen Rosenberg was able to invite Dr. David Teachout, the Director of the University Teaching and Learning Commons at UNC Greensboro, to present a program and workshop sessions at the UNCSCA Faculty Enrichment Day. His expertise and ideas about active and effective teaching and peer evaluation of teaching led the FRC to believe that UNCSCA's Peer Evaluation structure should be a made major agenda item of UNCSCA Faculty Council.

The FRC began discussing and creating an appeals process for rank candidates that would deal with procedural problems only. We met with UNCSCA school counsel, David Harrison, to seek advice, direction, and legal boundaries that would allow us to move forward. We will continue to pursue this objective during the 2016-2017 school year.

The FRC has also decided after 2 full years of an active ranking process that any deadlines missed or incomplete dossiers will be returned to the faculty member for resubmission the following year. This puts a huge burden upon the faculty member to make sure they are following the policies and procedures, as well as making sure their dean is following the procedures and deadlines. Since ESP is a choice and not a requirement, the burden is upon the faculty member applying for rank to follow the policies established by the FRC.

Now that faculty rank has been established and we have had 2 years of accepting, reviewing, and making recommendations, the FRC, with the leadership of Interim-Provost David English, will be looking at the possible ranking of adjunct faculty.

We would like to acknowledge the outstanding commitment and integrity, proof of engaged and sustained service, of the FRC membership that has written, re-written, developed and led the first 2 years of the faculty rank promotion process: Dr. Ellen Rosenberg (DLA), chair; Greg Walter (Drama), vice-chair; Wanda Coyle (High School), secretary; Frank Smith (Dance); Bland Wade (Design and Production); Janos Kovacs (Film); and Steve LaCosse (Music).

We would especially like to acknowledge the leadership and commitment of Dr. Ellen Rosenberg who has chaired FRC since 2012, as well as being a Faculty Council ad-hoc Rank Committee member since the very first discussion of a possible ranking system at UNCSCA in 2010.

Faculty Welfare Committee – Paul Sharpe, FWC Chair

1. A number of concerns were raised regarding issues affecting part-time faculty. The committee will be making an effort to define the concerns of part-time faculty, their compensation, work-load, and their impact on programs and course offerings. If you know of part-time faculty with specific concerns that we would be interested in speaking to, please let your Faculty Welfare Committee representative know.

2. The transition from ING to VOYA life insurance policies have left several people with greatly reduced benefits. One member of our committee went from \$100K to 20K with no notice. There is a concern that many faculty are not aware of these changes to their policies and we would encourage people to look. The FWC will be meeting with James Lucas in an upcoming meeting to address this and other concerns. If you or other members of the faculty have been affected by this issue, please let a member of the FWC know the specifics.

3. Salary compression still exists amongst faculty on campus. What is happening now to address this?

4. There are lingering concerns over rank and contract renewal committees and the time that is asked of us to serve on these committees.

5. We are awaiting the result of the election to the Ombuds Search Committee to proceed with the search.

5. Paul Sharpe was elected Chair, Eric Schwartz was elected Vice Chair, and Philip Haigh was elected Secretary.

Current representatives: Paul Sharpe (Music), Elizabeth Klaimon (DLA), Will Taylor (D&P), Eric Schwartz (Dance), Philip Haigh (HS), Eric Eason (Film), still lacking a Drama rep,