

Minutes

Faculty Council

December 15, 2021

On Zoom:

<https://uncsa.zoom.us/j/95166013622?pwd=QTZDQ2lpMXJ2S0ErSGhER3VGZjEyQT09>

Attendance:

Abby Yager, at large rep, Dance
Allison Gagnon, at large rep, Music
Andy Paris, Drama rep, Drama
Ben Morgan, library rep
Elizabeth Klaimon, faculty rep to fac assembly, DLA
Ellen Rosenberg, faculty rep to fac assembly, DLA
Janna Levin, DLA rep, DLA
Jared Redick, Dance rep, asst dean of Dance
Josh Selander, chair, D&P
Kevin Lawrence, Music rep, Music
Lauren Vilchik, vice chair, Film
Marci Harvey, secretary, chair of Fac Welfare, HSAP
Martha Golden, HSAP rep, HSAP
Renata Jackson, chair EPC, Film
Rosemary Millar, chair of Fac Dev, DLA
Tracey Ford, Vice Provost, Dean of Student Affairs

1. **Call to Order** – Josh Selander called the meeting to order at 12:47pm.
2. **Approval of Minutes** – Minutes did not get written from last time. Administrative staff support funding is now available to help with FC admin tasks.
3. **Chair Update** – Board of Trustees meeting after last FC meeting. Appreciate everyone who was able to attend.
 - Selander reported that faculty are concerned about resources. Provost Sims agrees to maintain faculty health and support. Student Affairs has increased counseling services for students, but faculty are still having trouble teaching due to large numbers of students struggling with mental health issues.
 - Faculty salaries still have professors below the minimum, even with the raise. The salary issue will have effects of retention.
 - EDIB was last topic. Task force and governance committee have done a lot of work, but no funding is available at this point to fund a Chief Diversity Officer (CDO).

- CSI deans and liaisons meeting will be January 4-5 (originally scheduled as a dean's retreat only). Selander has asked that the meeting not occur over our holiday break. Faculty have a concern about meetings/search committee work happening over the holiday break when faculty are not supposed to be at work. Faculty needs to communicate with their liaisons on CSI developments. Several representatives commented that they have not been discussing CSI in their schools. Selander will request the list of CSI liaisons be added to the CSI webpage and sent FC a list of liaisons.
- Ombudsperson is now a permanent hire (Jill Crainshaw). There was a change to faculty handbook when this happened and FC was not involved, which is concerning. The Ombuds office is now under David Harrison's office, General Counsel, which raises concern for FC. Selander has been in conversation with Mike Wakeford, chair of ombuds committee regarding these developments and will invite David Harrison, Provost Sims, and Chancellor Cole to a future FC meeting for discussion.
- Selander will work to restart the Course Evaluation Committee, not as a standing committee, but as a working committee with regular meetings.

4. **Committee Updates –**

Education Policies (EPC) – Jackson reported no updates.

Faculty Development (FDC) – Millar reported applications have been reviewed and they have begun sending award letters. One applicant was an adjunct. Provost Sims asked the committee to amend eligibility rules so adjunct faculty may apply after 3 years of service. FDC unanimously voted to support adjunct proposals and modify the language for the policy manual.

Faculty Welfare (FWC) – Harvey reported Jill Lane will facilitate working group to set criteria for award. Robert Rocco and Laura Amrhein have also volunteered. Harvey met with Karen Beres and Kim Pauley to ask for an electronic form for filing grievances as well as a flow chart with clear language describing the grievance process. All items have a goal end-date of spring 2022.

5. **Faculty Assembly** – December 3 meeting. Klaimon and Rosenberg were present. President Hans acknowledged the monies received from new budget passing. 5% salary increase over 2 years. Rosenberg asked about salary compression but there is no solution right now. Tuition and fees increases are being used for faculty salaries on some campuses, but not ours. May need to ask Michael Smith for clarification on the policy. Jill Crainshaw represented UNCSA on Ombuds panel discussing best practices. Minutes will be shared when they are published.
6. **Open Discussion** – Question was asked if funding for CDO could be split with another campus, or if an existing faculty member could do the work? The EDIB governance committee has established a structure, but initiatives can not be enacted due to lack of funding or lack of time. Tracey Ford predicts these situations will continue to increase and our ability to recruit/retain faculty and students will be impacted by having a CDO.

Students are waiting to see action since this was named one of Chancellor Cole's priorities. Student Affairs now has a Multicultural Services position for students in the spring.

7. **Adjourn** – Meeting was adjourned at 2:03 pm.

Upcoming Meetings 2022

January 19
February 2
February 16
March 2
March 16
March 30
April 6
April 20
May 4