

Faculty Council Minutes

April 20, 2022

**This meeting will be recorded, but solely for the purpose of meeting minutes

Attendance:

Abby Yeager, at-large rep, dance
Allison Gagnon, at-large rep, music
Andy Paris, Drama rep, Drama
Brian Cole, Chancellor
Elizabeth Klaimon, faculty rep fac assembly, DLA
Eric Rimes, chair of FRC, D&P
Ellen Rosenberg, faculty rep to fac assembly, DLA
Janna Levin, DLA rep, DLA
Jared Redick, Dance rep, asst dean of Dance
Jeff George, HSAP, HSAP alternate
Josh Selander, chair, D&P
Karen Beres, vice provost, Dean of Academic Affairs
Kait Dorsky, Library rep, Library
Kevin Lawrence, Music rep, Music
Lauren Vilchik, vice chair, Film
Marci Harvey, secretary, chair of FWC, HSAP
Michael Dodds, chair of CDC, Music
Martha Golden, HSAP rep, HSAP
Patrick Sims, Provost
Renata Jackson, chair of EPC, Film
Rosemary Millar, chair of FDC, DLA
Tracey Ford, Vice Provost, Dean of Student Affairs

1. Call to Order/Welcome – Selander called the meeting to order at 12:48pm.
2. Approval of Minutes – Jackson made a motion to approve the 4/6/22 meeting minutes. Golden offered a 2nd. No discussion. Unanimously approved.
3. Chair Update – Selander provided an update on several topics.

- a. BOT Meeting – Selander shared Committee meetings for next BOT meeting to make sure the representatives can attend. Shared document for members to sign up as alternates.
 - b. EDIB Committee – Selander reviewed duties of committee and eligibility to serve. Nominations are now open.
 - c. CSI Update – Schools should be having discussions now for EPC representative to vote on next week. The plan will begin during the 2023-24 school year.
 - d. Other updates – The formal resolution for Kim Pauley is being printed and we are in the process of contacting her to arrange its presentation.
4. Chancellor Update – Cole has been inviting guests from all over the state to UNCSA campus and events. Feedback has been positive. Thanks to everyone for the hard work this semester and now finishing up all work to get us through this semester.
 - a. BOG meeting at Western Carolina in April. Legislative priorities: enrollment funding, building reserves, funding for K-12 programs, and HBCU and HMSI cybersecurity/bomb threats. \$4.1 million to support high school programs in the UNC system (NCSSM, UNCSA HSAP, and lab schools throughout the system). \$1 million of this will be for UNCSA HSAP appropriations, which have not been updated in more than a decade. This spending has not been passed yet but is the direction the legislature is moving. Question asked: Can the \$1 million for high school funding include any support for UNCSA arts areas that also serve college and grad students? This funding is dedicated for K-12 operations, which are completely different than the university operations. However, because we have overlap, having this funding for HSAP can siphon other monies to help in other schools on our campus. BOG approved a draft of a new funding model for the system, moving away from the enrollment model and towards indicators of performance measurements. This draft will not apply to UNCSA because our institution does not operate in the same manner. Continuing to ask for a future Faculty Assembly meeting to occur at UNCSA, possibly in the fall.
 - b. Budget update: Due to passing of state budget in the fall, UNCSA can begin meeting needs due to growth and enrollment. Four categories to be addressed: instructional personnel needs – trying to add 3 or 4 faculty and trying to give structure to rank and promotion; salary equity and compression – addressing as many of these cases as possible; student/academic support services – cost of providing these services has increased more than any other area and centralization and sharing of admin services; and legal/communication resources that have been underfunded – working to finalize steps to make improvements in this area. Funding is still tied to enrollment, so if UNCSA experiences a decrease in enrollment, faculty positions could potentially be lost. More growth could mean more positions funded.
 - c. CDO Update: finalizing the search committee – 3 faculty, 3 staff, 3 students. Next step will be to submit for approval to system and begin working with outside search firm.

Position should launch in June. Committee will begin to work and meet candidates in the fall. Hopefully the CDO will be hired and will begin work in January.

d. External review of all campus policies – Harassment Free NC is doing the review, visiting campus, and meeting with small groups. In the fall, we will be using their input and information to plan future campus professional development.

5. Provost Update –

a. Sims reported the salary rank and promotion process is being finalized. \$4500 assistant to associate, and \$6500 associate to full. A salary increase for full professors will be a percentage model and discussions are happening to address the 10-year contract and salary increases during that time. If funding for HSAP mentioned in Chancellor's report is awarded, this could free up some funding for this process. Sims will share all this information with full faculty in the next week.

b. Two new positions: Director of Provost Budget – Eric Burns from UNC-G has been named, and Asst. to Vice Provost – Katherine McMillan has been in this position temporarily. Both positions have been funded from other vacant positions.

c. Return of Investment study being done by the system at the request of the state legislature. This information could create problems if comparative analysis is done, but at this point, each campus has been asked to look at its programs to gather data and information. Sims is tracking the process. This will require input from faculty.

d. CSI – Template is not finalized, but this will be the template that we begin our conversations for Phase 2. We are not operating in a sustainable model right now. If anyone has thoughts or concerns, there will be time to have more discussions. We want to create a model that will satisfy the needs of students and faculty. CSI is still designed to begin in 2023 but if that is not possible, the date can be moved. However, we do not want to lose momentum. Sims is supportive of course release time for faculty (to be selected) to have time to work on the plan.

6. Committee Updates

a. Faculty Development (FDC) – No report.

b. Faculty Rank (FRC) – No report.

c. Faculty Welfare (FWC) – Harvey reviewed the grievance policy edits and made a motion. Golden offered a 2nd. No discussion. Motion passed. Beres will begin edits to faculty manual this summer.

d. Educational Policies (EPC) – Jackson created a ballot for schools to use in CSI discussions and to create votes for EPC reps. Next Wednesday, 4/27, EPC will vote on proposal. A 2/3 majority vote is needed to approve. Vote results will be shared with

Provost Sims. She offered to share the ballot with Staff Council and Student Council groups.

e. Campus Development (CDC) – No report.

7. Adjourn – Selander reminded all reps to send election results for the master committee roster to him and adjourned the meeting at 2:05 pm.