

UNIVERSITY OF NORTH CAROLINA SCHOOL OF THE ARTS
FACULTY COUNCIL MEETING MINUTES
October 5, 2016

Present: Michael Rothkopf, Dennis Booth, Trish Casey, Norman Coates, John Ferri, Dale Girard, Martha Golden, Renata Jackson, Leslie Kamtman, Elizabeth Klaimon, Geordie MacMinn, Ellen Rosenberg, Paul Sharpe, Betsy Towns, Mike Wakeford, Greg Walter, Wade Wilson
Ex officio Interim Vice Provost & Dean of Academic Affairs Karen Beres

I. Approval of Minutes

- Minutes of the September 21, 2016 Faculty Council Meeting were approved as amended.

II. Faculty Council Report – Michael Rothkopf

- Ombuds Committee elected faculty representatives: Paul Sharpe, Mike Wakeford.

MOTION that Council certifies the election of Paul Sharpe and Mike Wakeford to serve on the Ombuds Committee. **MOTION APPROVED.**

- Nominations for Faculty Council At-large Alternate
 - Steve LaCosse
- Nominations for Faculty Assembly Alternate
 - Trish Casey
- Michael will follow up with an email vote for Faculty Council At-large Alternate and Faculty Assembly Alternate.
- State Employees Combined Campaign is underway. UNCSA goal is to raise \$5,000.
 - Encourage faculty to participate.
- Employee Appreciation Day: October 28
 - Encourage faculty to participate.

III. Faculty Council Proposals

- Proposal 1: Reinstate the practice of allowing the Excellence in Teaching awardee to give a speech at the commencement ceremony.
 - UNCSA honors the Governors Excellence in Teaching Award winner or nominee each year at the Commencement Ceremony. In the past, the awardee would be presented their award and given time on the program to offer a speech. The practice this past year did not include time for a speech by the awardee.
 - Council discussion followed.

RESOLUTION

Whereas the UNCSA Awards for Excellence in Teaching are the highest honor conferred to faculty by UNCSA; and

Whereas the Board of Governors Award for Excellence in Teaching is the highest honor conferred to faculty by the University of North Carolina;

Resolved, That UNCSA Faculty Council requests that the UNCSA Excellence in Teaching Award recipients be recognized at both High School and College Commencement Ceremonies. Furthermore, Faculty Council requests that the Board of Governors Award for Excellence in Teaching awardee and/or nominee be recognized at both Commencement Ceremonies each year with the presentation of the award and time at the podium to offer a speech.

MOTION to approve the Resolution. MOTION PASSED.

- Proposal 2: Request a detailed written policy on faculty salary increases from Provost's Office.
 - Following the adoption of faculty rank at UNCSA, the Provost Office led an effort to bring salary increases to UNCSA faculty. In an April 30, 2015 memorandum, Provost, David Nelson outlined a salary scale for the ranks of Professor, Associate Professor, and Assistant Professor, as well as a salary scale/schedule for high school teachers.
 - At the 2015 Faculty Enrichment Day, Provost Nelson verbally outlined the criteria and a plan for implementing faculty salary increases, this plan focused on bringing Associate Professor positions within the criteria of the April 30, 2015 memorandum.
 - At the October 21, 2015 All-School Faculty Meeting, Provost Nelson answered questions regarding his remarks on the plan for implementing faculty salary increases.
 - At the 2016 Faculty Enrichment Day, Interim Provost, David English verbally outlined his plan for moving toward bringing faculty increases to the Professor level as outlined in the April 30, 2015 memorandum.
 - As shown in the August 2016 Faculty Council Survey, a majority of faculty have many questions regarding faculty salaries. (Comments from Faculty Council Survey Question 4.)
 - Council discussion followed.

MOTION that UNCSA Faculty Council requests a clear and detailed written policy and timeline on faculty salary increases regarding the criteria and plan for implementing increases to the minimum levels outlined in the April 30, 2015 memorandum from the Office of the Provost.

MOTION APPROVED.

- Proposal 3A and 3B: Due to a shortage eligible faculty, grant the School of Drama a one-year exception to the rule that faculty elected to standing committees must be at least in the first year of their second three-year contract and to use faculty from other schools at UNCSA in the rank evaluation process.

- The School of Drama has three faculty undergoing contract renewal evaluations and one undergoing a faculty rank evaluation. In addition, the School of Drama has several new faculty in their first three-year contract. This situation has limited the number of qualified faculty to serve on the requisite committees for the School of Drama.
- Council discussion followed.

MOTION to allow qualified faculty for the 2016-17 academic year only, to participate in a rank evaluation in the School of Drama even if the qualified faculty is from a school other than the School of Drama. This motion will allow the School of Drama to form the requisite number of evaluation committees needed this year.

MOTION APPROVED.

MOTION to allow otherwise qualified School of Drama faculty who are in their third year of their first three-year contract, to serve a one-year term for the 2016-17 academic year only, on UNCSA standing committees. This motion will allow the School of Drama to elect the requisite number of faculty needed for School of Drama representation in all UNCSA standing committees this year.

MOTION APPROVED.

IV. Faculty Survey

- 44% of (full-time) UNCSA faculty participated in the FC Faculty Survey
 - 81% are satisfied with their FC representation.
 - 63% were satisfied with their Standing committee representation.
 - 56% were satisfied that they had adequate opportunities to engage in shared governance. 43% were not satisfied or unsure they had adequate opportunities to engage in shared governance.
 - 29% are satisfied with the progress on salary increases. 70% are not satisfied or unsure about the progress on salary increases.
 - 48% are satisfied with their teaching workload. 52% are not satisfied or unsure about their teaching workload.
 - 70% are satisfied with their committee workload. 30% are not satisfied or unsure about their committee workload.
- Council discussion followed.
 - Improve communication with faculty.
 - Focus on ways to better organize, access, and disseminate information.

Meeting adjourned.

Respectfully submitted,
Leslie E. Kamtman

Next meetings: Oct. 19, Nov. 2, Nov. 16, Dec. 7