

Faculty Council Minutes

August 24, 2022

On Zoom:

<https://uncsa.zoom.us/j/98586530389?pwd=MDBYQnZYaStFVE9JYkZNOEZwUTBMZz09>

Attendance

Abby Yeager, At-Large Rep, Dance
Andy Paris, Chair, Drama
Brian Cole, Chancellor
Elizabeth Klaimon, Faculty Assembly Representative, DLA
Ellen Rosenberg, Faculty Assembly Representative, DLA
Eric Nottke, D&P Rep, D&P
Janine Hawley, Co-Chair of EPC, Drama
Janna Levin, DLA rep, DLA
Jared Redick, Dance Rep, Assistant Dean of Dance
Jeff George, Vice Chair, At-Large Rep, HSAP
Jeff Hammer, Film Rep, Film
Karen Beres, Vice Provost, Dean of Academic Affairs
Kait Dorsky, Secretary, Library
Kjersten Lester-Moratzka, Co-Chair of EPC, D&P
Marci Harvey, Chair of FWC, HSAP
Michael Dodds, Chair of CDC, Music
Martha Golden, HSAP rep, HSAP
Oskar Espina-Ruiz, Music Alt, Music
Patrick Sims, Provost
Rosemary Millar, Chair of FDC, DLA
Steve LaCosse, Co-Chair of FRC, Music
Tracey Ford, Vice Provost, Dean of Student Affairs

1. Call to Order/Welcome: Paris called the meeting to order at 12:46. Paris noted that FC leadership will be working closely together as a “triumvirate”.
2. Approval of Minutes: Yeager made a motion to approve the 04/05/2022 minutes, Harvey offered a second. No discussion, unanimously adopted. Goal to have minutes distributed the week before each meeting.
3. Introduction of FC members, other committee reps, and admin attendees.
4. Council Leadership Updates
 - a. New Officers email (fcofficers@uncsa.edu), FC records: Dorsky announced new email address to three FC officers. Compiling FC records in a single Dropbox

folder, seeking backlog of FC and committee records from years past.

- b. Faculty Survey: Paris/FC officers planning all-faculty “temperature-taking” survey, goal to send out on 8/26. Suggestions made: group questions by topics of Workload, Wellbeing, Collaborative Scheduling; burnout/student disengagement; faculty morale and creating community; faculty sabbaticals and student mental health crises.
 - c. Changes to Faculty Handbook: George introduced broader topic of finding more people to participate in shared governance from faculty pool, much of which is a reversion to earlier rules.
 - i. Change “Intercollegiate Athletics” to “Rehearsal, Performance and Production”. Yeager moved to adopt, Golden seconded. Adopted unanimously.
 - ii. Change requirements for adjunct faculty FC rep from 4th consecutive year contract to 3rd. George moved to adopt, Golden seconded. Concerns raised about minimal pay for adjuncts and whether poor compensation and payment per class contribute to their reluctance to serve; suggestion of stipend for adjunct FC service. Question of how many more people would be eligible with this change; Beres unsure, would require research. Paris moves to adopt proposed change and return to other ways to attract adjuncts. Adopted unanimously.
 - iii. Change requirements for peer review and search committees from 4-year contract AND in fourth consecutive year of service to third consecutive year of service (and offered 4-year contract?): George moved to adopt, Nottke seconded. Questions raised about how varied contract lengths across departments and faculty members might cause problems with this. Tabled to adjust language.
 - iv. Change requirements for standing committees & FC membership from hold a 4-year contract AND in fourth consecutive year of service to in third consecutive year of service (offered 4-year contract?). Similar questions raised as above regarding varied contract lengths, as well as Non-Teaching Faculty who don’t operate on the same contract structure, insufficient eligible faculty in some departments to serve.
 - v. Additional proposed changes tabled due to time.
5. Committee Updates:
- a. Campus Development: Dodds expressed gratitude for “makeover” of 2nd floor Grey Building over the summer, more welcoming to students and faculty in multiple departments.
 - b. Faculty Welfare: Harvey noted that FWC is fully staffed, 1st meeting next Wed.
 - c. Faculty Development: Millar noted changed Drama rep. and FDC application move to Dynamic Forms.
 - d. Educational Policy Committee: 1st meeting next week; Hawley to send roster updates

6. Chancellor Update:

- a. Biden cancelling \$10k in student loans/\$20k in Pell Grants.
- b. Welcoming new and returning students this week, with additional engagement with parents. Thanks to student-facing fac/staff for setting a good impression.
- c. Michael Smith stepped down, Wendy Emerson stepping in as Interim VC for Finance/Admin. Jim deCristo taking on interim oversight of HR and Facilities. National search for replacement forthcoming.
- d. Administrative review process: Center for Creative Leadership will help with 360 reviews for Deans and Vice Chancellors starting soon on 18-month cycle, including coaching and follow-through.
- e. No update on lawsuit from last spring. Safe Child Act suits stayed during appeals.
- f. Strategic Plan progress
 - i. EDIB: Chief Diversity Officer search team (chair Lissy Garrison) convened with Isaccson Miller search firm, hope to finish search by end of semester. Office of Intercultural Engagement (led by Tasha Meyers under Student Affairs) open, will provide education for campus and support for students from marginalized groups. First Posse Arts cohort on campus.
 - ii. Health and Wellness: Harassment Free NC training ongoing through Spring Break. Almost all faculty/staff have begun or completed it. CSI progress ongoing.
 - iii. Institutional Sustainability: Increase in employee raises from 2.5% to 3.5%, hope that this will be a regular increase. \$1 million recurring appropriation increase to HS program (first in appx. 15 years), focus HS on faculty salary equity, mental health resources, programmatic contracted services, all of which will end up benefitting college as well.
 - iv. Stevens Center renovation planning has begun with architects and contractors.
- g. UNC System Board of Governors updates:
 - i. Return on Investment Study looking at ROI for students, institutions, and state.
 - ii. New funding model to balance enrollment with progress markers (degree completion, retention, student debt, etc.). This model does not apply to us, but raises questions about how we could implement some of these indicators.

7. Provost Update:

- a. New personnel: Office of Intercultural Engagement, Head of Provost Budget. New org chart will be sent out.
- b. Academic Leadership Fellowship Program: opportunity for faculty to learn more about administrative processes. Proposals to be submitted by Sept. 30th.
- c. Visits to faculty meetings upcoming.

8. Meeting adjourned by Paris at 2:01pm.