

Faculty Council Minutes

October 19, 2022

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

Attendance

Abby Yager, At-Large Rep, Dance
Andy Paris, FC Chair, Drama
Dmitri Vorobiev, Music Rep, Music
Elizabeth Klaimon, Faculty Assembly Representative, DLA
Ellen Rosenberg, Faculty Assembly Representative, DLA
Eric Nottke, D&P Rep, D&P
Greg Walter, Co-Chair of FRC, Drama
Janine Hawley, Co-Chair of EPC, Drama
Janna Levin, DLA rep, DLA
Jared Redick, Dance Rep, Assistant Dean of Dance
Jeff George, FC Vice Chair, At-Large Rep, HSAP
Jeff Hammer, Film Rep, Film
Jill Lane, Office for the Advancement of Teaching and Learning
Kait Dorsky, FC Secretary, Library
Karen Beres, Vice Provost, Dean of Academic Affairs
Kjersten Lester-Moratzka, Co-Chair of EPC, D&P
Marci Harvey, Chair of FWC, HSAP
Martha Golden, HSAP rep, HSAP
Michael Dodds, Chair of CDC, Music
Renata Jackson, At-Large Rep, Film
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 - 12:47pm
2. Approval of September 21 Minutes and October 5 Asynchronous Reports: Dorsky 1st, Levin 2nd; approved unanimously
3. Council Chair Updates
 - a. All-faculty meeting Nov. 2nd - ACE Main Theater and Zoom, 12:45-1:45
 - b. CSI subcommittee is forming, please contact Andy if you're interested in serving and invite fellow faculty members. Topics for discussion will be 2-hour common times, community days, and 12-hour days, which will then move to schools to discuss how this could work locally.
4. Excellence in Teaching Awards (Jill Lane)

- a. Data on past nominees and award winners (see separate documents).
- b. Selection Committee chaired by last year's BoG award winner (Jamie Call Blankinship), committee members are last year's award winners, HS and UG award winners, and one alum nominated by Amy Werner and/or committee. Jill serves as an admin for the committee but does not vote.
- c. Nominations open to alumni in Spring (May), then to campus constituents (students and faculty) in the Fall so that it doesn't overshadow this year's winners. Nomination form recently changed to ask for more directed responses in three categories: teaching/classroom work, content knowledge/work in the field, and service on or off-campus. Once the nomination period closes, Jill removes any ineligible nominees, and provides nominations to the Selection Committee. Chair handles the discussion at their discretion; typically requests top choices from members, and then meet to select 6 award recipients on the strength of nominations, and invite eligible winners to submit additional portfolio material for BoG award.
- d. They have been working from part of the Faculty Manual that allows any candidate to be considered regardless of length of service.
- e. Nominees have not been notified in the past, but will be this year; this could be published/distributed going forward, would be more easily done if it's just a list of names. This could help recognize excellent teaching across campus.
- f. Concern raised about nominees who have not gone through UNCSA peer review, then get nominated for an award, may come off as an insult to longer-serving faculty, and basing award on just one year of teaching leaves open the possibility of that person later not being renewed; Beres notes that this has not happened in the past. Comment raised about specificity of sustained teaching practice in this community, and advocates for nominees being in their second contract. Concern raised that early-career nominees will use the award as leverage to go to another institution; counterpoint being that we can't necessarily judge when or why teachers leave. Question about whether awardees should be chosen based on commitment to the institution, or just teaching; what are we honoring?

Teaching evaluations are not included in the consideration of nominees. DLA and HSAP are typically underrepresented among nominees, and have fewer multi-year interactions with students, which may be impacting nominations.

5. Faculty Manual changes

a. Fix discrepancy in Excellence in Teaching Awards: p. 48 says any faculty eligible, p. 92 says only faculty in their 4 year contract. Possible wordings:

- i. "Up to six awards each year are granted to multi-year full-time contract faculty that have successfully completed the peer review process at least once at UNCSA..."
- ii. "Up to six awards each year are granted to multi-year full-time contract faculty..."
- iii. NOTE: section 7.8.1 says "up to seven" awards, while the criteria in 7.8.2 say "up to six." The language in these proposals will also correct that discrepancy.
- iv. Motions (to change/clarify eligibility and to clarify what we consider excellence) tabled.

b. Motion to edit eligibility for Faculty Development Grants with the following change to the Faculty Manual: Adjunct Faculty who are contracted to teach on a recurring basis are eligible to apply for Faculty Development Grants (*See Faculty Manual*, 6.1.2; 6.1.5: p. 13). Priority will be given to Adjunct Faculty with 3+ years of accumulated service.

- i. FDC is divided; some want to treat adjuncts the same as full-time faculty and offer full amount, others want to offer half.
- ii. No language in the Manual does not exclude adjuncts; this change would only be necessary if we want to explicitly invite them to apply. No vote needed, and leave this at the discretion of FDC.

6. Committee Updates

a. Faculty Assembly (Rosenberg and Klaimon)

- i. Return on investment: looking at courses that make money vs. those that don't. How can we articulate the importance of arts and humanities in the "workforce" or "real world"?
 - ii. Project Kitty Hawk: Covid funds (which expire in 2024) being used to target adult learners (we think that means over 24 and currently working within the full time workforce) in NC. Matchmaker service to connect learners with courses (which would be taught by existing faculty, which could be a further workload issue). Presentation slides:
<https://drive.google.com/file/d/1cwapxSVCyXE9leR33orNBsBM0rBlsgcZ/view>
 - iii. Campus security report: all officers on UNC System campuses have body cameras, looking at what that means for surveillance of faculty and their classroom practices. Fred Sellers (UNC System Vice President for Safety & Emergency) talked about getting help to at-risk individuals before a safety issue arises, based on tips from faculty/advisors/peers.
 - iv. System Diversity and Inclusion work: Focus on metrics, but noted importance of qualitative impacts. Revisions to system DEI policies.
 - v. Defining success for administrators (Chancellors and Provosts) based largely on retention.
 - vi. Faculty Assembly survey coming soon from Wade Maki (FA Chair).
- b. Faculty Development (Millar): Sims visited FDC to discuss Academic Leadership Fellows Program, considering how FDC can be involved in reviewing applications; if so, this would start next year. Funding comes from Provost's office.
 - c. Faculty Rank (LaCosse): Proposal forthcoming about Peer Evaluation Committees, timeline for rank promotion eligibility.
 - d. Educational Policy Committee (Hawley): DLA curriculum replacement of Self, Society, and Cosmos with Critical Dialogues is going to affect art school curricula; Renata Jackson has begun work on Film curriculum. Tweaking EPC documents.
 - e. Faculty Welfare (Harvey): FWS requested follow-up survey for in-service day; survey has gone out, please fill it out.

f. Campus Development (Dodds):

- i. Campus door access in emergencies, in light of emergencies on other campuses; urge members of campus to not prop open doors because of security and HVAC issues, and lockdown means that entrance to buildings is restricted to emergency personnel, but can't fix propped doors.
- ii. Repairs and renovations: Stevens Center is finalizing advanced planning. Grey building renovations are in need investigation planning. Other smaller dollar renovations being investigated. Campus energy consumption has decreased steadily over past 4 years, but still working on improving energy efficiency. Master plan is several years old, needs reevaluation under new administration; the plan represents a vision, not an explicit plan until it is acted on by the current administration.

7. Adjourn - 2:01pm