

Minutes

Faculty Council

October 6, 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
Joanne Moore, at-large rep, Film
Josh Selander, chair, D&P
Karen Beres, Vice provost, Dean of academic affairs
Lauren Vilchik, vice chair, Film
Marci Harvey, secretary, chair of Fac Welfare, HSAP
Martha Golden, HS rep, HSAP
Michael Dodds, chair of Campus Development, Music
Patrick Sims, Provost
Renata Jackson, chair EPC, Film
Rosemary Millar, chair of Fac Dev, DLA

1. **Call to Order** – Selander began the meeting at 12:47.
2. **Approval of Minutes** Millar made a motion to approve minutes. Golden gave a second. Minutes unanimously approved.
3. **Chair Update**
 - a. **BOT Meetings** – Selander attended BOT meeting last week. Salaries came up in every subcommittee meeting. New BOT members pleaded for salary increases. They are limited in their power but good to know we do have their support. Golden attended the Advancement meeting. She mentioned Kyle Petty was very enthusiastic about the number of supporters/donors UNCSA has. Vilchik asked if the BOT has an action plan for the salary issue. Selander asked if we can now reach out to BOT Chair to partner with FC on this issue. Rosenberg suggested we could make a proposal to BOT and BOG to lobby for salary increases, but it must be configured properly. Sims will address this more in his report below. He is

working with people in Raleigh and building relationships with NCGA members to share data to promote the investment in UNCSA. Chancellor Cole has been doing the same. David English has been helping promote the salary issue too.

- b. All School Faculty Meeting Agenda** – CSI and strategic plan will be on the agenda. Formal introduction of Jill Crainshaw will be made. Hopeful that EDIB work will also be discussed. Selander requested emails for other topics. Meeting will be October 20 at 12:45 in Main Theater.

- c. EDIB Governance Committee** – Selander shared EDIB governance committee progress. Shared a draft of functions, membership, eligibility, and guidelines to give structure to the group as it begins. This will be a standing committee and they will advise the Chief Diversity Officer (CDO) when that position is hired. Committee will include 3 faculty, 3 staff, 3 alumni, 3 community members (all 2-year terms), and 4 students (1 year term).

Noted concerns:

- Lack of transparency from faculty recommendations from last year for EDI work and which items were included in the final report.
- CDO has not been hired yet. Fear that Administration is driving the process for this work without regard to recommendations.
- Can Committee work move forward without CDO?
- Lack of messaging to ensure people will feel safe on campus now.
- Personal safety on campus for both faculty and visitors will require a cultural shift.
- Lack of response by Deans and Administration.
- Communication between various groups on campus; there is no clear system for sharing information.
- Sims responded EDIB will be autonomous, reflective of campus community, and not driven by upper Administration. Agreed messaging is unclear because this is new work for UNCSA, but campus climate progress reports and committee recommendations can be found on EDIB site.

4. Committee Updates

Campus Development (CDC) – Dodds is chair, Sarah Falls is vice-chair and Chief Brinkley is Secretary.

- Reported temp parking lot on Chapel St. is now open.
- Committee may divide into 2 committees so digital learning/IT needs can be met; will discuss a proposal to form a new standing committee that will be presented to Council in the future.

Educational Policies (EPC) – Jackson reported they discussed CSI and have questions. Invited Sims and Beres to come to their next meeting to get some clarification.

Faculty Development (FDC) – Millar reported Sims still committed to funding 2 reassigned time faculty positions. Questions about eligibility have been addressed in the form and match the UNC policy manual requirements. Faculty Development Grants: October 29 is deadline for applications.

Faculty Welfare (FWC) –

- Requested a separate award be created for Adjunct Faculty because they are not eligible for Excellence in Teaching Awards; no guidelines developed yet and a funding source needs to be identified.
- Request from HSAP for in-service day in fall semester be moved to the morning because of required fire and intruder drills. Beres explained that DLA course minutes required for accreditation mandated in-service day be held in the afternoon. Acknowledged the competing concerns and Jackson shared EPC would review the requirements for future calendars.
- Grievance policy webpage needs to be updated to include the flow chart from the policy manual for ease of access.

5. **Provost Update:** Foundation funding for faculty reassigned time positions is not large enough to make the awards each year. Provost discretionary funds and Faculty Development funds will be temporarily used for funding. Amount awarded will not be reduced.

Academic Leadership Fellowship Award – gives faculty an opportunity to work with a senior Administrative area of their choice and \$5000 used to fund proposals. Selections will be named one year in advance of the fellowship.

Budget – Funding formulas are different for us as a conservatory than other institutions (more complex teaching loads and work hours). We continue to identify supporters and advocate for salary increases with data. He has spoken to every member of the BOT and given a presentation to new Board members. Building relationships with advocates, system-level administrators, and state legislators involves continuous conversations. Chancellor Cole is also doing this with President Hans.

CSI – will provide new opportunities for artists to explore other arts areas; we are not trying to become a liberal arts university. We need a time commitment between conservatories, DLA and HSAP to make this successful. EPC will play a big part in developing the plan.

6. **Open Discussion** – Selander requested David Harrison directly send an email with a protocol for faculty to speak to members of the press regarding the lawsuit that has been filed against UNCSA. Faculty do have autonomy to speak to outside media. Sims

has asked Deans to share with faculty that we can refer communication requests from media to Catherine Johnson and the Strategic Communications Team. Members of FC report the line of communication from Provost to Deans to Faculty is not always functional. For effective communication, shared governance and full transparency, chain of communication needs to be improved.

Oskar Espina Ruiz, Music, was nominated as the at-large alternate for Faculty Council. Selander made a motion to elect him. Yager seconded. No vote required as he was unopposed. Motion passed.

- 7. Adjourn** – Selander adjourned the meeting at 2:05pm.

Upcoming Meetings

October 20 (All School Faculty Meeting)

November 3

November 17

December 1

December 15