

**NORTH CAROLINA SCHOOL OF THE ARTS  
FACULTY COUNCIL MEETING MINUTES  
April 4, 2007**

Present: Steve LaCosse, Norman Coates, Dale Girard, Nancy Goldsmith, Renata Jackson, Leslie Kamtman, Geordie MacMinn, Jeff Morgan, Linda Moore, LeRoy Percy, Jeryl Prescott Sales, Jeremy Reiskind, Ellen Rosenberg, Christine Spizzo, Sean Sullivan  
Chief Academic Officer Elaine Pruitt (*ex officio*)  
Absent: Trish Casey, Janos Kovacs, Ann Potter

**I. Approval of Minutes**

The minutes of the March 7, 2007 will be reviewed at the next Faculty Council meeting.

**II. Chair Report**

- Council complimented Chair Steve LaCosse on his remarks at the Chancellor's Installation.

**A. Flexible Positions**

- NCSA is applying for management flexibility, but we have to meet certain criteria.
- CAO Elaine Pruitt explained that we must submit the Faculty Manual and the Staff Handbook as part of this process; Board of Governors questioned certain aspects of the faculty evaluation policy as written in the Faculty Manual:
- BOG "strongly disagree" with a faculty member being on the review committee (faculty member being able to select a person to be on his/her review committee).
  - Elaine's response to BOG will include an explanation of why this is necessary and how this process developed, and will note that this issue was brought before Faculty Council for further discussion.
  - Council discussion followed regarding the evaluation process and the mid contract review (mid ten-year).
- Having students evaluate a faculty in only one course per year is inadequate.
  - Elaine will respond that we will work toward articulating a policy that more accurately reflects current practice.
  - Council discussion followed.
- Mid ten-year evaluation policy: must have a written development plan as a result of this evaluation (to better track progress, work toward improvement)
  - Council discussion followed.

**III. Old Business**

**A. Position Vacancies**

- General Counsel
  - Search committee has made its decision, awaiting approval from Erskine Bowles.
- Chief Advancement Officer
  - Arranging campus visits for three candidates.
- Chief Financial Officer on hold until Chief Operating Officer is in place.
- Dean of Dance
  - Telephone interviews in process, will be inviting candidates to campus soon.

- Dean of Filmmaking
  - Two finalists will be visiting campus in April.

#### **IV. New Business**

##### **A. Chief Academic Officer**

- Margaret Mertz is chair of the search committee.
- Faculty representative needed for April 6 meeting.
  - Jeryl Prescott Sales volunteered.
- Council raised some concerns about this search, particularly about timing. This is a very important search, and starting this search the last two months of the year with the expectation of filling this position by the fall could jeopardize our chances of having a strong candidate pool.
  - Steve will take Council concerns to Human Resources.

##### **B. Advancement issues**

Council discussion followed.

Meeting adjourned.

Respectfully submitted,  
Leslie E. Kamtman