

UNIVERSITY OF NORTH CAROLINA SCHOOL OF THE ARTS

FACULTY COUNCIL CHAIR : END OF YEAR REPORT

April 11, 2019

Wade Wilson, Chair

Mike Wakeford, Vice Chair

Leslie Kamtman, Secretary

Tanya Belov

Dennis Booth

Trish Casey

Michael Dodds

John Ferri

Martha Golden

Renata Jackson

Elizabeth Klaimon

Geordie MacMinn

Laura Martin

Robert Rocco

Ellen Rosenberg

Josh Selander

Paul Sharpe

Greg Walter

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The committee continued its work at enhancing shared governance across the landscape at UNCSA. We have worked in coordination with upper administration, our colleagues at the System Office, as well as Faculty Assembly leadership to pursue this common goal across the UNC system.

The main agenda item for Faculty Council this year has been to try to do our best, with the guidance and partnership from upper administration, to advance the conversation around faculty salaries at the state level. The Board of Governors approved a salary scale tied to rank in 2012, however, the state never funded these salary scales. The administration of UNCSA has done all that it can with the limited resources available to address the matter. The faculty council thought it was time we made the push as a collective voice. We put together a salary task force, did research, and wrote a one voice letter to Governor Byers asking for his help in making a formal ask at the BoG to fix this salary discrepancy. This is a work in progress as I draft this report.

The Chair attended the monthly meetings of the Faculty Assembly & Senate/Council Chairs at the System Office in Chapel Hill. The desire for enhanced shared governance across the system remains a driving force at the state level for all of the Faculty council & senate chairs. We uniformly made the ask for non-voting seats at the Board of Trustees last year, and that request is still on the table for several of the institutions that did not move on it at the time.

In the same shared governance spirit we have made it our regular practice to have the Chancellor and the Faculty Council Chair have regularly scheduled one on one meetings. This has been a positive best practice and keeps each of us in step with each others goals and aspirations for the campus community. Also, a new practice this year is that the Chancellor attends the first faculty council meeting each month, as schedules permit. It is valuable to have the Chancellor as part of the discussions at Faculty Council. We look forward to more great work together in the years ahead.

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We also have monthly one on one meetings between the Provost and the Faculty Council Chair. This too has created a very open and healthy dialogue between the Faculty and the Provost's office. It has been priceless to have the Provost as part of the discussions at Faculty Council. We look forward to more great work together next year.

The Faculty Council Chair and Student Body President had several meetings each semester to continue keeping us on task in regards to shared governance needs and best practices. Diversity and Inclusivity was always a main theme during these meetings. The upper administration has become a very strong advocate in addressing this very important matter.

These are a few examples of best practice protocols we worked on to establish a more comprehensive approach to shared governance. We look forward to continuing on this important path next year with campus leadership from administration, faculty, and students.

When the Faculty Council learned that Provost English was leaving UNCSA for a new position at the System Office it became a top priority at Faculty Council to ensure that there are Task Forces, co-chaired by a Faculty Council and Provost's office selection. Once the co-chairs are selected they meet with the Provost to receive their charge. Again, these are in the areas of; Faculty Salary, Faculty Workload, Course Evaluations, Inclusivity and Diversity, Peer and Supervisor Evaluations for Contract Renewal and Rank.

Following is a chronological layout of the topics and business dealt with by Faculty Council across the academic year.

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AUGUST 2018-

- The Faculty Salary issue came up right away. Provost English wanted to have a formal faculty process to help build and guide a philosophy for the next several years. This involves recalculating/updating faculty salary ranges and deciding what is going to be the priority focus each academic year.
- Council sent out a Faculty Survey to receive feedback from faculty on what they would like to see put on the agenda for Faculty Council this year. We worked with Jeff Patton and George Campbell (Institutional Research) to create an anonymous Qualtrics survey for the Faculty regarding Faculty Council agenda items for this year.
- Council wants to move forward on the Faculty Endowed Scholarship. We formed an Ad-hoc committee to identify future opportunities for growing the FES: The committee is comprised of current council members. With the re-opening of Performance Place next year we will look at creating an event to continue building this important scholarship fund.
- Faculty Manual
 - Ad hoc committee (Michael Dodds, Leslie Kamtman, Mike Wakeford) will continue to work on clarifying portions of the Faculty Manual, and complete as soon as possible.
 - Further clarification needed regarding the Faculty Grievance process. Ombuds Josh Canzona is willing to work with the committee to help ensure the language is clear, concise, accessible, and adheres to UNC System Code.
 - Faculty Rank Committee will continue to work on clarifications regarding the Faculty Rank process this year.
- Faculty Salary Increase Committee/Working Group recently had their first meeting of the year with Provost English, who is working on a formula based on committee conversations.

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- Coordinating with Student Government Association President Greer Hutchison to find ways for Faculty Council and SGA to work together and attend each other's meetings.
- Upper Administration review instrument.
 - Working with Provost English and the committee that was in place last year, to continue their work to overhaul the review process.
- Online bullying policy and concerns.
 - Will follow up with the Provost to address this issue.
- Guidance for Faculty regarding retirement.
 - Faculty Welfare Committee worked on this issue a few years ago, particularly regarding dates and timelines. Paul Sharpe will forward that information to the current Faculty Welfare Chair. It was suggested that Faculty Welfare reach out to Human Resources to pursue greater clarity and guidance.
- Ethics Committee
 - Working with the Provost to gain Faculty representation and more information regarding the newly formed Ethics Committee which is coming from the Board of Trustees Audit Committee.

UNC Faculty Assembly rep

- **MOTION** that Wade Wilson serves as Interim Alternate Faculty Assembly Representative for Fall Term. **Motion passed.**

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September 2018-

- Faculty Survey
 - The Faculty Council is interested in learning what priorities you feel should be addressed this academic year for discussion and implementation.
Please list and rank the top 5 items you feel are the most important for discussion this academic year in the text box below.
If you have any questions about the Faculty Council, please contact Wade Wilson, Faculty Council Chair, at wilsonw@uncsa.edu

MOTION to approve this language and send the survey out to the Faculty.

MOTION PASSED

- University Librarian visit, Sarah Falls
 - Focus on customer service.
 - Customer service philosophy supportive of creation and research, creative use of space.
 - Library usage guidelines in place instead of extensive policies.
 - Student filming now permitted as authorized by University Librarian.
 - Reviewing database and subscription offerings, expanding electronic realm.
 - Social media presence.
 - Outreach.
 - Faculty training sessions/Lunch and Learns (streaming technologies, available resources, etc.)
 - Accelerate availability of materials.
 - Q&A followed.
- Online bullying policy and concerns.
 - Reviewed language regarding Bullying/Cyberbullying as it appears in the [Student Code of Conduct](#) (K. Minor Infractions. Acts of Harm.)
 - Council discussion followed.
 - Renata and Martha will follow up with Ward Caldwell and Martin Ferrell.

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- Vice Provost Karen Beres
 - Provost English will be sending out memos on updated salary ranges.
 - Faculty members who are sitting below the minimums of the new salary ranges are in line to get adjustments.
 - Honorary Degree Committee
 - Distributed draft of "Nomination Process and Procedures for the UNC School of the Arts Honorary Doctor of Fine Arts Degree"
- Visiting Faculty Representative on Faculty Council
 - Consider having the previous year's representative or alternate serve at the beginning of the Fall term until a new representative is in place. Discuss adjusting the Faculty Manual accordingly.

Faculty Assembly Report – Elizabeth Klaimon

- A link to the Executive Summary will be available on the Faculty Council web page.
- New Faculty Assembly Chair: David Green
- Goal of Faculty Assembly: to be at the table and affect policies, not just respond to them, through advising, advocating on behalf of faculty, staff, and students; continue to educate and communicate with our campuses.
- Each campus has a Board of Governors member assigned to them.
UNCSA: Philip Byers.
- UNC System priorities: digital learning and summer school initiatives
- Additional hot topics: chancellor search process, faculty retention and compensation/faculty wellness, faculty role in filling UNC System vacancies, minimum admissions requirements, racism on campus, civil rights and diversity initiatives
- President Spellings priorities for the legislature: faculty and staff compensation, retention and renovation of buildings
- Digital Learning Workshop: how can we market digital learning to military students, older students, non-traditional students, and rural students in North Carolina.

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Provost English

- Thanked all for their patience working through everything with Hurricane Florence. Kudos to the Facilities crew for all their work preparing the campus to minimize the effects of the storm. Waiting for guidance on how we can reach out and help the UNC campuses impacted by the hurricane.
- Discussed the question regarding credits for Intensive Arts. Expect answer by Monday.
- Distributed draft of 2018-19 Faculty Salary Ranges memo and reviewed with Council.
- Next step: Faculty Salary piece. Memo to go out this week. Raises will go in October, retroactive to the start of the academic year.
- Noted that the Board of Governors has given campuses the authority (but not the funds) to do one-time bonuses in addition to any permanent salary actions.
- Trish commented that faculty salaries have always been a priority and have never been off the table. There is not a lack of appreciation for what the administration is trying to do regarding salaries, but faculty have to be their own advocates and have to be vigilant.
- Provost English agreed that faculty salaries are a high priority. Faculty having a cohesive voice and being able to express how important this is would be beneficial.
- Wade and Elizabeth commented that the issue of faculty salaries is an ongoing conversation at Faculty Assembly.

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October 2018-

- All-School Faculty Meeting Topics: October 17
 - Faculty Salaries
 - Faculty Rank: proposed changes to contract and rank
 - Faculty Endowed Scholarship discussion will be on agenda for the Spring All-School meeting.
 - There was some discussion regarding the idea and implementation of a minor. There is currently a pilot program underway. It was suggested that Karen Beres visit each arts school for further discussion and feedback. This could be an agenda item for the Spring All-School meeting.
- Faculty Rank – Greg Walter, Provost English
 - PowerPoint document outlining proposed changes sent to Council prior to the meeting.
 - David English led the conversation and explained that this new idea has been under constant attention and discussion by him, Karen Beres, Greg Walter, Ellen Rosenberg, and Dean Susan Jaffe for the last 1 1/2 years.
 - Faculty Rank Committee unanimously voted that this is a beneficial and welcome change/improvement in order to avoid as many conflicts as the current system seems to present.
 - Goals:
 - Align and streamline contract reappointment and rank promotion process.
 - Reduce duplicative work for faculty.
 - Reduce evaluation load on faculty, staff, and dean.
 - Principle:
 - Rank promotion is still optional. No faculty member shall be required to apply for rank promotion in order to receive a new contract.
 - Current contract system for new hires would change from 3-3-5-10 to 3-4-5-10.
 - New assistant professors hired into a 3-year contract.
 - New associate professors hired into a 4-year contract.
 - New full professors are hire into a 5-year contract.

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- Rank promotion eligibility
 - All new faculty hires must have at least five years of full-time faculty experience completed at UNCSA to apply for rank promotion, and must be in their second multi-year contract.
 - New Assistant Professors with prior full-time faculty experience may negotiate two years of credit towards this requirement.
 - New Associate Professors with prior full-time faculty experience may negotiate one year of credit towards this requirement.
- Council discussion followed.
 - This proposal will be presented at the All-School Faculty Meeting for discussion and feedback.
 - Council will vote on this proposal at the next meeting in November.

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November 2018-

- Faculty Rank
 - **MOTION** to approve the Contract and Rank Proposal as reviewed and discussed previously with Faculty Council and at the All-School Faculty Meeting in October. **MOTION PASSED.**
- Faculty Salary Adjustment Workgroup
 - Dennis Booth presented a letter drafted by the Faculty Salary Adjustment Workgroup and reviewed a history of the process.
 - Workgroup: Dennis Booth, Wade Wilson, Mike Wakeford, Leslie Kamtman, Jason Romney, Norman Coates
 - Draft letter was projected on the screen and Mike Wakeford read aloud.
 - Council discussion followed.
 - One edit to the letter was suggested.

MOTION to approve this letter as amended to present to the Board of Governors. **MOTION PASSED.**

- Meeting with Andrea Clemmer, Human Resources, to discuss designing a more robust system for guidance on retirement.
- Chancellor Bierman and Provost English are in full support of Faculty Council moving forward with a formal request for salary increases to the Board of Governors.
- Provost English, Karen Beres, Erin Morin, and Wade Wilson met with the administration of Salem College on October 24 to develop a pathway for collaboration.

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December 2018-

Chancellor Bierman

- Spoke about Governor Byers (UNCSA BOG Liaison) and expressed that he is a good ally.
- Commented that the letter and statement we sent to him regarding faculty salaries makes a compelling case, and advised the Faculty Salary Adjustment Workgroup to be prepared with specific numbers when talking with him.
- Thanked all who participated in the Chancellor's evaluation survey.
 - Addressed some of the themes that came up including budget priorities and spending priorities. Acknowledged that the Administration needs to do a better job explaining what's happening and how funds are allocated. Expressed confidence in the new finance and facilities leadership team. Wants to be proactive about fixing things.
 - Addressed concerns about his visibility on campus. He responded that he is pretty ruthless about spending his time in ways that will have the best impact on UNCSA that may not be immediately visible. Explained that much of his time is spent on the capital campaign, which is the single most important foundational priority that will have a profound and long-term impact on UNCSA. The goal is 65 million. Five focused areas: scholarship support, faculty endowments, innovation, investments in the living and learning environment, community engagement.
 - Concerns about his involvement or lack of involvement in academics. Wants to hear what the concerns are directly. Will be setting up open forum meetings with each school once a semester.
- Wants to know what's functioning well and what's not on campus.
 - Council commented that housekeeping is much improved; the change in culture is very positive.
 - If there are significant areas of concern, and you've gone through the appropriate channels with no result, touch base with Jim DeCristo.
- Council thanked Chancellor Bierman for his time and his clarity.

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Provost English

- Summer Session
 - The State does not provide funding to UNC Campuses for in-person summer session courses; the State does provide funding for online summer courses through the distance education funding model.
 - Legislature is considering funding for in-person courses in the summer.
- Tuition and Fees Committee will present recommendations to the Board of Trustees Finance Committee tomorrow.
- Responding the System Office's directive and following reviews by the faculties and deans, the Schools of Dance, Drama, Filmmaking, and Music revised programs so they are all 120 credit hours; Design & Production is requesting a 126 credit hour exception. Provost English will present this request to the Board of Trustees tomorrow for approval.

Other Business

- Faculty Assembly will likely draft a statement regarding Silent Sam at the January meeting.
- Board of Governors moving forward to the legislature to fund summer session.

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January 2019-

- Chancellor Bierman and Provost English are in full support of us moving forward with a formal request for salary increases to the Board of Governors.
 - Faculty Salary Task Force met with Governor Byers, Chancellor Bierman, Provost English, and Jim DeCristo at UNCSA on December 6.
 - Governor Byers has passionately embraced this issue.
 - At Governor Byers request, the Faculty Salary Task Force had a phone meeting with him on January 10 to provide more information for his conversations and work on this issue.
 - Making the ask for the 75% market rate is the right place to start.
 - Planning to meet with the Task Force again in February.
 - Plan is to get this voted on during the current legislative session.

Chancellor Bierman Update

- Diane Auer Jones (Under Secretary, Department of Education) was on campus recently to discuss the possibilities of establishing a pilot program for apprenticeships.
 - Council discussion ensued.
- Dr. William Roper, Interim UNC President
 - Clear understanding of the importance of faculty and a clear grasp of the issues.
 - Well-respected by broad constituencies.
 - Charles Leffler and Pete Brunstetter are on his transition team.
- Division of Institutional Integrity will be announced within the next few weeks.
 - Will encompass Title IX, Clery, Compliance, Ombuds.
 - New position: Chief Compliance Officer and Director of Title IX.
 - This idea modeled on successful programs at the UNC System Office and UNC Charlotte.
 - Council questions and discussion followed.
- Strategic Partnerships
 - Center for Creative Economy
 - Space for UNCSA at 500 W. 5th St. (owned by Don Flow)
 - Every university in Winston-Salem will have a space on that floor. Don wanted to create a space where all universities could come together for the benefit of the larger community.

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- Kenan Institute has contracted with the Center for Creative Economy to manage that space for us. Can become an entrepreneurial arm for UNCSA.
- EmcArts, a change management organization, relocating to Winston-Salem.
 - Jonathan Halsey, Managing Director, is an alum of UNCSA.
 - Helps make artists part of the process of thinking through big societal, cultural challenges.
- Strategic Planning process for 2020 is upon us.
 - We have achieved most of our goals of the 2015-2020 Strategic Plan.
 - Lingering institutional questions remain around curricular evolution and the future of education. Lead and embrace innovation and emerging technology without abandoning our roots, staying true to our traditions.
 - Inclusivity and diversity a priority.
 - Council questions and discussion followed.

Other Matters raised at Council

- Questions raised regarding Course Evaluations and the way they are handled.
- Follow up regarding the status of the Evaluation Committee.
- Revisit the process of how Peer Review Committees use Course Evaluations.

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February 2019-

- Governor Byers will be at UNCSA for Board of Trustees meetings tomorrow and another meeting with the Faculty Salary Adjustment Workgroup. Waiting to hear back from Jim DeCristo for time and place. Again, Governor Byers intentions are to get this voted on during the current legislative session.
- To re-iterate, the survey of the faculty revealed and/or re-enforced several Faculty Council agenda items.
 - Faculty salaries:
Moving forward to the best of our abilities.
 - Faculty workload:
Wade discussed this issue with Provost English before the Winter break. He pointed out that some faculty roll into administrative positions and that this impacts faculty workload. He also respectfully requested that Provost English look at pre-2008 adjunct lines and that he please make an attempt at resurrecting these numbers to assist with this issue. He also requested that he run the numbers on student to faculty ratios over the past ten years.
 - Diversity.
 - Shared facilities usage.
 - Student support and collaboration, both with other departments/schools and other local opportunities.
- The Administration continues to operate in the spirit of shared governance. The search committee for the new HR Director is set and it includes colleagues from across our campus, including the Staff and Faculty Council Chairs. Thank you for this Chancellor Bierman and Provost English.
- At the UNC System Office during the Faculty Senate Chairs meetings this academic year, the main directive we are all pushing for is deeper and more widespread shared governance at all UNC campuses. This year, under the leadership of David Green, Faculty Assembly has not been writing many resolutions to the System Office or the Board of Governors. They do not have much of an impact. David continues to press the message to the System Office and Board of Governors that they have an expert pool of faculty before them, so please bring us in earlier for input and consultation during decision making that impacts the system. He is confident that Dr. Roper (Interim UNC System President) will work well with the faculty.

Vice Provost and Dean of Academic Affairs Karen Beres Updates

- Reviewed details for the proposed minor scaffold and Arts Entrepreneurship Minor.

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- Provided a summary of the Arts Entrepreneurship Minor Program.WAS
 - Program Description
 - Program Requirements
 - Program Administration Issues Q & A
- Confirmed that Degree Works is able to track minors.
- Proposal is slated to go to Educational Policies Committee on April 10.
- Council discussion followed.
 - Karen emphasized that minors are a privilege, not a right. In the minors framework there are benchmarks that the student needs to meet.
 - *A student must be in good standing in their primary arts discipline/school, and approval must be obtained by the Dean/Associate Dean/Assistant Dean of the Arts school and the Dean/Assistant Dean of the Division of Liberal Arts, in order to declare intention for the Minor program. The Arts Advisor will be consulted by the Dean/Associate Dean/Assistant Dean of the Arts school in making a determination about student eligibility.*
 - The only minor that is being proposed for approval at this time is the Arts Entrepreneurship Minor.
 - Discussion ensued regarding the possibilities of course sharing with other UNC institutions and other institutions in Winston-Salem.
 - Karen is open to further conversation as needed regarding the minor proposal before April 10.

Proposed Amendments to Sections 603, 604, and 609 of *The Code*

- Proposed Amendments sent to Faculty Council on January 28 to solicit feedback from the Faculty.
- Chair Wade Wilson provided the following comment to Council: The main change I understand is that the final appeal for faculty goes to the Board of Trustees at the local level, and not to the Board of Governors committee in Chapel Hill. There were cases in which faculty members would wait many months before being able to schedule the appeal session with the Board of Governors. It also logically follows that there are likely some timing differences in the scheduling of appeals under the new code, as having everything take place at the local level will be more efficient.
- Council discussion ensued.
 - General Counsel David Harrison was present to help provide clarification as needed.
- Summary of comments:
 - One faculty member who reviewed the proposed changes has asked why, under the proposed new policy, a faculty member whose appeal to the

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Chancellor results in an unfavorable decision needs to wait for the Chancellor's office to forward the appeal to the Board of Trustees. Why, this faculty member asks, can't the faculty member send the appeal personally to the Board of Trustees? The Faculty Council thinks this a reasonable question worth consideration as any changes are discussed.

- The UNCSA Faculty Council is always concerned when a policy change appears to foreclose any degree of access to an appeal or grievance process. While we understand that reasonable minds can disagree on whether these proposed changes are, in fact, substantially detrimental to faculty members' ability to challenge campus-level decisions, we do conclude that the policy represents a "narrowing of the window" for formal appeals of decisions to terminate employment or deny promotion. For that reason, we respectfully advise the Board of Governors to consider the merits of the proposed changes very carefully before making a final decision on adoption.
- Regardless of whether these changes are approved or not, the UNCSA Faculty Council is very concerned about the process by which these changes were brought to its attention, in a pro forma manner. We question why the System Office and/or Board of Governors didn't engage the UNC Faculty Assembly on these changes first, and instead sent them straight to Faculty Senate chairs on each campus with a request to review and offer feedback in a compressed time frame? The shared governance process works best when the Faculty Assembly is utilized as a central point of contact. When that governance body's role is circumvented, the perception—if not reality—is that the proposed changes are being fast-tracked and that the spirit of shared governance isn't being fully honored.

- Governor Byers is continuing the conversation with the UNC System Office and legislators regarding faculty salaries.
- Discussed faculty workload issue with Provost English.
 - Provost requested that a committee be formed to address this issue. Dean Cole and Mike Wakeford will co-chair. They will meet with the Provost and select the rest of the committee.
- Chancellor Bierman unable to attend Council meeting today, but asked Wade to share a few updates.
 - Working on a major endowment for faculty salary support.
 - Met with Governors Byers.

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- Will be bringing in experienced facilitators to begin a series of campus-wide discussions about diversity and inclusion. Our first imperative is to rebuild trust.
- Encouraged all to read his memo regarding the new Division of Institutional Integrity.
- UNC Faculty Senate Chairs
 - Shared governance is a top tier matter for Faculty Assembly.
 - Faculty Assembly leadership wants to address shared governance policy on all UNC campuses and work toward aligning the language, so we are all operating under the same framework.
 - Questions to address: (Faculty Welfare to look at these questions and report back to Faculty Council.)
 - Does your campus effectively relay to the faculty the resources available to address issues of faculty wellness and well-being, particularly as it relates to physical and mental health?
 - Does your promotion and reappointment policy provide for postponing/rescheduling of your evaluation due to physical or mental health issues?

Vice Provost and Dean of Academic Affairs Karen Beres Reports

- Diversity and Inclusion Initiatives
 - Asked for partnership with Faculty Council in forming a task force to examine a few specific initiatives.
 - Handout distributed.
 - Description of Diversity Advocates at UNC Asheville.
 - Draft of a Diversity Statement and Candidate Prompt.
 - Talked about Diversity Advocates at UNC Asheville and what this model might look like for UNCSA.
 - Council discussion followed.
 - Council to ask their faculties for volunteers to participate in the Inclusivity and Diversity Task Force.
- Faculty In-Service Day: Library as Transformative Place, March 12, 12:30-4:30
 - Distributed a draft of the schedule proposed by Sarah Falls.
 - Faculty input and participation is welcome.
 - Proposed topics:
 - Diversity and Inclusion Resources for Teaching at UNCSA.
 - Maker Culture for a Creative Campus.
 - Design Thinking for Creative Problem Solving.

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- Discussion questions:
 - How can we decolonize the syllabus by also decolonizing the library?
 - What do inclusive learning spaces look like?
 - What should our learning commons be?
 - How can libraries be organized to respond to this?
 - How can library resources be used as points of engagement (not just as supporting texts?)
- Council discussion followed.

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March 2019-

- Governor Byers is continuing the conversation with the UNC System Office and legislators regarding faculty salaries. Will have more information after the Board of Governors meeting this week.
- During the time of transition with an Interim Provost, it is important to document our priorities, have task forces in place, and work with the Interim Provost and the administration to continue to move these priority issues forward.
 - Faculty salaries, faculty workload, course evaluations, peer and supervisor evaluations for contract renewal and rank, inclusivity and diversity.

Faculty Welfare – Update on questions regarding wellness

- Consulted with Debra Carli and Andrea Clemmer in Human Resources regarding the questions raised by Faculty Assembly.
- Does your campus effectively relay to the faculty the resources available to address issues of faculty wellness and well-being, particularly as it relates to physical and mental health?
 - New hires have one-on-one meetings with HR representatives to review benefits and resources.
 - The word *effectively* is a semantic question.
 - Debra and Andrea are following up to see if there is more they can do to elaborate.
- Does your promotion and reappointment policy provide for postponing/rescheduling of your evaluation due to physical or mental health issues?
 - Faculty Manual 8.1.8
In exceptional circumstances in which the evaluation schedule cannot reasonably be met (including but not limited to administrative transition or illness of the parties involved), the Provost may choose, on petition by the Dean or the Faculty member, to postpone a scheduled evaluation and offer a one-year contract extension to the Faculty member. In such cases the evaluation will take place in the final year of the original contract, and the Faculty member will still receive a full year's notice of a decision concerning reappointment or non-reappointment.

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- Debra is following up to see if “exceptional circumstances” should be more clearly defined.
- Council discussion followed.

Peer and Supervisor Evaluations for Contract Renewal and Rank

- Council discussed training issues that need to be addressed.
- Nancy Polk has expressed concern about the way these evaluations are handled and would like to help.
- Council discussion followed.
- Wade will follow up with Provost English about making training a matter of policy.

Course Evaluations

- Issues of concern cover the entire process, from the questions asked to the timing and the manner in which they are soliciting feedback.
- Laura reflected on the ad-hoc committee that was in place, that met once in the Fall and in the Spring. Focus was more on timing and how it was presented, not really about the instrument itself.
- Council discussion followed.
- Wade has discussed this issue with Provost English who supports the idea of creating a task force around course evaluations, with a Chair from Faculty Council and a Co-Chair from the Provost’s Office. The task force would focus on creating a fair instrument that we are satisfied with and clearly defining how the instrument is delivered. The task force could help inform the ad-hoc committee.
- Discussion to be continued.

Faculty Council Representatives

- Elections need to be held for 2-year terms for 2019-2021:
 - Dance, DLA, Drama, Filmmaking
 - 2 At-Large
 - 1 Faculty Assembly

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April 2019-

Chief Frank Brinkley

- Discussion on safety concerns

Vice Provost and Dean of Academic Affairs Karen Beres Updates

- Proposed Schedule for Reappointment Evaluation, Rank Promotion, and Mid 10-Year Review
- Honorary Degree Policy
- In-Service Days

Respectfully Submitted By,

Wade Wilson
Faculty Council Chair
April 10, 2019