

Faculty Council Meeting
Wednesday, February 5, 12:45 – 2:00, 4th Floor Library Conference Room
Minutes

Members Present:

Anson Koch-Rein	Dmitri Vorobiev
Joe Mills	Jared Reddick
Clint Smith	Rosemary Millar
Bill Volz	Shahin Gorgani
Frazier Smith	Michael Dodds
Jeff George	Elizabeth Klaimon
Zak Stevenson	Martha Golden
Joe Lopina	Abby Yager
Kara Andersen	Claire Fort
Christopher Bruhn	

1. Call to order: 12:50 PM
2. Approval of minutes from 1/22, 2/5
 - a. Moved by Volz, seconded by Smith, approved without opposition
3. Chair Report
 - a. (For information): Searches task force update
 - i. Meeting this week to revise first draft
 - ii. Bring to Council on 2/19 for feedback
 - iii. Recommendations to working committee by 2/28
 - b. (For information): Adverse Weather update
 - i. Meeting on policy & procedure
 - ii. Missing piece: ability to make separate decisions for HS
 - c. PicklePantry: partnership with Staff Council
 - i. Sorting & stocking
 - ii. Monthly focus item drives
 - d. Budget info session: March 27
 - e. Major search candidates coming to campus:
 - i. Head Librarian: 2/12, 2/17, 2/20, 2/24
 - ii. Vice Provost for Enrollment Management: **2/12** (I can't attend), 2/17, 2/21
4. Old Business
 - a. (For vote): HS Employee Policy Manual task force revised draft
 - i. Motion to endorse the work of the task force by Lacosse, seconded by Koch-Rein
 - ii. Discussion:

1. Dress standards language: Faculty Council recommends that this be designated to each school to define in support of the artistic practice.
2. Restricted areas should either be better defined in the policy or also designated to each school to define.
- iii. Endorsed without opposition
- iv. The recommendations will be advanced to the Executive Leadership Team for final vetting and implementation.
- b. (For information & discussion): CSI process
 - i. January 31 feedback
 1. Faculty Council expresses a strong desire to set aside time for faculty to meet in mixed-school settings. We believe we need better understanding of the current operational needs of each school before we can move forward toward improvements.
 - a. We were told that this year's Collaborative Days and Intermission would provide opportunities for faculty to cross-pollinate, but the discussions are still siloed.
 - b. We appreciate the effort the Deans have put in to develop a process and gather authentic feedback, but without a faculty-to-faculty component across the school boundaries we believe the understanding will fall short.
 2. Numerous reps expressed frustration with "the same kind of CSI conversations." Examples of specific feedback from 1/31 and regarding planning of 2/11:
 - a. 1/31 seemed like just another faculty meeting. We talked less in this CSI meeting than in any previous one.
 - b. The faculty is not burned out on the topic; it is lack of faith in the outcome and process (similar exercises have not led to improvements in the past), plus resentment at the imposition of this year's schedule constraints.
 3. Faculty sentiment (largely negative) about Collaborative Days doesn't seem to be getting through to the administration.
 - ii. February 11 planning
 1. Consultants are coming, scheduling meetings with schools
 2. Missed opportunity for faculty-to-faculty conversations, developing understanding and unity – needs to be recaptured

5. New Business

- a. (For vote) Approval of Frazier Smith as Interim Secretary
 - i. Primary duty: attend meetings with Chair
 - ii. Moved by Lacosse, seconded by Volz, approved without opposition
 - iii. Support for other duties (asked by Chair and agreed upon individually)

1. Backup Chair (through spring break) – Steve Lacosse
 - a. Lead 2/19 meeting if needed
2. Alternate Faculty Assembly rep (all semester) – Jeff George
 - a. Attend meetings if Elizabeth or Cliff cannot
3. Liaison to QEP committee (all semester) – Anson Koch-Rein
 - a. Solely a conduit for information
- b. (For information & vote) Spring 2025 Faculty Council agenda topics
 - i. Employee Engagement Survey – getting to the why’s
 - ii. Course enrollment minimums policy
 - iii. Faculty Enrichment Day
 - iv. Production Calendar
 - v. Adjunct faculty concerns
 - vi. Faculty Manual updates/overhaul
 - vii. Slate approved by general approbation
6. Faculty Assembly Report – given by email from Elizabeth Klaimon
 - a. While we need to remain focused on solving problems of workload, compensation, retention, and morale on our campus, we must also be vigilant to changes coming from the state and federal levels.
 - b. The link to the DRAFT of Faculty Assembly Meeting Minutes below is for informational purposes only – the minutes will be approved at the next Faculty Assembly meeting, Feb. 21, 2025. Within the meeting minutes are the Chair’s Report Slides (Wade Maki) with links.
 - i. https://uncg-my.sharepoint.com/:w:/g/personal/w_maki_uncg_edu/EV_yUocYGd9FgUYOvDx5pUBQtPUTD0W7UvGz-PrwBW5LQ?e=WJSq4g
 - ii. Note: NC General Assembly is now convened in the “long” session: Dr. David English (Senior Vice President for Academic Affairs, CAO for UNC System) has noted that this is the busiest time for the State Legislature, and you will see about a “thousand ideas” but “but only a handful will cross the finish line.”
 - c. UNC System is finalizing redlines (code revisions) to Chapter 6 (Academic Freedom and Tenure) of the UNC Code, and section 400.1. [R] (Academic Program Review) of the UNC Policy Manual; all campuses were invited to provide feedback. All feedback due Feb. 11. Faculty Assembly Executive Committee have reviewed current feedback and wrote Five (5) shared (holistic) recommendations (details within Maki’s Chair Report Slides).
 - i. Of note: Redlines from Chapter 6 (The Code) which impact UNCSA: These redlines are found at the very end of the document: “2Because of the unique character and mission of the University of North Carolina School of the Arts and of the North Carolina School of Science and Mathematics, the requirement that the institution adopt tenure policies will be satisfied at those institutions by an employment system based on renewable

appointments, which system need not provide for the traditional faculty ranks. Wherever the phrase “tenure policies and regulations” is used in this chapter, it shall mean, for the University of North Carolina School of the Arts and for the North Carolina School of Science and Mathematics, the faculty employment policies of those schools. Wherever the phrase “tenured faculty” is used in this chapter and in the Policies of the Board of Governors, it shall mean, for those schools, a faculty member holding a fixed-term appointment.”

- d. Changes and Executive Orders at the Federal Level will likely impact Higher Education - this is an ongoing situation. David English is monitoring concerns and potential impact.
 - i. (Added by George during brief discussion) Full list of presidential actions (strongly encourage you to read them yourself!)
<https://www.whitehouse.gov/presidential-actions/>
 - e. Federal DEI Executive Orders will likely impact grants and funding for faculty applying for funds at the federal level (see links within Maki’s slides).
 - f. Cybersecurity continues to be an active threat within Higher Education. The UNC System takes this threat very seriously, and a presentation on Cyber Security was given at the last Assembly meeting (details and slides within the FA DRAFT Minutes).
 - g. Task Force Updates from Rob Tabor (Micro-credentials) and Daphne Cooper (Leadership).
 - h. Discussion around the Draft Policy regarding “Policy on Campus Gatherings and Related Student Conduct: UNC Policy 700.4.4.
 - i. System is gathering information through a short survey regarding the individual AI Policies at each institution. (note: Faculty Council might consider inviting our AI Task Force to come to Council and discuss policies and related ideas within this area).
7. Standing Committee Reports – tabled for 2/19
8. Adjourn: 2:05 PM