

**Faculty Council Meeting**  
**September 17, 2025 12:45p - 2:00p**  
**Meeting Minutes**

**Members Present:**

Steve LaCosse - Chair  
Frazier Smith - Secretary  
Bill Volz  
Zak Stevenson  
Elizabeth Klaimon  
Chris Dorr  
Christopher Bruhn  
Joseph Mills  
Jeff George  
Clint Smith  
Angie Sansone  
Kara Andersen  
Anson Koch-Rein

Rosemary Millar  
Dmitri Vorobiev  
Martha Golden  
Joe Lopina  
Michael Dodds  
Abby Yager  
Claire Fort

**Administration Present:**

Brian Cole  
Patrick Sims  
Rebecca Nussbaum  
Karen Beres  
Laurel Donley

1. Attendance
2. Approval of Minutes of September 17 (attached)
  - a. *Bill Volz moves, Dmitri Vorobiev seconds, approved without dissent*
3. Chair Report
  - a. Board of Trustees/Foundation Board Meeting
    - i. Lacosse Reported on Academic and Student Affairs on 9/24
      1. Introduction of Faculty Council Officer
      2. Shared Governance Summit
      3. Faculty Grievance Policy
        - a. Returned to Faculty Council for revision and clarification
      4. Goals
        - a. Community Building
        - b. Share Governance
    - ii. Big Ideas Workshop (Trustees, Foundation Board, Jim Langley)
      1. *Very inspiring, makes the fundraising seem possible.*
      2. *Gifts coming in already from current Big Ideas*
  - b. Faculty Search Policy Update

- i. *Will hold 2 sessions: first for straight policy, second for procedural manual*
  - c. Faculty Assembly
    - i. *Next Meeting: October 11*
    - ii. *Locating Funds for Travel*
  - d. Lacosse is Meeting with Strategic Communications (October 22)
    - i. *Reorganization, focus on production calendar*
  - e. Tuition and Fees Committee
    - i. *Faculty Representatives: Steven LaCosse, Susan Crabtree*
    - ii. *Committee is looking into the possibility of implementing up to a 3% tuition increase for in-state undergrads*
    - iii. *Everything else is considered standard (examination of fees)*
  - f. All School Meeting
    - i. *Agenda items: send to Steve*
  - g. Ombuds Committee
    - i. *Faculty membership at the end of the '24-'25 school year:*
      - 1. *Paul Sharpe (Chair) - finishing year 1 of 3-year term*
      - 2. *Jared Redick - finishing year 2 of 3-year term*
    - ii. *One member must always be an active Faculty Council rep*
      - 1. *Motion by Lacosse to elect Claire Fort (Drama) to start a new 3-year term in place of Redick, seconded by several, approved without dissent.*
- 4. Rebecca Nussbaum, Director of Community Engagement
  - a. Adopting a School
    - i. *Nussbaum acknowledged and briefly described the "dire straits" faced by public schools in general and WSFCS in particular.*
    - ii. *UNCSA will "adopt" Mineral Springs Middle School*
    - iii. *Looking to help with things like tutoring for students and other pressing needs*
- 5. Chancellor Report
  - a. *Comprehensive Campaign*
    - i. *Big Ideas: a campaign only UNCSA can run; 30+ in development*
    - ii. *Chancellor's Big Idea: eliminate student debt, explore tuition-free models like Duke, Wake Forest*
    - iii. *Other big ideas: incubator for new voices, "this place is magic," resiliency & virtuosity*
    - iv. *Library gift, plus another (largest gift in UNCSA history)*

- v. *Planning for full faculty interaction with Jim Langley*
      - 1. *2 hour presentation + Q&A session*
  - b. *North Carolina is still not providing funding tied to performance metrics due to lack of budget*
    - i. *Tied to student performance metrics: graduation rate, pell grant rate, etc.*
    - ii. *We do well, and would benefit from that funding*
    - iii. *When the funding is provided, it will be non-recurring, which also causes problems.*
    - iv. *UNC System is exploring options to improve performance funding*
    - v. *Anticipating likely cut to UNC System funding when a budget is done*
  - c. *Personnel Cap: currently held to June 2019 staffing levels (pre-pandemic)*
    - i. *Able to move forward with most planned searches*
  - d. *Tuition & Fees Committee: as mentioned above; jointly chaired by Chancellor and SGA President Trey Mazza.*
    - i. *Expecting to raise in-state undergraduate tuition by 3% (first increase in nearly 10 years)*
    - ii. *Question from Chris Dorr about the perception of the value of a school's education vs. tuition (some evidence that higher tuition increases perceived value).*
      - 1. *Chancellor: true, but not as big an effect for state schools, and we are limited to 3% increase by System.*
    - iii. *Cannot use this raised tuition for financial aid, by System rule, but can use it to alleviate salary compression.*

## 6. Provost Sims Report

- a. *Update CSI next steps*
  - i. *Deans will be asking for faculty volunteers to join committee that determines what to do for the SY26-27 Bridge Days.*
  - ii. *Finalizing the last parameters of the SY26-27 schedule.*
- b. *Laurel Donley: admin has shared new schedule plan with student leaders, gathering questions from students.*

## 7. Standing Committee Reports

- a. *Campus Development Chair - Michael Dodds*
  - i. *Received report from Jim DeCristo*
  - ii. *Discussion of campus art being part of the Big Ideas*
- b. *EPC Chair - Joe Lopina*

- i. *No report*
  - c. Faculty Development Chair - Rosemary Millar
    - i. *Holland Berson stepped down as D&P FDC rep, replaced by Lindsay Putnam.*
    - ii. *Chris Sabolcik takes over secretary duties*
    - iii. *8 applications for grants so far, deadline approaching*
  - d. Faculty Rank Co-Chairs - Steve LaCosse and Bill Volz
    - i. *Committee is looking to change the committee size for mid 10-year reviews from three faculty to two in order to help ease faculty workload and prepare for a large number of reviews expected to come up in the next few years.*
    - ii. *Invited Sarah Iler to upcoming meeting*
  - e. Faculty Welfare Chair - Anson Koch-Rein
    - i. *Kim Bradfield has put the anonymous submission form on the website*
    - ii. *Met with Angela Mahoney, committee will continue to research what the potential increases in insurance premiums will look like*
    - iii. *Question from Vorobiev regarding negative experiences with MetLife Dental*
  - f. Faculty Assembly - Elizabeth Klaimon, Cliff Odle
    - i. *New accreditor (Commission for Public Higher Education or CPHE): "viewpoint diversity" will be a standard; historically, that term has been used to create the opposite of diversity.*
    - ii. *Academic freedom: System has draft policy in review now, discussion coming for faculty*
- 8. Other Business
  - a. *Faculty Council Team: going to be posting guides to Teams and to Shared Governance, plus FC rosters.*
    - i. *Testing notifications; have patience while we figure out the best methods*
  - b. *Chancellor: Teams isn't as intuitive, but it much more powerful and feature rich than other platforms*
- 9. Adjournment

## **Fall Meeting Schedule**

Wednesday, October 15

Wednesday, October 29 - ALL SCHOOL MEETING

Wednesday, November 5

Wednesday, November 19  
Wednesday, December 3???