

**UNIVERSITY OF NORTH CAROLINA SCHOOL OF THE ARTS**  
**FACULTY COUNCIL MEETING MINUTES**  
**August 30, 2017**

**Present:** Wade Wilson, Tanya Belov, Dennis Booth, Trish Casey, Norman Coates, Michael Dodds, John Ferri, Martha Golden, Renata Jackson, Leslie Kamtman, Elizabeth Klaimon, Geordie MacMinn, Laura Martin, David Pounds, Michael Rothkopf, Ellen Rosenberg, Paul Sharpe, Mike Wakeford, Greg Walter  
*Ex-officio* Executive Vice Chancellor and Provost David English

**1. Welcome and Introductions**

- Chair Wade Wilson welcomed Faculty Council members to the first meeting of the year, followed by a round of introductions.

**2. Quality Workplace Committee – Jim DeCristo, Elizabeth White**

- UNCSA is working on creating a Values Statement. The process is being led by the Quality Workplace Committee.
- Jim and Elizabeth led Council in an exercise to solicit words for a UNCSA Values Statement.
- There will also be an online form of the exercise available through September.
- Crafting of a Values Statement is expected to be completed by December.

**3. Approval of Minutes**

- Minutes of the May 3, 2017 Faculty Council Meeting were approved as amended.

**4. Resolution on the Center for Civil Rights**

- MOTION to support the Chapel Hill Faculty Executive Committee Resolution:  
**Resolution 2017-9. On the Proposal to Bar UNC Centers and Institutes from Engaging in Legal Actions** The Faculty Executive Committee resolves: We respectfully urge members of the UNC Board of Governors to vote “no” on the proposed change to Section 400.7 of the UNC Policy Manual entitled “Involvement of Centers and Institutes in Legal Actions.”...
  - MOTION PASSED UNANIMOUSLY.

**5. Provost English**

Faculty Salary Update

- Tuition revenues were set aside again this year for faculty salary adjustments based on the Faculty Rank and High School salary scale.
- This is the third year that we are trying to get all Assistant and Associate Professors to their minimums, all Full Professors to the Associate minimum, and all High School faculty to their salary scale mark.
- In addition to the ca. \$175,000 set aside from tuition, there is also money coming in from the State.
- EHRA salary raise process has to go through the Board of Governors first, and will not be finalized until the BOG meeting next week.
  - Raises given are not permitted to be across the board, but must be based on merit or equity.
  - Raises will go in the October payroll, retroactive to July 1.
- Provost English seeking input regarding how to handle this.
  - Option 1: apportion out to each school/division and have the deans determine merit allocations.

- Option 2: take the pool of money from the State (ca. \$135,000), combine it with the funds from tuition (ca. \$175,000) and apportion it out according to the formula based on where faculty are relative to their rank and scale minimums.
- Raises would be capped at \$5,000 each.
- Goal is to get:
  - every Assistant Professor to \$62,451
  - every Associate Professor to \$69,128
  - every Full Professor to either \$69,128 or 20% of the difference between their salary and the Full Professor minimum which is \$106,000
- Council discussion followed. Discussion included:
  - Consider years of service.
  - Is there a third method that could separate the state funds from the money that is being used to correct the inequities, so that the State funds could just be allocated to merit?
  - Regarding Rank, is it still possible to ask the Board of Governors for one-time funds to bring us to where we need to be?
  - Council emphasized that Faculty want to see and hear very clearly that the issue of faculty salaries is the #1 priority.
    - Provost English is open to any suggestions on how to share this.
    - He assured Council that this is indeed the #1 priority and continues to pursue additional funding opportunities.
  - Council members asked if there is a way Council can help create an avenue or help with a strategy to fund faculty salary raises?
  - Keep Visiting Faculty in mind in this process as part of the ongoing discussion.
  - Provost English would like to have a formal faculty process to help build and guide a philosophy for the next 3 years. This involves recalculating/updating faculty salary ranges and decide what is going to be the priority focus. The focus the last couple years has been getting faculty to minimums.
    - It is important that the process is executed fairly in a transparent way.
  - The Provost will continue to follow up on this issue.

## 6. Ombuds Update

- The UNCSA Ombuds was introduced to Faculty at Faculty Enrichment Day; looking for an appropriate venue to be introduced to Staff.
- Awaiting a full rollout because he does not yet have an office, phone number, and a secure email address. This is in process.
- Will have more of a web presence soon.
- Half of the Ombuds Committee is supposed to roll off this year; however, the Committee requests that the membership remain as is for this year for continuity and support.
- MOTION that we leave the existing composition of the Ombuds Committee in place for this year. Then we will go to regular order, where one of the representatives from each of the three constituencies will roll off at the end of this year. Going forward, the policy as written will stay in place. MOTION PASSED.

Meeting adjourned.

Respectfully submitted,  
Leslie E. Kamtman

