

**UNIVERSITY OF NORTH CAROLINA SCHOOL OF THE ARTS
FACULTY COUNCIL MEETING MINUTES
October 4, 2017**

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

I. Approval of Minutes

- Minutes of the September 20, 2017 Faculty Council Meeting were approved as amended.

II. New Business

There was discussion regarding the eligibility of Associate Deans to serve as faculty representatives on Faculty Council and Standing Committees.

- Do we need to make a change to the Faculty Manual for clarification?
- Provost English commented:
 - Faculty Council is a faculty body and the Standing Committees are faculty committees.
 - According to the Faculty Manual, *faculty* who are full-time with multi-year contracts are eligible to serve on Faculty Council and Standing Committees.
 - Assistant Deans still hold multi-year contracts on the faculty, just receive a stipend and administrative appointment.
 - Associate Deans are converted to 12-month EPA non-faculty positions.
- Provost English will defer to Faculty Council to determine what is appropriate. Follow-up for greater clarity in the Faculty Manual may be necessary.
- It appears that, because Associate Deans are on a 12-month contract in an administrative position, they are not eligible to serve as faculty representatives on faculty committees. At this point, Council determined that a change to the Faculty Manual was not needed.

MOTION that the Chair of Faculty Council informs the Deans and Chairs of all Standing Committees of the rules regarding Associate Deans and Assistant Deans for committee membership and that the illustrious Renata Jackson, Chair of the Educational Policies Committee, informs David Winkelman and his Dean that his service, while appreciated and long-lived, will need to be changed.

MOTION PASSED

- Standing Committee Chairs should be reminded to review the eligibility of committee members annually. That should be included in the body of the email that the Faculty Council Chair sends to the Standing Committee Chairs.

III. Chair Report – Wade Wilson

- Wade has requested to be included on UNCSCA Administration's Budget Committee (per recommendation from FC/Senate Chair workshops in Chapel Hill).
- Upper Administration Review Ad-hoc Committee is moving forward. First meeting was on 9/25. Discussed schedules and instruments of evaluation. Agreed that Vice-Chancellors and Deans evaluation instrument should be different, yet, will share the CORE VALUES currently being defined by the University. Next meeting is on 10/25. Will report back to FC as we define this process.

- Tasked to converse with other Faculty Council Senate Chairs regarding practices on other UNC campuses.
- Provost English approved moving forward with four Dean evaluations with the current instrument this Fall term.
- Shared Faculty Assembly Chair Gabriel Lugo's concerns over President Spellings 10-year report comments.

"It means we have to do more with less," she said, adding, "It also means we have to challenge old ways of doing business... Higher education must do a better job in measuring student learning results, which could be done with more testing and other methods, she said. Universities should use new data tools to understand how their students learn and what kinds of instruction methods are most effective... As a lifetime public policymaker, I can tell you in no uncertain terms: Our aversion to meaningful, reasonable accountability and transparency in student outcomes has hurt us. Our collective reluctance to define measurable learning — to come up with transparent ways of owning our success and shortcomings — has undermined public confidence and emboldened a less effective, more ideological attitude of disruption."

Lugo commented:

"It seems that after the incredible number of hours invested over three years by our General Education Council in response to the previous strategic plan, the claim continues to be made that we are not doing a good job in measuring student learning. This is totally different than saying we need to find a better way to report the incredible job faculty do in fostering student learning!

We also need to find some sort of common template to report in a succinct manner, the huge amount of assessment of Student Learning Outcomes that we do (and report to SACSCOC) at the course/department/university level and under our Quality Enhancement Plans. Else, here comes the renewed threat of standardized exams and more perpetuation of the myth that we are not doing our job."

- Next Faculty Council and Senate chairs meeting is October 20th. Will report back to FC on this important system wide matter at the November 1st FC meeting.
- Suggested that we examine the process for External Peer evaluator selection. We might want to examine requesting more oversight by Faculty.
- Faculty from multiple schools have come forward requesting more information and the plans in place by upper administration for advancing all faculty salary increases under the rank system.
 - Wade has asked the Provost's office to update minimum salaries for rank with our defined peer institutions, so we are always moving the ball forward and current with our data.
- Requested Provost's office to mandate training for all Deans and Associate Deans on PEC process.

IV. All-School Faculty Meeting: October 18

- Council discussed possible Agenda items:
 - Faculty salary issue
 - Updates regarding changes in upper administration organization
 - Advancement updates
 - Administration response to Spellings comments
 - Student success initiatives

- New Police Chief introduction
- UNC Strategic Plan update
- Send out Faculty survey on Faculty Council priorities for more input

V. Peer Evaluation Committee: Dance PEC Request

MOTION to approve the exception regarding the Peer Evaluation Committee that was requested by the School of Dance.

MOTION NOT CARRIED

Discussion points included:

- The issue is whether or not we are following the policy.
- Let's follow the policy first, and if we reach the point where we've really followed the policy all the way through, then we can look at whether we need to consider an exception.
- Put into place policies that we can all agree on and follow through on the process instead of granting exceptions every time something happens.
- Provost English stated that the decision regarding the exception rests with Faculty Council.
- Frustration expressed that we had already brought this to the table at the beginning of the year, had a full robust discussion, and made the decision that we would stick with the policy.
- We are dealing with two separate issues.
 - Dean of Dance does not feel that anyone outside of dance can evaluate a dance faculty. The point has been made that a faculty from another School can indeed evaluate teaching and teaching effectiveness in the classroom, meeting standards that have nothing to do with specialty, but with organization, getting material across, developing learning outcomes, etc.
 - A large number of Dance faculty coming under review and a small number of people to form the dyad of dance evaluators plus a third, so the question is really fleshing out the best basic pair of dance evaluators.
- If we are asking the Deans to stick to policy then we have to stick to the policy. If we make this exception, then it will never stop.
- The School of Dance has not yet looked at the pool of available faculty from other schools.
- The first step is to make the list of faculty who could serve as reviewers from other schools available to the School of Dance Faculty.

MOTION that we provide to the eligible faculty of the School of Dance the list of faculty from all other schools who are available to serve as reviewers and that the Chair of Faculty Council, in conjunction with a Faculty Rank Committee member, formulate a letter to send to the Dean of Dance explaining our actions and how we believe we should proceed.

MOTION PASSED.

Discussion points included:

- It's important that the faculty in the School of Dance who receive the list of possible peer evaluators are given a meeting in which they have sufficient time to have a full discussion on this (not crammed into a 5 or 10-minute conversation) to be able to make a clear decision on this. Clearly there are things to be worked out in terms of what constitutes someone who should be doing these evaluations and someone who should not.

- It was suggested that the wording of the letter include the guidance that this committee be formed out of the Peer Evaluation members from Dance so that the chair of that committee calls the meeting to review the list of available outside faculty (so it is a peer evaluation, not open to the entire faculty and the Dean to go through the list).
- It was proposed that Provost English and Wade Wilson support Trish and Laura in whatever way they think is appropriate in their reporting back to the Dean and the Dance Faculty.

VI. Provost David English

- Explained the Faculty raise process and the approach that will be used for faculty salary adjustments.
- Assistant Professors, Associate Professors, and HS Scale Faculty: 100% of the difference between their salary and their minimum, with maximum caps of \$4,000 or 9.9%
- Full Professors: 20% of the difference between their salary and the full professor minimum of \$106,762, with maximum caps of \$4,000 or 9.9%
- Funds are then allocated to the individual schools/divisions relative to the number of faculty who did not receive a distribution in the above formula. An allocation of \$1,000 is provided for each eligible faculty member who did not receive a salary increase through the above formula.
- Each Dean will receive a spreadsheet indicating faculty allocations made by formula, and includes space to allocate the additional funds.
- The ARP (annual raise process) increase, if any, cannot be implemented in an across-the-board fashion. The primary criteria when awarding an increase must be based on individual meritorious performance. Secondary criteria that may be considered include equity and labor market.
- Faculty will receive the increase in their October 31st paycheck, retroactive to August 1st, 2017.
- Wade will forward to Council the salary allocations memo Provost English sent to the Deans.

Meeting adjourned.

Respectfully submitted,
Leslie E. Kamtman