

UNIVERSITY OF NORTH CAROLINA SCHOOL OF THE ARTS
FACULTY COUNCIL MEETING MINUTES
August 29, 2018

Present: Wade Wilson, Dennis Booth, Michael Dodds, John Ferri, Martha Golden, Janine Hawley, Renata Jackson, Leslie Kamtman, Elizabeth Klaimon, Laura Martin, Josh Selander, Paul Sharpe, Mike Wakeford, Greg Walter
Ex-officio Executive Vice Chancellor and Provost David English

I. Approval of Minutes

- Minutes of the May 2, 2018 Faculty Council Meeting were approved as amended.

II. Introductions

III. Chair Report

- Faculty Survey
 - Working 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.
 - Suggestions: list top 3 or top 5, more options are better than fewer, include agenda items from last year that we didn't get to, might be interesting to have a way of finding out how strongly people feel about an issue.
- All-School Faculty Meetings
 - Proposed: October 17 and March 20
- Board of Trustees meetings
 - September 20-21, 2018 (Audit, September 18)
 - December 6-7, 2018 (Audit, December 4)
 - February 7-8, 2019 (Audit, February 5)
 - April 25-26, 2019 (Audit, April 23)
- Board of Trustees Committee representatives
 - Academic and Student Affairs (Renata Jackson, Leslie Kamtman)
 - Advancement (Martha Golden)
 - Audit (Michael Dodds, Martha Golden)
 - Finance (Elizabeth Klaimon, Josh Selander)
 - Governance (Wade Wilson, Laura Martin)
 - Personnel (Leslie Kamtman, Elizabeth Klaimon)
- First Thursday Social Hour, 4:30-6:00, Foothills
 - Sept. 6, Oct. 4, Nov. 1, Dec. 6
 - Mike Wakeford will follow up with an email invitation.

- 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.
- 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.
- Resolution from UNCSCA Faculty regarding Silent Sam?
 - Wade read an excerpt from The Daily Tar Heel indicating that Chancellor Carol Folt and the UNC Board of Trustees members must formulate a plan for Silent Sam's future by Nov. 15, according to a resolution passed by the UNC Board of Governors during a special session Tuesday.
 - Faculty Assembly representatives will discuss with colleagues and report back to Council following their meeting next week.
- State Employees Combined Campaign (SECC): September 17 through November 16.

IV. UNC Faculty Assembly

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

V. Ombuds Committee

- Faculty Council will send out an email asking for nominations for a Faculty representative on the Ombuds Committee.

VI. Provost English

- Student Code of Conduct does address cyberbullying in the High School and College Handbooks. Will follow up with Ward Caldwell.
- Performance Place update
 - Provost English described the background of the renovation project and the bidding process. Renovation of Performance Place will be delayed a year, with construction occurring during the 2019-20 school year.
 - Performance Place will remain closed this school year. There will be limited use by the School of Drama, and two of the shows planned for Hanesbrands will be in the Catawba Theatre. Freedman Theatre will remain offline.
 - Council discussion followed.
 - Provost English will follow up with a campus email.
- Salary increase process
 - Committee: Wade Wilson, Mike Wakeford, Laura Martin, Michael Rothkopf, Ellen Rosenberg, Norman Coates. Dennis Booth volunteered to be on the committee this term.
 - Provost English summarized the budget passed by the State legislature as it relates to salary increases.
 - There is now approximately \$225,000 for faculty salaries (average faculty salary increase would be around 2%).
 - Principles guiding the salary increase process as discussed by the committee include: address equity issues, including long-standing individuals, particularly full professors who have not received commensurate amount of raises relative to their shortfall in recent years, do something for as many people as possible, and merit.
 - Recalculated salary ranges over the summer.
 - Assistant Professor minimum will go from \$62,451 to ca. \$64,000
 - Associate Professor minimum will go from \$69,128 to ca. \$78,000
 - Full Professor minimum will go from \$106,000 to ca. \$116,000
 - Council discussion followed.
 - It was suggested that Faculty Council consider drafting a formal resolution to our Board of Trustees and the Board of Governors about our salary situation.
 - Council members to discuss with their faculties to see if there is an appetite to proceed with a resolution.
 - Faculty Assembly representatives will discuss with colleagues at other UNC institutions next week and report back to Council.

Meeting adjourned.

Respectfully submitted,
Leslie E. Kamtman