

**UNIVERSITY OF NORTH CAROLINA SCHOOL OF THE ARTS**  
**FACULTY COUNCIL MEETING MINUTES**  
**October 3, 2018**

**Present:** Wade Wilson, Tanya Belov, Dennis Booth, Trish Casey, John Ferri, Martha Golden, Renata Jackson, Leslie Kamtman, Elizabeth Klaimon, Steve LaCosse, Laura Martin, Robert Rocco, Josh Selander, Paul Sharpe, Mike Wakeford, Greg Walter

*Ex-officio:* Executive Vice Chancellor and Provost David English

**1. Approval of Minutes**

- Minutes of the September 19, 2018 Faculty Council Meeting were approved as written.

**2. Chair Report**

- Survey of Faculty regarding Council agenda items for this year is active. Institutional Research will be sending out a reminder to folks that have not yet responded. We hope to be able to have the data from the survey before our next meeting.
- All-School Faculty Meeting date of Wednesday, October 17<sup>th</sup> is confirmed with the Provost's office.
- Faculty Manual edits in process.
- Meeting with Greer Hutchison, Student Government Association President, tomorrow.
- Meeting with Andrea Clemmer from HR to design a more robust system for guidance on retirement.
- State Employees Combined Campaign (SECC) is active through November 16.
- Had the conversation with Provost English and Chancellor Bierman regarding Council moving forward with making our case to the Board of Trustees and the Board of Governors for salary increases needed to get us all to minimums.

**3. All-School Faculty Meeting: October 17**

- Faculty Salaries
- Faculty Rank: proposed changes to contract and rank
- Faculty Endowed Scholarship discussion will be on agenda for the Spring All-School meeting.
- There was some discussion regarding the idea and implementation of a minor. There is currently a pilot program underway. It was suggested that Karen Beres visit each arts school for further discussion and feedback. This could be an agenda item for the Spring All-School meeting.

**4. Faculty Rank – Greg Walter, Provost English**

- PowerPoint document outlining proposed changes sent to Council prior to the meeting.
- David English led the conversation and explained that this new idea has been under constant attention and discussion by him, Karen Beres, Greg Walter, Ellen Rosenberg, and Dean Susan Jaffe for the last 1 1/2 years.

- Faculty Rank Committee unanimously voted that this is a beneficial and welcome change/improvement in order to avoid as many conflicts as the current system seems to present.
- Goals:
  - Align and streamline contract reappointment and rank promotion process.
  - Reduce duplicative work for faculty.
  - Reduce evaluation load on faculty, staff, and dean.
- Principle:
  - Rank promotion is still optional. No faculty member shall be required to apply for rank promotion in order to receive a new contract.
- Current contract system for new hires would change from 3-3-5-10 to 3-4-5-10.
  - New assistant professors hired into a 3-year contract.
  - New associate professors hired into a 4-year contract.
  - New full professors are hire into a 5-year contract.
- Rank promotion eligibility
  - All new faculty hires must have at least five years of full-time faculty experience completed at UNCSA to apply for rank promotion, and must be in their second multi-year contract.
  - New Assistant Professors with prior full-time faculty experience may negotiate two years of credit towards this requirement.
  - New Associate Professors with prior full-time faculty experience may negotiate one year of credit towards this requirement.
- Council discussion followed.
  - This proposal will be presented at the All-School Faculty Meeting for discussion and feedback.
  - Council will vote on this proposal at the next meeting in November.

## **5. Reminder**

- 1st Thursday Social Hour
  - October 4, 4:30-6:00 at Footnote Coffee & Cocktails, Jade Room

**Meeting adjourned.**

Respectfully submitted,  
Leslie E. Kamtman