

**UNIVERSITY OF NORTH CAROLINA SCHOOL OF THE ARTS**  
**FACULTY COUNCIL MEETING MINUTES**  
**March 20, 2019**

**Present:** Wade Wilson, Trish Casey, Eric Eason, John Ferri, Michael Dodds, Martha Golden, Renata Jackson, Leslie Kamtman, Steve LaCosse, Laura Martin, Robert Rocco, Ellen Rosenberg, Josh Selander, Mike Wakeford, Greg Walter

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

**1. Approval of Minutes**

- Minutes of the February 20, 2019 Faculty Council Meeting were approved as written.

**2. Chair Report**

- Governor Byers is continuing the conversation with the UNC System Office and legislators regarding faculty salaries. Will have more information after the Board of Governors meeting this week.
- During the time of transition with an Interim Provost, it is important to document our priorities, have task forces in place, and work with the Interim Provost and the administration to continue to move these priority issues forward.
  - Faculty salaries, faculty workload, course evaluations, peer and supervisor evaluations for contract renewal and rank, inclusivity and diversity.

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

- Council discussed agenda items.
  - Provost transition
  - Performance Place update
  - Semans Building renovation update
  - Faculty salary issue update
  - Task Forces: Faculty Workload, Inclusivity and Diversity
  - Division of Institutional Integrity

**4. Faculty Workload Task Force**

- Co-Chairs: Brian Cole, Mike Wakeford
- Working on shaping the charge and constituting the committee, planning to work on this over the summer, will start in the Fall with the committee in place.
- Council discussion followed.

**5. Inclusivity and Diversity Task Force**

- Ron Stacker Thompson, Chair; Elizabeth Klaimon, Co-Chair
- Wade will forward to them the names of faculty interested in being a part of this task force.

**6. Standing Committee Reports**

**a. Campus Development – Leslie Kamtman**

- The School of Drama faculty reached out to Chief Brinkley to express their concern for student welfare and safety as they are walking to and from campus from the Washington Park neighborhood.

- Chief Brinkley responded to the School of Drama faculty, discussed this issue with CDC, and clearly takes this issue very seriously. He is following up to learn more details so he can develop an appropriate plan to address this.
- Greg Walter shared information regarding incidents of harassment and assault.
- Council discussion followed.
- Wade will reach out to Chief Brinkley for follow up.

**b. Educational Policies – Renata Jackson**

- EPC endorsed all five Arts Schools' curricular changes (the reductions to 120 credit hours, D&P exception).
- Endorsed D&P's proposal for an MFA in Animatronics.
- All EPC representatives sent out an email to their constituents to tell students to sign up for the new curriculum.
- Will update the EPC 3-N and 3-R forms:
  - Revision: The proposal has been reviewed and endorsed by 2/3 majority vote of the ~~relevant~~ *full-time* Faculty of the School or Division.
  - Add rhetoric that says the curriculum complies with the 120 credit hour limit set by the Board of Governors or that this curriculum has been granted an exception to the 120 credit hour limit.

**c. Faculty Development – John Ferri**

- Awarded all funds to 13 applicants; went over budget by about \$1,000, top award had to be slightly reduced.
- Reassigned Time awarded to Allison Gagnon.

**d. Faculty Rank – Greg Walter**

- Completed 7 dossiers; 10 are forthcoming in the Fall.
- Revising forms to match the new timeline.

**e. Faculty Welfare – Eric Eason**

- Consulted with Debra Carli and Andrea Clemmer in Human Resources regarding the questions raised by Faculty Assembly.
- Does your campus effectively relay to the faculty the resources available to address issues of faculty wellness and well-being, particularly as it relates to physical and mental health?
  - New hires have one-on-one meetings with HR representatives to review benefits and resources.
  - The word *effectively* is a semantic question.
  - Debra and Andrea are following up to see if there is more they can do to elaborate.
- Does your promotion and reappointment policy provide for postponing/rescheduling of your evaluation due to physical or mental health issues?
  - Faculty Manual 8.1.8  
*In exceptional circumstances in which the evaluation schedule cannot reasonably be met (including but not limited to administrative transition or illness of the parties involved), the Provost may choose, on petition by the Dean or the Faculty member, to postpone a scheduled evaluation and offer a one-year*

*contract extension to the Faculty member. In such cases the evaluation will take place in the final year of the original contract, and the Faculty member will still receive a full year's notice of a decision concerning reappointment or non-reappointment.*

- Debra is following up to see if “exceptional circumstances” should be more clearly defined.
- Council discussion followed.

#### **7. Faculty Manual Updates**

- In progress: updates to Rank and Reappointment, clarification regarding Associate Deans serving on faculty committees, revisions to EPC forms.

#### **8. Peer and Supervisor Evaluations for Contract Renewal and Rank**

- Council discussed training issues that need to be addressed.
- Nancy Polk has expressed concern about the way these evaluations are handled and would like to help.
- Council discussion followed.
- Wade will follow up with Provost English about making training a matter of policy.

#### **9. Course Evaluations**

- Issues of concern cover the entire process, from the questions asked to the timing and the manner in which they are soliciting feedback.
- Laura reflected on the ad-hoc committee that was in place, that met once in the Fall and in the Spring. Focus was more on timing and how it was presented, not really about the instrument itself.
- Council discussion followed.
- Wade has discussed this issue with Provost English who supports the idea of creating a task force around course evaluations, with a Chair from Faculty Council and a Co-Chair from the Provost's Office. The task force would focus on creating a fair instrument that we are satisfied with and clearly defining how the instrument is delivered. The task force could help inform the ad-hoc committee.
- Discussion to be continued.

#### **10. Faculty Council Representatives**

- Elections need to be held for 2-year terms for 2019-2021:
  - Dance, DLA, Drama, Filmmaking
  - 2 At-Large
  - 1 Faculty Assembly

Meeting adjourned.

Respectfully submitted,  
Leslie E. Kamtman