

Faculty Council Meeting – Wednesday, January 29, 2020

Attendance—Mike Wakeford, Lauren Vilchik, Wade Wilson, Renata Jackson, Dennis Booth, John Ferri, Karin Peterson, Trish Casey, Martha Golden, Christia Thomason, Jared Redick, Robert Rocco, Greg Walter, Krisha Marcano, Steve LaCosse, Paul Sharpe, Saxton Rose, Quin Gordon, Joshua Canzona (Ombuds)

- Meeting called to order – 12:47pm
- Approval of December 4, 2019 minutes– approved with corrections:
 - Spelling of Krisha Marcano’s name
 - Minutes suggested that FC Officers meeting with interim Chancellor Brian Cole had happened prior to December 4. Minutes should be corrected to say that meeting had been set but had not happened by December 4.
- Approval of January 15, 2020 minutes
- Chair Report
 - Follow up re: Josh Foldy memorial:
 - Recognition made of \$500 gift from Faculty Council to the scholarship fund for Josh Foldy’s daughter Tallulah.
 - Faculty Council Chair will draft memorial resolution for Josh Foldy in collaboration with representatives from School of Drama and then present to Faculty Council for approval.
 - Suggestion made to present resolution at student led fundraiser memorial, date TBD.
 - Interim Chancellor Cole report to Faculty Council Chair:
 - Near completion on salary report between UNCSA and comparable institutions.
 - Brian Cole met with Interim President Roper and had brief discussion regarding faculty salaries. Roper committed to longer meeting in February to discuss salary comparative study.
 - Status of Provost search:
 - See January 28, 2020 update email from Jim DeCristo to all faculty and staff. No additional information to report.
 - Budget Transparency:
 - Jackie Riffle agrees to come back. FC unanimously agreed there is a need to hear part 2 of JR’s presentation for further clarification before follow-up meeting with budget office representative. Ultimate goal is to understand the decision making behind our current budget strategy. Karin Peterson will speak with budget office to decide on best representative for budget strategy meeting with FC.
- Committee Reports:
 - Faculty Welfare (Saxton Rose):
 - Still making revisions to faculty manual and offered to make suggestions on how to expand description of the purpose and mission of Faculty Welfare, with specific reference to how this committee differs from Faculty Development.
 - Faculty Development (John Ferri):
 - Award letters went out to Fall recipients and end of February is due date for Spring applications. There is approximately \$11,000 remaining.
 - Reminder emails of due date will be sent out.
 - Committee is now focused on reassigned time.
 - Rank (Greg Walter and Steve LaCosse):

- 10 applications completed and 4 left to go.
 - Not much more to report.
 - Campus Development (Wade Wilson):
 - Chief Brinkley made report to CD for current state of parking. Discussion will follow in next meeting. The main impression from CB's presentation is the insufficient resources for parking enforcement.
 - Next meeting will also address ALICE training and current status of campus-wide training. Better equipment for surveillance is needed. CB confirmed there is a "one-button lock-down" mechanism but only reaches doors with a one-card swipe mechanism.
 - Next meeting they will discuss capital campaign repairs and Stevens Center.
 - Renata Jackson asked about reserved parking spaces and the logic behind concentrating reserved spaces in one area compared to the reality that nobody would pay to reserve a space that is far away from one's own office.
 - Concerns will be addressed in Campus Development, not FC.
 - EPC (Renata Jackson):
 - Business as usual. 2020-2021 Calendar just presented to FC, Provost, and Registrar. (copy attached to these minutes).
 - Karin Peterson clarified that schedule for In-Service Day for next year is still in discussion (contrary to what was suggested in the January 15, 2020 FC minutes) and there was no agreement to scatter time options throughout the day to protect class schedules. Provost wants to hear student interest for concurrent development day which will require canceling class.
- Provost Report (Karin Peterson):
 - Question brought up regarding In-Service Day as a requirement for faculty. KP clarified that this is an expectation, not enforced requirement.
 - Email will go out soon for faculty to sign up for In-Service Day sessions.
 - Breakfast provided for In-Service.
 - EDI mapping sessions happening across campus led by the Deans with intent to create a university-wide mission regarding EDI commitment. This will be a living document.
 - Search firm hired for School of Filmmaking Dean search.
- Ombuds Report (Joshua Canzona):
 - Outlined purpose and goals to work with faculty, staff, and administration, to facilitate the need for confidential, unbiased advice regarding work related issues.
 - Bound by Code of Ethics for:
 - Confidentiality
 - Independence
 - Impartiality
 - Informal
 - Code of Ethics (especially impartiality) differentiates Ombuds from HR.
 - Service provided:
 - Listening
 - Clarity of problems and solutions
 - Great source of policy and available resources
 - When pattern of problems arise, Ombuds can/will raise concerns to upper admin.
 - Facilitate informal conversations
 - Shuttle diplomacy

- Alleviates fear of reprisal
- Increases odds for conflict de-escalation
- Increases workplace comfort and productivity
- Decrease potential lawsuits
- Can move around chain of command
- Ombuds is a meaningful symbol of value of a quality workforce
- Demographics
 - Year 1 -> 19 people visited: 50/50 male/female
 - Year 2 -> 29 people visited: vast majority female
 - Year 3 -> 23 by January: vast majority female
 - Most issues for faculty were around contract reappointment
 - Observations regarding increased number of visits
 - at UNCSA there is a passion over shared work that is unique to this institution making individuals vulnerable to exploitation.
 - Building trust in the Ombuds will lead to more individuals availing themselves of the service
 - New leadership can lead to conflict. FC asked for adequate training and onboarding for new admin., faculty, and staff to set values and expectations. Our onboard training is nearly non-existent.
 - Inclusivity issues on campus that have made people feel like outsiders
- Meeting adjourned—2:00 pm