

Faculty Council Meeting Minutes

February 19, 2020

Meeting Called to Order 12:46pm

Attendance—Mike Wakeford, Josh Selander, Lauren Vilchik, Heather Lathrop, Renata Jackson, Martha Golden, Wade Wilson, Krisha Marcano, Trish Casey, Elizabeth Klaimon, Ellen Rosenberg, Steven LaCosse, Greg Walter, Jared Redick, John Ferri, Christia Thomason, Saxton Rose, Robert Rocco, Joe Pecoraro, Karen Beres, Nancy Polk.

- Approval of minutes
 - Motion by Dennis Booth
 - Seconded by Steven LaCosse
 - Correct the spelling of handout
 - All in favor, no abstentions.
- Chair's report
 - Opportunity to offer feedback on faculty in-service day will be available through an online survey. Please encourage faculty to fill out the survey. No feedback was offered in the room.
 - Chancellor Cole agreed to attend the next FC meeting on March 4 to address School of Music concerns brought up in the February 5th FC meeting. He was unable to come today because he was sharing his data on faculty salaries and related concerns with UNC Interim President Roper.
 - Because April 29th is the Celebration of Excellence Award recipients, we will need to plan another day to discuss FC elections.
 - Want to make sure we think ahead of the next meeting re: status of term limits on current FC reps. Advanced preparation will allow us be thoughtful about election process and nominees.
 - Trish Casey—emphasized value of such service.
- Committee Reports
 - Campus Development Committee – Wade Wilson
 - Meeting next week
 - Discussing parking re: increased fees, moving zoning/reserved spots, etc.
 - Educational Policies Committee – Renata Jackson
 - Presented 1 year Music Composition certificate program.
 - Next presentation will be by Hans Gabriel for a German studies minor.
 - Faculty Rank Committee – Greg Walter
 - Still in closed session-> 2 applications left.
 - Faculty Development Committee – John Ferri
 - Will review grant applications and allocate remaining funds by end of February.
 - Faculty Wellness Committee – Saxton Rose
 - Meeting next week
 - Discussion scheduled with HR for clarification on process for staff evaluations, especially for those who are evaluated by only one person who at times may not even be a direct supervisor. Committee has additional questions regarding health and benefits.
 - Reps were briefed by Ombuds about availability and process.
- Faculty Assembly
 - Highlights—Jan. 24th meeting
 - Still working off budget from FY18/19
 - Maybe they'll pass a higher ed budget even if other budget items are still in contention.
 - A salary study was part of the discussion.
 - Main topic of discussion: incivility and toxic workplace & bullying and whether or not each campus has a policy to deal with it.

- Congeniality & Collegiality was also discussed in the context of toxic workplace.
 - David Green asked for nominations for a new UNC President.
- Provost Office—Karen Beres
 - Survey was sent out about in-service day. Please encourage faculty to participate.
 - Request was made to adjust text box in the survey.
 - Are the students getting a survey? Request made to Provost to share data about level of student engagement during In-Service.
 - Staff would have LOVED to go
 - Two recent convenings on behavioral health - Sent 9 reps from UNCSCA and perhaps looking to send faculty next time.
- Nancy Polk—Interim Director of Teaching Effectiveness
 - Excellence in Teaching Award discussion ensued regarding nomination process.
 - Process was reviewed by NP when she first arrived 3 years ago. There was no formalized process and that was the first order of business. Now that a process has been instituted, it's time to share this process and what goes on within the selection committee.
 - Process:
 - September—call for nominations go to faculty; past few years to students (no longer allowed to use the student list serve, now have to use just the MySA to reach them), and to alumni.
 - They have 5-6 weeks to submit nominations
 - Deadline arrives and NP screens for faculty who are ineligible. (folks that are no longer here, part time, and recipients from within the past two years).
 - From there, the nominations go to the selection committee and via an online database.
 - Concerns:
 - Quality of nomination statements.
 - Faculty say that the quality of the statements looks like a popularity contest.
 - The number of nominations are dropping, in almost all schools, except dance.
 - In response to the low quality of nominations, an online guide was created outlining 5 steps to preparing nomination statements.
 - NP asked for clarification on FC policy as to whether there was ever a rule that nominations must include a letter from a student or an alum for the nominee to become an award recipient.
 - No known record of any such policy.
 - This policy has not been implemented thus far.
 - NP expressed concern about any such policy because there is no assurance that those statements are strong or relevant and at that point it becomes just about a number. It is just another hurdle that the nominees have to scale in order to move forward.
 - MW—we could try to research it but I don't think it's been something we've been working to ensure we keep track of and enforce.
 - We need to improve methods for soliciting nominations
 - KM--Previous winners should be advocating for the process and nominating others for the next year.
 - RR—The teaching awards are only for full time faculty.
 - LV—We need to communicate the value of advocating for your colleagues.
 - MG—Does each school get an award recipient?
 - MW— The importance about the excellence in teaching award, it is one of the few awards really recognizing faculty and we should focus energies on it.
 - Nancy—I care about high-stakes decisions for faculty, so along with rank and promotion, the ETA is a high stakes award, which is why I wanted you to come and share concerns regarding the downward trend in nominations.

- Recommendation that all academic units are participating and that the committee is using good nomination statements that align with the criteria set forth by the ETA committee.
- MW—would a good outcome of this moment be that we have people both at this FC table and who be on the ETA committee next year, and will those FC members/award recipients be vigilant and diligent to fortify the culture around the award.
- Greg—FC notified that former drama student, Erin Craig, who left school in 2018 after she was diagnosed with Leukemia, just passed away.

Meeting Adjourned 1:58p