

UNIVERSITY OF NORTH CAROLINA SCHOOL OF THE ARTS

MINUTES

May 6, 2020

12:45PM-2:00PM

1. Welcome

- a. Meeting called to order 12:48
- b. Hope all are doing well as we come to a close of this odd semester.

2. Approval of Minutes

- a. 4/1 motion—Christia, 2nd Renata.
 - i. Amendments/discussion: none
 - ii. All in favor: yes—motion passes
- b. 4/15 all faculty meeting motion—Christia; quin 2nd
 - i. Amendments/discussion: none
 - ii. All in favor: yes—motion passes

3. Chair's Report

- a. Since the all faculty meeting, one piece of quick work that took place was the course evaluation change—we thank Karin Peterson for hearing our concerns.
- b. There is a large planning group as a continuing of academic continuity of the possibilities of how things continue in the fall. Several members from FC and other key faculty have been included from the outset.
- c. Senate and faculty chairs around system continue to be in communication throughout the semester, still—there is a good flow of communication happening. Nothing specific to report, but there are discussions happening at the system level.

- d. Thank you, Heather, for being the guinea pig in this new position to us.
- e. End of year report as role of chair delivered to Board of Trustees on Thursday,

4/30:

- i. During the 2019-2020 year, UNCOSA Faculty Council continued to work at an institutional and system level in accordance with the principles of shared governance embodied in Section 502D(2) of UNC Code, which charges the Chancellor with ensuring that conditions are in place for faculty to advise on matters of academic policy and institutional governance. Through the Faculty Council, the five Standing Committees, UNC Faculty Assembly, ad hoc task forces, search committees, and regular meetings between elected faculty leaders and upper administration, the UNCOSA faculty were represented, and actively advised, in a wide range of campus-level decision-making processes. This was a year that began in the unusual context of interim and/or transitional leadership in multiple high-level administrative positions, including Chancellor, Provost, Dean of School of Filmmaking, Dean of School of Music, and Vice Provost and Dean of Student Affairs. It was also a year in which any sense of normalcy that might have been achieved was abridged by the onset of the COVID-19 crisis and the broad front of emergency adjustments that this crisis necessitated. Both of these unique factors—a fluxing leadership structure, and now, a campus thrown into a state of constant reaction—illustrated the essential value of a strong shared governance culture in which institutional knowledge and faculty engagement in governance matters are as broadly distributed as possible. The persistent issue of lagging faculty salaries and an unfunded rank salary structure continues to be the top priority for Faculty Council. After carefully pressing the issue with our Board of Governors liaison in the prior year, we began this year disappointed with a lack of tangible progress. We remained in close conversation with interim Chancellor Cole this year as he worked to articulate the urgent need for substantial salary increases to system level leaders. Though the absence of a state budget and COVID19’s economic impact complicates the effort, our own salary situation should not be tolerated, and Faculty Council will continue to ally with the administration to achieve progress. In Faculty Council and various other settings, the multifaceted issues of equity, diversity, and inclusion were rightly emphasized. Interim Provost Peterson regularly consulted with Faculty Council on her office’s impressive efforts to move the campus forward on EDI issues. Faculty Council and the Provost’s office co-sponsored two Faculty In-Service days dedicated to faculty development around EDI issues and the closely connected subjects of building a campus culture of wellness, self-care, and belonging. For the first time, Faculty Council had a small amount of clerical support this year. With the support of the Provost’s office, an Arts dean released an

administrative assistant for 2-3 hours per month to aid Faculty Council in the preparation of meeting minutes. Though not compensated directly, this individual will be rewarded with a professional development opportunity of their choice. This small development is nonetheless significant, as the Principles of Shared Governance under which we operate encourages the institution to provide “adequate” clerical support to Faculty Council. The absence of such discourages faculty from serving in certain governance capacities, and we hope that additional support might be available in the future. Interim Provost Peterson and Interim Chancellor Cole were both regular attendees at Faculty Council meetings this year, and the FC Chair had regular individual meetings with both. Other visitors to Faculty Council this year included: the University Ombudsperson, to deliver a general update about his office’s work; the institution’s Budget Director, to provide a requested overview of the university’s budgetary process; and the interim Director of Teaching Effectiveness, to discuss strategies for strengthening the nominations process for the campus awards for Teaching Excellence. Another highlight was a December visit to campus by the Chair of UNC Faculty Assembly, David Green, who shared observations from the system-level and learned more about campus level concerns. We implemented two new strategies for encouraging faculty involvement in shared governance bodies. In October, Faculty Council hosted a “Faculty Governance 101” session for all interested faculty, where current Standing Committee and Faculty Council leaders introduced attendees to the different opportunities to serve in governance roles at the campus and system levels. We also initiated a more robust campus-wide nominations process for campus-wide positions such as At-Large seats on Faculty Council and delegate seats at UNC Faculty Assembly, which resulted in an unusually large number of faculty expressing interest in serving. Faculty Council placed representatives on multiple important decision-making committees, including the annual Tuition & Fees committee, and Faculty Council was asked to form faculty groups to meet with candidates visiting campus in both the Chancellor and Provost searches. Three task forces that Faculty Council and the Office of the Provost jointly created in Spring 2019—one on Course Evaluations, one on Faculty Workload, and one on Equity and Diversity in Hiring Practices—all brought their work to various points of completion this year, and will report out at the appropriate time. Faculty Council leadership met multiple times with the leaders of Staff Council, to keep each other apprised of our constituencies’ shared concerns and agenda items. Faculty and Staff Council cosponsored two well-attended social hours off-campus. In the post-COVID-19 weeks, Faculty Council also hosted two “Zoom” Social Hours. Faculty Council convened two successful All-Campus Faculty meetings this year, in October and April. Both provided opportunities for the full faculty to get to get updates and engage in open discussion with upper administration on issues including salaries, fundraising, enrollment, and student affairs. As the year has

drawn toward its end, Faculty Council approved a slate of edits to the Faculty Manual, including small changes related to the rank promotion process, the eligibility language around faculty elections, and a policy allowing for Council business to be carried out via teleconference or videoconference when necessary. We also passed a Memorial Resolution in honor of our colleague, Josh Foldy, a School of Drama faculty member who passed away in December. In submitting this end-of-year report, we note that we are entering a season of great uncertainty and anxiety. COVID-19 presents our institution, and all of higher education, with an unprecedented set of challenges that we are only beginning to understand. Faculty Council has been assured that it will be consulted to the maximum extent possible as the institution confronts the changes ahead. I know I speak for the faculty at-large in affirming that the continued practice of transparent and collaborative shared governance is both our expectation and our commitment, now more than ever.

- ii. Any comments, questions? – Brian Cole: thank you for the work you have done and the dedication

4. Installation of new Faculty Council representatives:

- a. Allison Gagnon, Kevin Lawrence, Ben Morgan
 - i. Welcome and introductions from each new member
- b. Special thanks! Dennis Booth, Paul Sharpe, Christia Thomason, Greg Walter
 - i. That means we are saying goodbye to our three reps, thank you for your two years of service.
 - ii. Beth Thompson, who is subbing for Martha Golden, is also retiring this year—congrats!!
 - iii. Trish—Noted Matt Bullock’s passing. Allison Gagnon’s mother also just passed. We care for all the celebrations and we care for all the losses, as well.
 - iv. Dennis Booth—sometimes we can lose sight of the fact that we are a changing institution. The concept of this institution was to be heretical. I

often call us quirky, and I appreciate all the collaborations we have had,
and all the quiriness is important. Do not lose sight of that.

5. Elections of 2020-2021 Faculty Officers

a. Chair—open the floor to nominations

- i. Renata nominates Mike Wakeford (accepted)
- ii. No other nominations
- iii. Vote by acclimation—all in favor—motion passes.
- iv. CONGRATS MIKE AS CHAIR FOR 2020-2021

b. Vice-Chair—open the floor to nominations

- i. Lauren nominates Josh Selander (accepted)
- ii. No other nominations
- iii. Vote by acclimation—all in favor—motion passes
- iv. CONGRATS JOSH AS VICE-CHAIR FOR 2020-2021

c. Secretary—open the floor to nominations

- i. Quin Gordon nominates Renata (declines)
- ii. Mike nominates Lauren (accepts)
- iii. No other nominations
- iv. Vote by acclimation—all in favor—motion passes
- v. CONGRATS LAUREN AS SECRETARY FOR 2020-2021

6. Interim Chancellor Update

- a. No real decisions to report right now, still working diligently to be as transparent as possible

- b. Re: The Fall with optimism—the system is talking about coming back together in the fall, but we have no idea what that looks like yet
- c. What do we see as the unique and specific challenges that other UNC campuses do not have?
 - i. Need substantial guidance from the system office
 - ii. We do not want all kinds of variants. We want clear guidelines about what to do.
 - iii. We want the System to come up with the framework to follow protocol, leverage the leadership, be active in managing the supply chain,
- d. Greg—what has the impact been of layoffs?
 - i. To my understanding there have been no lay-offs and furloughs
- e. Mike—financial exigency clause
 - i. Not where we think we are or where we are going to go, just that it exists.
- f. BC—we do not know where this crisis is going. This will obviously give us some financial problems, but we will do everything we can to keep us from going into extreme measures.

7. Interim Provost Update

- a. Thank you to all that have participated in the graduation ceremony celebrations, I think it is going to be something unique and special
- b. Commendations to the excellent work of the Course Evaluation task force
- c. Commendations to the Faculty Rank Committee. We did some great work; there are some places where we could make improvements, learnings, and problems.
- d. We have not released the list of full professors yet.

- e. Mark the work of those who did work in EDI this year to make a bridge project so there is not lost learning
- f. When we hire people, we must also think about the place we are hiring them to—the sense of belonging
- g. EDI for the fall
 - i. Work that must happen in the fall with the deans to work with the faculty, a way of enacting shared governance,
 1. Are there courses that could go online?
 2. Are there opportunities for classes to be hybrid?
 3. Name for us, specific needs about sanitation protocols in each school.
 4. Type of support faculty need to become even better at managing online components of their courses
 - ii. All this needs to come before we can answer how we manager performances and productions. We will move as quickly as we can on this. If you have knowledge to bare to your deans, please share it.
 - iii. Open the floor to questions
- h. Steve—will not raise tuition next year? Do we know the cost of attendance?
 - i. BC—will be the same as what forecasted with housing increases
 - ii. KP—Paul Razza has been working overload on admissions and maintaining contact with students over the summer
 - iii. BC—the enrollment is something we are looking at dogmatically, it is going very well so far, but there are a lot of students out there waiting to

see what happens because of Covid-19. Safety, health, and security is going to be point-blank the priority.

- i. Saxton—
 - j. Ellen—question re: searches. Concerned to lose them as we come through the summer into the new academic year—on one hand, what is happening with them, on the other, can we post-pone them? How can we best optimize their leadership over this?
 - i. BC—even I do not have authority to postpone the searches. I believe they are coming to a close very soon, though. The things we do now are the directions the institution will go in. You should not have worries about continuity changes when we have permanent persons in these positions.
8. Standing Committee Updates—for the purposes of time, we will communicate these out to the faculty and/or come back at the end.
- a. Faculty Rank
 - b. Campus Development
 - c. Faculty Development
 - d. EPC
 - e. Faculty Welfare
9. UNC Faculty Assembly Update
10. Other Business
- a. Mike: this will obviously not be a normal summer. I will obviously be consulting with many of you and asking for your input and help on issues that FC might be involved in discussions about. I will also want to honor the fact that it is summer.

So, just to say: I will both ask, and understand that there will be limitations on the energies folks can put forth during summer!

- b. Steve—I think it is important to meet throughout the summer
 - i. Mike—agreed, I will be reaching out to members in the summer to set meetings up
- c. John Ferri—in end of year report, due to cancellation of conferences and restrictions of travel, the committee is operating at a significant surplus (~\$18k) and the plan forward will send out a call for applications again with better guidelines that will allow us to use these funds because we have until the end of the fiscal year to use the money.
 - i. Josh—does that involve bringing those people to campus since the faculty might not be able to travel to them instead?
 - ii. JF—any type of sponsored travel, because of the travel ban, is not likely.
- d. Elizabeth Klaimon—Faculty Assembly report, please send to the faculty
- e. Trish—one very difficult issue remains unresolved from our year’s work: the situation on campus with Leslie; it is not the way we do business in our profession to do things so sorely unresolved. This should never happen again.
- f. Dennis—I hope some of you will carry the issue of faculty salaries forward

11. Meeting Adjourned at 2:12pm

Name	Present	Department
Trish Casey	x	At-Large
John Ferri	x	Chair, Faculty Development Committee
Allison Gagnon	x	At-Large
Quin Gordon	x	School of Drama
Martha Golden		High School Academics Program
Renata Jackson	x	Chair, Educational Policies Committee
Steve LaCose	x	Co-Chair, Faculty Rank Committee

Kevin Lawrence	x	School of Music
Krishna Marcano	x	At-Large
Ben Morgan	x	Library
Jared Redick	x	School of Dance
Robert Rocco	x	Adjunct Faculty
Saxton Rose	x	Chair, Faculty Welfare Committee
Josh Selander	x	School of Design & Production
Lauren Vilchik	x	School of Filmmaking
Mike Wakeford	x	Division of Liberal Arts
Wade Wilson		Chair, Campus Development Committee
Elizabeth Klaimon	x	Faculty Assembly delegate, <i>non-voting</i>
Ellen Rosenberg	x	Faculty Assembly delegate, <i>non-voting</i>

Additional attendance: Jeffrey George, Karen Beres, Christia Thomason, Beth Thompson (sub for Martha Golden), Greg Walter, Brian Cole, Paul Sharpe, Karin Peterson, Dennis Booth, Eric Rimes, Dennis Booth