

# Minutes

## Fall 2021 All-Faculty Meeting

### October 20, 2021

On Zoom:

[All Faculty Zoom Link](#)

\*\*This meeting will be recorded, but solely for the purpose of transcript

1. **Call to Order/Welcome** - Josh Selander called the meeting to order at 12:50.

#### 2. **Chair Update**

- Selander remarked that most campus activities are still happening via Zoom, but the strain of Covid fatigue is real among faculty, staff or students. If there is anything the Faculty Council can do to help, please contact Josh Selander, Lauren Vilchik, or Marci Harvey.
- Transparency, faculty workload, and equitable salaries are the top conversations this semester.
- Joint Covid statement has been revised and a copy will be sent soon for spring syllabi.
- EDIB Governance Committee has been established. Information will be sent soon as their work begins.
- FC will continue to advocate for shared governance. Faculty should be getting information from elected representatives. Faculty not already serving are encouraged to consider a position. There are positions that are not filled due to lack of nominations.
- We currently have \$97,000 in the faculty endowed scholarship fund. We are only \$3k from being able to fund another scholarship. Fall 2022 there may be a faculty talent show for raising funds for the scholarships. Don't forget this cause when you plan your giving.
- Open enrollments need to be completed by Oct. 29.

#### 3. **Administrative Updates**

**Strategic Plan** - Draft was shared on October 1. Next phase is receiving feedback from all stakeholders around campus. Everyone should have received an email on Monday with an online survey. The survey will be resent in case anyone did not receive it.

Cole will continue his meetings with schools to answer questions about the plan. His goal is to engage as many people in the process as possible. Lines of communication need to be strong between faculty and administration, so the plan takes UNCSCA in a positive direction. The plan is still in draft stage. Institutional sustainability is critical if UNCSCA is to perpetuate its mission. Take a moment to read the latest draft of the plan and complete the survey if you have not already done so.

Question: How can the faculty organize an interdisciplinary roundtable discussion to share ideas? Chancellor Cole offered to continue that conversation after the meeting to help.

**Salary Update** - Salaries were included in the installation address and are in the strategic plan draft. Cole reported the pace is slow, but visitors who attended the installation ceremony have begun conversations with him. Long term, UNCSCA needs to move salaries higher to remain competitive and reduce salary compression. Senate and House budgets do include raises and bonuses for state employees, but they are negotiating with the Governor now. The budget alone will not solve our equity and compression issues, but it will help.

Provost Sims is calculating the cost of tying salary increases with rank promotion on an annual basis. Each promotion should get a salary increase but it must be sustainable for UNCSA. We need funds to support faculty who get rank promotion each year.

Questions/Comments:

Sims' salary numbers keep us under the minimums, but he is working within current budget constraints. Cole added small raises were funded from tuition increases in previous years. Tuition has not increased since that time so that funding is not currently available for a raise. Even if the system passed large increases in tuition, the money would not be enough to bring all salaries to acceptable levels. At the system level, the money UNCSA is asking for is about \$2.5 million, which is a very small amount of the system budget but is a large amount for our campus. Cole has added that our problem is more acute than other campuses because of the levels of compression.

The current lawsuit has shifted conversation about UNCSA lately, but hopefully, salary discussions will still be a priority. There will be some costs associated with the lawsuit, but Chancellor Cole does not know the outcome or how it will impact UNCSA financially.

**EDIB Update** - A shared governance process was used to set up EDIB and this was the first time UNCSA has done this type of work. Congratulations to everyone who participated in its development.

**Posse Foundation** - Provost Sims reported Posse is an organization that works with students who demonstrate leadership potential and perseverance/grit. They focus on diversifying the leadership of America by developing support networks for these college students. UNCSA's first cohort of ten students will begin in Fall 2022. \$500,000 grant over 5 years to develop the program. UNCSA is the only conservatory to be selected.

**Additional topics**

- Chancellor Cole did not have any new information regarding the lawsuit. The investigation is still ongoing. Administration works through this situation with empathy and compassion and will continue to do so.
- Students have safety concerns, and some feel the University is not doing enough, while others feel unheard. Cole is having listening sessions with students this month to hear their concerns directly, to understand their viewpoints, and open lines of communication with them.
- Faculty workload measurements at UNCSA are not the same as other institutions. Administration continues to work on a system that works for our unique situation.
- State Employees Combined Campaign is happening right now. Jim DeCristo encouraged as many people to participate as possible, at whatever level you are able.

**4. Adjourn** - Josh Selander adjourned the meeting at 1:52.