

# Minutes

## Faculty Council

### November 3, 2021

On Zoom:

<https://uncsa.zoom.us/j/95166013622?pwd=QTZDQ2lpMXJ2S0ErSGhER3VGZjEyQT09>

#### **Attendance:**

**Abby Yager, at large rep, Dance**

**Allison Gagnon, at large rep, Music**

**Andy Paris, Drama rep, Drama**

**Ben Morgan, library rep**

**Elizabeth Klaimon, faculty rep to fac assembly, DLA**

**Ellen Rosenberg, faculty rep to fac assembly, DLA**

**Janna Levin, DLA rep, DLA**

**Jared Redick, Dance rep, asst dean of Dance**

**Jill Lane, Teaching and Learning Center**

**Joanne Moore, at-large rep, Film**

**Josh Selander, chair, D&P**

**Karen Beres, Vice provost, Dean of academic affairs**

**Kevin Lawrence, Music rep, Music**

**Lauren Vilchik, vice chair, Film**

**Marci Harvey, secretary, chair of Fac Welfare, HSAP**

**Martha Golden, HS rep, HSAP**

**Michael Dodds, chair of Campus Development, Music**

**Patrick Sims, Provost**

**Renata Jackson, chair EPC, Film**

**Rosemary Millar, chair of Fac Dev, DLA**

1. **Call to Order/Welcome** - Josh Selander called the meeting to order at 12:46pm.
2. **Approval of Minutes** - Motion to approve minutes from Oct 6 by Jackson. Morgan offered second. No discussion. Minutes approved. Motion to approve all-school minutes by Levin. Millar offered second. No discussion. Selander remarked we will check with Chancellor Cole about tuition not increasing. UNCSA did increase tuition last year for out-of-state students. Minutes approved.
3. **Campus Development (CDC) Update** - Michael Dodds shared work in O Lot will close that lot for 4-6 months. No timeline given yet. Our campus needs space for reflection and creativity, as well as instruction and rehearsal. CDC recognizes the need for outdoor spaces. CDC hopes to engage in conversations with administration regarding physical development of campus. A meeting to assess the needs of Gray building is happening today.
4. **Teaching Innovation Grant (1:00pm)** - Jill Lane announced a new grant opportunity for designing and implementing new teaching strategies or developing a new course. The amount is \$2500; available for summer work (since hiring adjuncts does not work well on our campus). Potential 1<sup>st</sup> deadline March 31 with notification by April 15. Planned to be an annual opportunity. Recipients will be required to teach the new course, or implement a new strategy, in the next year, meet with Lane three times during development, and give a session at Faculty Enrichment Day. Open to all faculty and adjuncts. Once the application form is approved, an announcement will be sent to all faculty.
5. **Chair Update** - Selander acknowledged the Tuition and Fees Committee will meet this Friday. Selander is serving and there is an opening for one other faculty member. Meeting is 10:30 – 12:30 by zoom this Friday, 11/5. Contact Selander if interested.

Last year, tuition was increased for non-resident students, resulting in \$340,000 for the school, but that money was not allowed to go towards faculty salaries by the system. That mandate is still in place this year.

Patrick has met with each school for CSI. If you need information, please contact your school Dean or liaison. You may also reach out to Josh Selander and Lauren Vilchik.

## **6. Committee Updates**

Educational Policies (EPC) - Jackson reported that EPC proposed, and Sims approved an exception to the five-year plan for master's students. This will help any students who were affected by Covid. D&P presented some curricular changes for next year.

Faculty Development (FDC) - Millar reported there are about 8 applications for faculty development grants. The deadline is this Friday 11/5. Not many applications this year due to restrictions on travel and Covid restrictions. Next meeting will be 11/10.

Faculty Welfare (FWC) - Harvey reported the next meeting will be 11/13. Harvey will meet with Beres and Pauley to provide better information and clear process directions for grievance procedure on our websites. Rosenberg requested FWC investigate faculty contributions to retirement. 6% to retirement through the Optional Retirement Program (ORP), but 8% through state retirement plan.

7. **Faculty Assembly Updates** – Rosenberg and Klaimon shared minutes from last meeting. Guest speaker discussed racism and fears on campuses. All campuses are trying to find ways to promote EDI. Discussion also included how campuses handle service, rank and promotion, and how race impacts these processes. On all campuses, service duties are done by faculty, but then that service is not valued for rank and promotion. UNCSCA uses a model which does include service as a component in rank and promotion consideration. They will share October minutes when they are available.

Mental Health First Aid Training for both students and faculty. Currently, Tracey Ford, Laurel Donley, and Stephanie are trained facilitators. Looking for options to offer training for others, possibly by school. Another option is to hold training during Intensive Arts and to hold sessions for faculty and students at the same time to discuss mental health concerns and how to meet demands.

8. **Provost Update** - Sims reported the search committee for DLA will be launched. The goal is to launch before Thanksgiving. EDIB training for search committees – part 1 on unconscious bias, part 2 on rubric development, and part 3 on negotiations. Training will be recorded and available asynchronously.

Developing a process that is sustainable for students to address microaggressions in the classroom. Collaboration with Andy Paris in Drama. Chief Diversity Officer will be a good addition to this conversation.

CSI conversation is moving forward. Identifying building blocks, engaging liaisons, and writing the template based on feedback from all stakeholders.

Rank minimum salary conversation – there are 84/139 members who are available for rank promotion in the next five years. Promotion at UNCSCA is optional, but if everyone moved forward (\$4000 Assistant to Associate or \$6000 Associate to Full) this would cost \$300,000. We need to identify this type of cost for conversations about funding.

Tuition increases are not allowed to be used for faculty salary increases, per system mandate.

9. **Open Discussion** - Levin revisited mental health support. Students are missing multiple DLA classes for appointments, rather than arts classes. There needs to be a cultural shift about the importance of DLA classes and their value to the arts classes. Yager added that students rank classes based on importance based on their plans for working after college. Jackson asked what will happen for faculty who have already completed rank but got no increase in salary. Currently, Sims does not have that data, but does plan to look at the numbers for faculty who already have rank. Paris mentioned that schools need to provide students with a method to report microaggressions and develop a structure (Drama has developed a structure). Yager requested naming an admin role for student contact to report microaggressions.

Recommendations made in EDIB report that relate to faculty need to be developed into actions. EDIB report link: <https://www.uncsa.edu/about/diversity/docs/may-2021-edib-initiative-final-report-2.pdf> Selander wants to include Dodds in these conversations. Klaimon requested Paris present this structure at next FC meeting so all schools understand what Drama has accomplished.

Selander requested everyone share the Posse document sent to FC members.

10. Adjourn - Selander adjourned the meeting at 2:05pm.

#### **Upcoming Meetings**

November 17

December 1

December 15