

Minutes

Faculty Council

Feb 16, 2022

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
Brian Cole, Chancellor
David Harrison, UNCSA general counsel
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
Jeff George, alt rep, HSAP
John Ferri, member of Faculty Development Committee
Josh Selander, chair, D&P
Kait Dorsky, Library rep, Library
Kevin Lawrence, Music rep, Music
Lauren Vilchik, vice chair, Film
Marci Harvey, secretary, chair of FWC, HSAP
Michael Dodds, chair of CDC, Music
Martha Golden, HSAP rep, HSAP
Mike Wakeford, ombuds committee chair
Patrick Sims, provost
Renata Jackson, chair of EPC, Film

1. Call to Order/Welcome – Selander called the meeting to order at 12:48 pm.
2. Approval of Minutes – Jackson made a motion to approve minutes. Yager seconded. No discussion. Unanimously approved.
3. Chair Update
 - a. CSI – Remaining meetings and focus groups need to be scheduled in coordination with Provost Office.
 - b. All Faculty Meeting- March 16 – if anyone has agenda items, please forward to Selander.

- c. Upcoming Elections – Committees will begin selections and elections for next year. If you know a colleague who is interested, please start promoting. Selander will send emails to make sure faculty and schools know which positions are open.
4. Chancellor Update –
- New article in press today about one of the earlier lawsuits. Article has more information than what Cole is allowed to comment on. He feels the article does not give an accurate description of UNCSA's response. If anyone has questions, he is happy to address what he can.

Ombuds Committee Discussion – Cole takes responsibility for communication breakdown in the hiring process and committee work. He stated there was no ill-intent with the hiring and changes to policy manual. Commitment to the Ombuds office, its independence, and value is 100% the same. Suggested we invite Ombudsperson to our meeting. Staff Council has also done this. Technical updates to the faculty manual regarding reporting guidelines for the Ombuds office were not communicated. Selander expressed concern that the faculty manual was updated without faculty council being involved. David Harrison stated he asked Kim Pauley to do this since they were technical updates. Originally, the Ombuds reports to the Chancellor. Now, it reports to the General Counsel. The report does not include specific information about faculty members, but rather the effectiveness of the office. Meeting with the Ombuds office is confidential. Wakeford clarified that Ombuds committee is advisory only; they do not have power to hire. However, the decision to permanently hire Jill Crainshaw was not shared with Staff Council, Faculty Council, Ombuds committee or general faculty. There was never a formal announcement made to the Ombuds Committee for a vote, according to Wakeford. Harrison reported he did present Crainshaw as the formal candidate for a permanent position and that he wanted to go forward to the Executive Committee. It appears the final conversation and action were made between Crainshaw and Executive Cabinet. Months later, an announcement was made, which goes against everything UNCSA believes about shared governance. Wakeford looks forward to Ombuds committee now being able to work with Chancellor Cole and David Harrison's offices in the future. Cole accepts this responsibility and states we can all do better in the future.

Questions asked in the chat, but not answered during the meeting:

- Can you also speak to the process as you understand it of reporting and the role of the OMB's committee, FC, Chancellor and the Office of Institutional Integrity in receiving the report and consulting on the content contained in the report?
- Can the OMB's report be made available to Faculty Council and Staff Council? This is a model at other UNC campuses.

Strategic Plan Discussion – Cole shared updated version in email this month. Cole will attend staff council on 2/17 and will present findings to the Board on 3/3 and 3/4. George asked if there are concrete action steps that need to be taken that are not included in the most recent communication. Strategic plan does have to remain broad, but actions created by committees and groups on campus are still valid. EDIB does have action steps created by the committee. Other areas will need to be more developed by schools to support the strategic plan goals. Levin echoed the need for metrics to provide measurable results for the strategic plan goals. Also, setting a more specific goal with dates would be easier to measure. Cole replied that the goals often have a variety of date ranges and does not dispute measuring the goals. Some goals will be measured institutionally while others will be measured within schools. Yager shared that we have put goals on paper and identified steps that need to be taken, but they have not been implemented. There is no sense of connection that the work has been done except for the people who sat on the committees doing the work. George wrote in the chat: “It seems that a follow-up document with specific steps and their time frames would be a big step forward; Given that several of those steps were "low-hanging fruit" that could have been achieved by now, but have been pushed back during the planning process rather than pushed forward concurrently, it feels that a delay of an entire school year has occurred in getting to the actual work.” Cole suggested we could link some of the more detailed information into the strategic plan page. Sims offered <https://www.uncsa.edu/about/diversity/edib-progress-reports/index.aspx> UNCSA does not have a Chief Diversity Officer to give accountability for EDIB work. The progress report will give updates to demonstrate the agenda is moving forward with concrete actions. Every member of faculty council needs to share updates from council meetings to all groups. Time becomes the issue for groups to meet and work and we need more focused internal communications, so faculty and students are supported. Sims expects each Dean to report regularly with progress on EDIB goals. Several faculty shared that it feels like we have set goals but have not done any work.

5. Provost Update – Happy Black History Month. Black Cinema Night, Photo Project across campus, Black Fashion show, and a concert have been held this month. Dr. Ford has announced that the Multicultural Resource Center plans are moving forward, and an interim director will be named in the near future. Kim Pauley will be leaving for Catawba College after 23 years at UNCSA. We are proud of her and wish her well. A celebration will be in Performance Place on 2/17 beginning at 3pm. Dean of DLA will be named by end of semester.

Next steps for CSI are to schedule departmental meetings for discussion so that leadership from CSI committee may attend. 3 groups have been scheduled; 4 will be scheduled soon. Templates for schedules will be built within each school, but Sims would like feedback about the entire plan by the end of March. There are legal challenges, funding guidelines, and accreditation that will have to be addressed as we move forward.

6. Committee Updates

Campus Development (CDC) – Michael Dodds had no new information to report. IT Oversight has been moved to the administrative group.

Education Policies (EPC) – Renata Jackson reported School of Music presented curriculum changes to modernize the offerings and provide more flexibility. Other work was finalizing prerequisite listings.

Faculty Development (FDC) – John Ferri reported FDC is looking at several reassigned time proposals. 2/25 is deadline for requests for faculty development funds.

Faculty Rank (FRC) – Committee is available for those who are interested or have questions about rank promotion. Meetings are open on 2nd and 4th Wednesdays 12:45 – 2:00 and there is a zoom option.

Faculty Welfare (FWC) – Marci Harvey reported adjunct faculty teaching award criteria has been established. Today’s agenda was too full but will be presented at next FC meeting.

7. Faculty Assembly Updates – Rosenberg sent official minutes out today. She asked us to read the minutes and review the use of special funds for covid. If you have questions, please share with Rosenberg or Klaimon before next meeting.
8. Adjourn – Vilchik adjourned the meeting at 2:07pm.

Upcoming Meetings

March 2

March 16—All Faculty Meeting

March 30

April 6

April 20

May 4