

Minutes
Spring 2022 All-Faculty Meeting
March 16, 2022
Ace Theatre Complex

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

1. Call to Order/Welcome - Josh Selander called the meeting to order at 12:50 pm.
2. Chair Update
 - a. CSI Update – Involvement from faculty for this program is essential. Progress has been made but more input is needed. New production calendar must be created. Upcoming meetings in individual schools are scheduled for faculty to have input and ask questions. If unable to attend, email questions to csi@unca.edu.
 - b. Committee Work – Thank you to those serving on standing committees as well as those who have served in the past. This year Governance has added an IT Committee. Elections are coming up. Please talk to those who serve to answer your questions and learn how you can serve. Faculty Assembly delegates will need to be elected next month (an email will be sent soon).
 - c. Excellence In Teaching – One new award created for adjunct faculty. First award will be given next school year, along with the usual six awards.
 - d. Annual Evaluations – Individual evaluations are due by April 1.
3. Chancellor Updates
 - a. Lawsuit update – Media reporting on litigation from 2018-19 investigation is distorted. UNCSA legally cannot comment on ongoing cases and looks forward to sharing the processes the institution followed for this claim. UNCSA wholly supports students but there is not a lot that can be shared at this point. Reach out if you have questions.
 - b. Strategic Plan Update
 - i. Implementation – Final draft approved by Board on March 4. Feedback to date has been positive. Next steps: establishing co-chairs for each strategic goal. Gathering initiatives being worked on in each school to support the plan. Working to connect these goals to the annual review and evaluation process, especially for administrative positions.
 - ii. EDIB, Launching CDO Search – Search will be launched this semester, hopefully in the next weeks. Funding for the search and initial hire will be from the Foundation and will decrease over the next 5 years, as other funding becomes available.
 - iii. Title IX Review – Harassment Free NC, external reviewers of all UNCSA policies and procedures. They will visit campus, engage in community conversations, and help UNCSA deploy new resources.
 - iv. Creating new strategic budgeting process – Goal is to increase communication and engagement with various groups on campus to be involved in the budgeting process. Raises this year were helpful, but we must find resources each year to relieve compression. Funds need to be set aside each year to make rank promotion sustainable. Costs of student support services has grown by a large amount, and this area was already underfunded. UNCSA has not had to make budget cuts.
 - c. Stevens Center Update - \$25 million for phase 1 and \$4.8 million for roof project authorized. Bids for phase 1 end this week and interviews will begin. Two-year renovation process; could begin Summer 2023. Existing spaces on campus will be utilized to minimize costs and maximize production with the community.
4. Provost Updates

- a. Rank Promotion Funding Project – President Hans recognizes the unique needs at UNCSA and has promoted meetings with NC Legislators for funding. Sims and Cole have asked for funding for HSAP program, cybersecurity, and salaries. Attempting to fund increases for Asst. to Assoc. and from Assoc. to Full professor roles. Full professors will have to be handled on a case-by-case basis. The goal is for the program will be in place by July 2022 for the 2022-23 academic year.
- b. Dean Search – Candidates for Division of Liberal Arts (DLA) Dean will be on campus next week. Public meeting opportunities will be announced.
- c. CSI update – Proposal will be brought to Educational Policies Committee (EPC) for endorsement this semester. Next step will be to develop schedules and plans for implementation. We want to make sure what we set up is sustainable and is well-planned before implementation occurs. Administrative Leadership Survey process is still open. Please take advantage of this (a reminder email and announcement in MySA will come out soon).
- d. SACS 5-year report has been submitted and received for UNCSA accreditation.

5. Open Q & A

- Will adjunct funding be reduced when rank promotion gets funded? Sims responded that budget projections will need to be intentional, and schools will need to plan beyond one semester to fund adjuncts.
- Do you have a plan to address the lag in HSAP faculty salaries behind the NCSSM scale - we are supposed to be on that scale but we are always 2 to 3 years behind. Why don't we get the same raise they do? Sims responded that this was a specific request and the system responded favorably, but we do not have the formal commitment yet. Cole added that the state funding formula for HSAP faculty has not been updated in more than a decade. Any funding UNCSA can get in one area will take pressure off the larger infrastructure required to make progress in other funding areas.
- When will we see more detail for next year for CSI? Sims replied that EPC endorsement will be the next step (late April/early May goal). After endorsement, production and performance calendars will need to be built. Final phase will be the curricular review by each school. Selander sent an email on Feb. 3 with PDF documents with most current plan information. Faculty Council dedicated a meeting in February to CSI plan and each school scheduled a faculty meeting to discuss the plan documents and allow faculty members the opportunity to give feedback and ask questions. Selander will resend that information.
- You addressed the concerns about wage compression. What are the plans to address budgetary compression in classroom funding, particularly in current inflationary climate? Cole answered that appropriations do not change once they are made. NC does have a new budget from the legislature. He is hopeful because the state is doing well, but we must remain realistic about the state of our economy.
- Can we start moving to CSI next year by a return to having no classes taught during the current so-called Golden hour? I heard that a faculty member could not attend this meeting because they were teaching. Sims replied that a golden hour is in the CSI plan and should be protected moving forward.

6. Adjourn – Selander adjourned the meeting at 1:46 pm.