

# Faculty Council Minutes

## September 7, 2022

On Zoom: <https://uncsa.zoom.us/j/98586530389?pwd=MDBYQnZYaStFVE9JYkZNOEZwUTBMZz09>

### Attendance

Abby Yager, At-Large Rep, Dance  
Andy Paris, Chair, Drama  
Dmitri Vorobiev, Music Rep, Music  
Elizabeth Klaimon, Faculty Assembly Representative, DLA  
Eric Nottke, D&P Rep, D&P  
Janine Hawley, Co-Chair of EPC, Drama  
Janna Levin, DLA rep, DLA  
Jared Redick, Dance Rep, Assistant Dean of Dance  
Jeff George, Vice Chair, At-Large Rep, HSAP  
Jeff Hammer, Film Rep, Film  
Karen Beres, Vice Provost, Dean of Academic Affairs  
Kait Dorsky, Secretary, Library  
Kathryn McMillan, Assistant Vice Provost for Strategic Planning & Operations  
Kjersten Lester-Moratzka, Co-Chair of EPC, D&P  
Marci Harvey, Chair of FWC, HSAP  
Martha Golden, HSAP rep, HSAP  
Michael Dodds, Chair of CDC, Music  
Patrick Sims, Provost  
Rosemary Millar, Chair of FDC, DLA  
Steve LaCosse, Co-Chair of FRC, Music

1. Call to Order/Welcome - Paris called the meeting to order at 12:46pm.
  - a. Kirtan Coan elected as adjunct representative.
  - b. Joanne Moore no longer on faculty; need new at-large faculty council member.
2. Approval of August 24 Minutes - Vorobiev 1st, Hammer 2nd. No discussion, approved unanimously.
3. Council Leadership Updates
  - a. Faculty Survey closing Sept. 16<sup>th</sup> - appx. 60 responses so far.
  - b. Changes to Faculty Handbook:
    - i. Define terms of appointment to all standing committees. Proposed: "Elected representatives shall serve two-year terms with no more than four members rotating off the committee in one year." George 1st, Harvey/Hawley 2nd. No discussion, approved unanimously.

- ii. Change requirements for Peer Review and Search Committees. George 1st, Hawley 2nd. Redick and George clarified year of contract vs. year of service language: third year of your first multi-year contract/of consecutive service. Hammer noted lack of clarity about adjuncts who are made full time in third year of service; this would exclude them due to peer review processes. Yager suggested that, for Peer Review, we stipulate that they must have completed their own Peer Review process once. Hawley and LaCosse asked how many more people this will bring into the pool; this would help some schools more than others.
  - Peer Review Committees: from “hold a 4-year contract AND in fourth consecutive year of service” to “...committee members must have successfully completed their own contract reappointment process at least once.” George 1st, Hammer 2nd. Martha Golden opposed, all others in favor. Adopted.
  - Search Committees: from “hold a 4-year contract AND in fourth consecutive year of service” to “Members must hold a multi-year faculty contract and be in at least their second consecutive year of service at UNCSA.” George 1st, Yager 2nd. Approved unanimously.
- c. CSI Committee proposal: Paris proposed forming a CSI sub-committee. It would include reps from each school (could draw from CSI working groups in schools), rep from FWC, and staff from each school. Admins are approaching CSI with regards to compliance, marketability of the school (interdisciplinarity, wellness, etc.). Areas for discussion would be 12-hour days, 2-hour/week common time, and community days. Discussion raised about when the committee would convene, with suggestions of the first week in January (3rd-8th), first week of spring semester (January 9th -13th) with course release, or summer; Provost office would provide support for time outside of contracts.

#### 4. Committee Updates

- a. EDIB Governance Committee: Sims has reached out to students for their reps, search for CDO is beginning soon; waiting for these pieces to be in place before convening. Paris will send an update on the status of the committee.
- b. Faculty Rank (LaCosse): Two Dean promotion recommendations sent to the Provost. Looking at Faculty Manual and website revisions.
- c. Educational Policy Committee (Hawley): Three-year academic calendar distributed for consideration, particularly looking for consensus on 2023-24 year. Paris suggested pushing Fall Break back since a longer semester puts it at the 6th week of a 14-week semester.
- d. Faculty Welfare (Harvey): Three focal points for the semester will be CSI subcommittee, status of Covid information and policies, and student counseling support for faculty.
- e. Campus Development (Dodds): Committee has not yet met, but is working on agenda for the year.

- f. Faculty Development (Millar): New Dance rep Jennet Zerbe. Guests Mimi Harding from TLC and Dave LaVack from IT provided updates on Dynamic Forms for use in FDC processes, including Faculty Reassigned Time requests. Will meet with Provost about funding for Faculty Development for the year.
5. Provost Update:
- a. Academic Leadership Fellowship announcement went out, submissions to the Provost office by Sept. 30th.
  - b. Faculty In-Service day Sept. 20th afternoon. Sessions on microaggressions, check-in/discussion time for small groups, and Chancellor/Provost Q&A (will solicit questions in advance).
  - c. Sims will be visiting each school over the coming weeks to talk about CSI, other ongoing issues and challenges.
6. Open Q & A
- a. Paris met with Staff Council Chair Steve Cochrane last week, discussed issues of employee morale, lack of connection with colleagues. Suggestion to gather for social engagement and connection among colleagues.
  - b. Golden raised issue of residual odor from Gray building renovations causing allergies. Dodds/CDC is the place to bring those issues; notes that HVAC system is slated to be replaced in the near future (no specific date yet).
7. Meeting adjourned by Paris at 1:57pm.