

## Faculty Council Meeting Minutes – Wednesday, December 4, 2019

### Attendance:

Dennis Booth, John Ferri, Martha Golden, Renata Jackson, Krisha Marcano, Jared Redick, Robert Rocco, Saxton Rose, Josh Selander, Paul Sharpe, Christia Thomason, Lauren Vilchik, Michael Wakeford, Gregory Walter, Heather Lathrop.

Michael Wakeford calls meeting to order at: 12:49pm

### 1. Motion for approval: Dennis Booth

Seconded: Renata Jackson

No Discussions, all in favor; approved

### 2. Committee Reports:

- Volunteers asked to step forward to work on review process for upper administration. Christia Thomason & Ellen Rosenberg previously offered to work on upper admin reviews. Christia- emailed about 360 product and haven't gotten response but will aim for January 15 meeting to have more substantive update regarding structure and protocol for evaluation process.
- Mike Wakeford requested volunteer group to assist him in a pass through the faculty manual for edits.
  - Suggestion was made for committee/chairs to work through sections relevant to their committee to reduce burden. Volunteer group can work on remaining sections.
  - Suggestion made to look for and address EDI language
  - Discussion ensued about process for tracking manual updates. Usually done annually and without tracking changes making the process

amendments labor intensive. Question was asked about legal requirements of notice to faculty when amendments are made.

- Those who are covering BOT slots have confirmed
- Some attending open house at chancellor's house
- Karin Peterson submitted written updates:
  - Recent changes to tuition & fees were voted on this week and have been sent off to Systems Office, then to the Board Of Trustees.
  - Karen Beres & Karin Peterson meeting with Josh Selander for in-Service Days
    - Request made by Renata Jackson to offer workshops at multiple times instead of canceling class. Plan will be for Renata to accompany Josh Selander to his next In-Service planning meeting with the Provost.
    - Provost met with the EDI taskforce to discuss processes in hiring and will continue that discussion in Spring.
    - Provost will be holding EDI mapping sessions in the Spring
- Any urgent updates from committees?
  - FACULTY DEVELOPMENT: John Ferri - Grant money for fall applications for faculty development has been approved by the provost and should go out soon. Next grant money paid out will be for faculty reassigned time.
  - FACULTY WELLNESS: Saxton Rose: Intent is to re-examine Frank's proposal for parking with Karin.

- VISITING FACULTY: Robert Rocco: Waiting to hear from somebody, Karen Beres maybe, on newly written policy that went to BOG. Robert Rocco to share the new policy documents with Mike Wakeford who will facilitate follow up from BOG.

3. Discussion ensued on potential next steps regarding faculty salaries following David Green's visit.

- Mike Wakeford, Lauren Vilchik, and Jason Romney will meet with Interim Chancellor Cole to discuss ongoing strategy for faculty salaries. Goal of the meeting is to discuss history of rank and past strategy in an effort to inform a current strategy.
- Discussion ensued about the ongoing difficulty in faculty recruitment and retention which directly impacts the competitive rank for the institution. How to proceed is not clear but the need for a unified approach across campuses is necessary. The reality of reducing faculty workload by reducing production schedules needs to be a serious area of focus. There is a mutual correlation between faculty and student wellness. Suggestion was made for more transparency with student government and whether the students should have a seat at Faculty Council. It was suggested that they did at some point in the past.
- It was resolved that a request needs to be made for budget transparency with Faculty Council. Mike Wakeford will invite budget office reps to the next meeting. In the next meeting particular attention will be paid to the claim that we have one of the highest tuitions of the 17 schools but one of the lowest compared to our peer institutions and the BOG doesn't seem to understand that connection.

- Dennis Booth brought up the 2012 peer institution salary review which demonstrated how far we are from meeting rank minimums. Question remains as to whether this is a small enough financial request that the UNC system can meet our needs without needing the legislature to act.
- Josh Selander: adjourn meeting 1:54pm