

UNCSA Standing Committee Summary Reports November 16, 2016

Faculty Rank Committee 2015-2016 Annual Report – Greg Walter, FRC, Chair

We are painstakingly working through the peer committee proposal on a consistent make-up and process for all schools. It is taking a long time because of the various ways each school elects, assigns, and/or volunteers committee members and chairs.

If anyone has concerns or advice, they should reach out to their FRC representative. We are half way through the material and hopefully can get it to FC in December, where I am sure there will be much discussion because of the ways everyone is used to doing this in their own school. We have Faculty Affairs involved as well as former deans concerned about these changes we are proposing, so we are trying to take everything into account and come up with a proposal that will be most efficient and fair to all.

Educational Policies Committee Report – Renata Jackson, EPC Chair

The Educational Policies Committee met on 26 October and 9 November 2016.

UNCSA Bulletins:

- At our October 26th meeting, Claire Machamer (our Chief Technology Officer, who is helming the website redesign) met with us to show us drafts of what will be the web-versions of our high school, undergrad and grad bulletins. As the UNCSA Bulletin is under the purview of EPC, the committee is tasked with reviewing and giving feedback on the user-friendliness and accuracy of our curriculum models and course descriptions, etc. We spent the bulk of our November 9th meeting reviewing the drafts. Some kinks need to be worked out, so we will continue to work with Claire and her team on this, but from what I see from their preliminary work, the redesign will bring our Bulletins into the 21st century.

SWAG Committee Report:

- Also at our October 26th meeting, Betsy Towns and Allison Gagnon gave a PowerPoint/report on the data that SWAG has compiled on student workload. This conversation dovetails with EPC's task of ensuring accurate course credit, and with everyone's desire across campus to train our students without pushing them past the point of exhaustion.

Curriculum Revisions/Additions:

- At our November 9th meeting, Kjersten Lester-Moratzka on behalf of D&P presented three new courses and one course re-description in Scenic Design, as well as a curriculum revision in Stage Management. The latter was endorsed (the revision addressed the need to remove a costume design course not frequently offered and replace it with one that is); endorsement of the new courses was tabled so Kjersten can work with her faculty on ensuring the documentation meets SACS standards (regarding Student Learning Outcomes and Assessment Measures).

- At our upcoming meeting on December 14, Kjersten will represent the tabled forms; I plan to present some course number changes and propose a graduate thesis course for the SoF.

Proposal for revised DLA Core:

- Since my last Chair's report to Faculty Council, in which I mentioned that Dean Wilcox was scheduled to attend the EPC meeting on November 9th in order to formally make the motion for the revised 31 credit-hour DLA core, I received an email from Dean, who requested that he delay his presentation to EPC until the Spring Semester; he further requested that the revised core be approved for a start-date of Fall 2018, instead of Fall 2017. I agree wholeheartedly with the logic he expressed in his email, which I share with you here (see below). This does not mean that the proposal is off the table: on the contrary, EPC wants robust conversation about the proposal to continue. The delay in requested start-date will give our Schools the time necessary to thoughtfully redesign our curricula, as well as time for EPC to take care of the mammoth paperwork process involved in overhauling all our curricula to accommodate the DLA change, should it be approved, as well as possible course re-crediting. I encourage all the Art Schools to continue discussing this proposal, and make your voices heard.

Message to EPC Chair Renata Jackson from Dean Wilcox, Dean of DLA

Renata,

I apologize for the delay in getting this info to you. I had a few things I needed to work out. I spoke with David the other day about some of the issues connected with the Gen Ed proposal that is currently in front of EPC. I think one of the main problems is that there are at least five separate issues that we are lumping together.

1. The 31 hour Gen Ed requirements across all disciplines. This is really the main question we have proposed. I recognize that it impacts each school differently, which is why I am visiting with the individual arts faculty to discuss the proposal. Despite the questions and issues I will stand behind the proposal. It is a coherent program that comes out of years of research and conversations and employs best practice strategies that will allow for integrated learning outcomes and assessment.

2. The timeline. Every proposal needs a timeline. I picked the start of fall 2017 to encourage the conversation. The approval is the important thing, the timeline can be negotiated. So, rather than call for a vote in November why don't we push it off to January or February with a revised start date of Fall 2018. That would give everyone a year to absorb and process the changes and weave them into their curriculum models. I really do want to push for a decision this academic year. I have spent the last five years moving the DLA faculty toward this proposal. There is good energy and excitement about these ideas. The longer we wait the more that will dissipate. Also – I have discussed this proposal with three D&P and three Music Deans, I do not relish the thought of pushing reset and having to meet with a new Drama Dean next year. Lets approve this while Carl is still Dean.

3. The content of the FYE course. I am asking on this that you hold us to the same standard

that was employed with approving the new MFA in Film – approve the curricular model first and then approved each new course after that. If we push the start date off a year it gives us as a campus time to sort this out. We are offering a pilot FYE course this spring in which two of the faculty involved served on the FYE committee. Let them shape the class and run the ideas by this committee and then make the proposal through the EPC1 form when we are ready.

4. The same is true for the capstone. Let's get the curriculum approved then develop the content of this course. I have five DLA faculty working on pulling ideas together this term. Once the curriculum is approved they can work with reps from each of the arts schools to hammer out the specifics. In this way we would actually be developing this piece with input from all areas (like the FYE) and not setting something in stone before we need to.

5. The Film curriculum. I completely understand the issues that you and Susan have with the number of credit hours. The other four schools pushed for the reduction. Lets let them have it and develop something specifically targeted at film students. Once we approve the 31 hour Gen Ed requirements for all students we could develop a sequence of Minors in Liberal Arts and require all film students to declare a major and a minor. This can be accomplished with a specific pathway through the Gen Ed requirements and an additional 6-8 credits (two courses in the minor subject and 2 additional capstone credits). We would need to discuss ways to support these minors, but I think we could work something out.

In addition to the proposal I would like to suggest the development of a General Education Advisory Council with representatives from across campus to advise the Liberal Arts Dean on general education issues in the future. Dean

Campus Development Committee – Geordie MacMin, Chair

There was a discussion about the need for lecture halls on campus. It was reported that the matter has been brought to the Deans, and that the temporary solution is to use the auditorium of the new library. Requests for use should go through Karen Beres.

There was discussion about students not feeling safe while walking down Chapel Street due to poor lighting and an individual who speaks to students from one of the porches. Chris Boyd suggested that maybe part of the Library Phase 3 plan could include a path near the sculpting studio so that students could stay on campus rather than use Chapel St. Discussion ensued. It was also suggested that the idea of creating safer pathways might be appropriate on the Master Plan.

Chris Boyd gave CDC a presentation about the proposed sign for the main entrance, with feedback being encouraged. CDC discussed the new design and brought up the issue of visibility from Main Street when traveling north, and also wondered about landscaping. Concern that the proposed sign might be too stark was expressed.

CDC placed members on each of the five design committees for the renovation projects on campus, the Stevens Center renovation, and the Master Plan. CDC acknowledged that members of our committee may need to be flexible about serving on the design committees as the meetings have not been scheduled yet.

Faculty Assembly Report – Elizabeth Klaimon, UNCSA Faculty Assembly Representative

Faculty Assembly met on October 21 to work on initiatives surrounding the UNC Strategic Plan, and to discuss each of the five thematic areas: Access, Affordability and Efficiency, Excellent and Diverse Institutions, Economic Impact, and Student Success. Assembly members from each of the UNC schools divided into ad-hoc committee groups, with each committee working on one of the themes, and revising wording and content areas of the plan.

The goal of this committee work is for the Assembly to carry clear and concrete suggestions about each of these initiatives back to General Administration, and to help facilitate a clean and succinct document that will provide a “faculty perspective to help inform the strategic plan decision-makers.” The Faculty Assembly delegates all provided input on the strategic plan, in particular helping to refine:

- Theme definition
- Theme Goals
- Metrics

Gabriel Lugo, Chair of Faculty Assembly, states that “it is best to continue to push for the goals to be as broad as possible to accommodate the diversity of missions of our campuses.”

Some areas of note:

- The Assembly wishes to flesh out goals and metrics for the Economic Impact and Community Engagement Theme. Possible metrics for the latter might be drawn from the National Survey of Student Engagement.
- The Equity and Access ad-hoc group suggested “Immediate Actions” to include in the coming Legislative Agenda. This was a common thread, as General Administration needs to continue to advocate for increased public funding.
- It was suggested that common templates be created to present metrics that are already used on the UNC campuses.
- The Assembly wishes to protect the integrity of each individual institution’s General Education curriculum, perhaps by emphasizing that:
 - ✓ The institutions are very aware of 21st Century competencies and skills.
 - ✓ The institutions have incorporated development of such competencies within curriculum, which is consistent with the content of their programs.
 - ✓ The institutions assess these competencies at both the course, and at the program level.
 - ✓ The institutions are externally accountable for such assessment by SACS and other accrediting agencies.

At the end of the meeting, Chair Lugo convened the Assembly for final discussion of each of the key areas, with further revisions being noted in the “raw” ad-hoc committee reports. A compiled version of these “raw” reports is to be shared with GA for the sake of expediency.

The entire meeting was devoted to this committee work. The ad-hoc strategic plan committees will be continuing their work on the strategic plan at the next Faculty Assembly meeting scheduled for Friday, November 18th.

Faculty Development Committee Report – John Ferri, FDC, Chair

No report

Faculty Welfare Committee – Paul Sharpe, FWC Chair

The Faculty Welfare Committee met both on October 26 and November 2. On October 26 we invited James Lucas from HR to attend and address concerns several faculty members had raised about insurance issues, open enrollment, and more. The following items were discussed:

- Life insurance issues related to our switch from ING to VOYA. Coverage had suddenly been drastically reduced for a few faculty members. James Lucas reiterated that the moment there is a concern of this nature, a faculty member should bring this immediately to Marcie Rowdy. He reiterated that faculty members need to be vigilant about monitoring what happens about their insurance and benefits coverage as the State makes changes to which vendors it selects to supply our coverage. Marcie was able to successfully address the concerns of the faculty members who had brought these items to her.
- Log-in Issues during Open Enrollment. James Lucas stated that two vendors run the web portal for Open Enrollment (Benefits Focus and NC Flex). He admitted that the portal has many problems and expressed that he shared faculty concerns about the vendors and the portal itself. But, these are decisions made by the state and there is little we can do about it. All UNC campuses were having the same difficulties.
- Communication. The problems with Open Enrollment naturally segued to concerns about communication issues, when James mentioned that it would have been nice to be able to send an email warning faculty that due to the hurricane in late October would significantly impact the speed at which our benefits vendors could address phone calls. Entire offices and personnel were moved from the coast to the interior of South Carolina and this caused massive delays response to phone calls. Our new campus policy is very restrictive about the number of emails that can go out campus wide, so much of what would have been sent through multiple email reminders to faculty is now being directed to My SA. This is why there were almost no reminders of Open Enrollment sent to faculty inboxes this year.
- Upgraded Software. Search Committee work should be greatly improved by the installation of new software managing job applicant's documents. It should be more efficient, avoiding emails, making all documents accessible to search committees the moment they are uploaded. It should be up and running in January.

On November 2 we discussed the following:

- Communication. We discussed other areas where it felt like our new university communication paradigm was causing some concern for faculty

- several music faculty/staff missed the one email regarding parking decals and are now arbitrarily being charged for parking when they had no need of parking on campus.
 - when items are important we are conditioned to be expecting several reminders, i.e. Open Enrollment, parking, policy portal. We are now not receiving those multiple reminders so there is a feeling that we are missing important things, but have forgotten what they might be. Some found My SA too hard to search for important reminders, nor are many habituated to going there.
- Adjunct/Part-time Faculty Concerns. FWC committee members surveyed the part-time faculty in their departments and came up with the following issues:
 - Teaching Awards and Recognition—specifically eligibility
 - Committee membership—why cannot part-time or adjunct faculty who have worked here for some time be eligible to be on committees, especially Faculty Council.
 - Multi-year contracts for part-timers/adjuncts—to offer stability to people who have already established a
 - Loyalty pay—consideration might be given to offer teachers or staff who have worked more than a number of years (3+? 5+?) a raise in salary as recognition of service to the community.
- Other related issues:
 - The bureaucratic tangle that welcomes part-time or adjunct instructors at the beginning of the year.
 - The treatment of many part-timers at the end of the academic year—termination of Internet access, One Cards, etc.
 - Treatment of part-time/adjunct faculty during the recent budget cuts. They become pawns in a budgetary game.
- Ombuds Committee. Currently we are actively trying to find a time that our entire committee can meet for the first time. Paul Sharpe met with Karen Beres to discuss the logistics of the search for a position of this nature early last week and worked out those details, so when the first meeting happens it should be productive.