

**UNIVERSITY OF NORTH CAROLINA SCHOOL OF THE ARTS**  
**FACULTY COUNCIL MEETING MINUTES**  
**November 7, 2018**

**Present:** Wade Wilson, Tanya Belov, Dennis Booth, Trish Casey, Eric Eason, John Ferri, Martha Golden, Renata Jackson, Leslie Kamtman, Elizabeth Klaimon, Steve LaCosse, Laura Martin, Robert Rocco, Josh Selander, Paul Sharpe, Mike Wakeford, Greg Walter

**1. Approval of Minutes**

- Minutes of the October 3, 2018 Faculty Council Meeting were approved as written.

**2. Chair Report**

- Faculty Survey
  - 140 people accessed the survey, 40 provided a substantive text response. Biggest concerns were faculty salaries, faculty workload, diversity, and facilities usage. A few mentioned an interest in student support and collaboration, both with other schools/departments and other local opportunities.
  - Responses were distributed to Council members via email prior to today's meeting.
  - Council discussion followed.
- Meeting with Andrea Clemmer, Human Resources, on November 27 to discuss designing a more robust system for guidance on retirement.
- State Employees Combined Campaign (SECC) runs through November 16.
- Chancellor Bierman and Provost English are in full support of us moving forward with a formal request for salary increases to the Board of Governors.
- Provost English, Karen Beres, Erin Morin, and Wade Wilson met with the administration of Salem College on October 24 to develop a pathway for collaboration.

**3. Faculty Rank**

MOTION to approve the Contract and Rank Proposal as reviewed and discussed previously with Faculty Council and at the All-School Faculty Meeting in October. MOTION PASSED.

**4. Faculty Salary Adjustment Workgroup**

- Dennis Booth presented a letter drafted by the Faculty Salary Adjustment Workgroup and reviewed a history of the process.
  - Workgroup: Dennis Booth, Wade Wilson, Mike Wakeford, Leslie Kamtman, Jason Romney, Norman Coates
- Draft letter was projected on the screen and Mike Wakeford read aloud.
- Council discussion followed.
- One edit to the letter was suggested.

MOTION to approve this letter as amended to present to the Board of Governors.  
MOTION PASSED.

- Discussion followed regarding next steps.

## **5. Other**

- Faculty Survey
  - Council discussion followed regarding responses to the survey, particularly about faculty workload issues.
  - Discussion to be continued at next Council meeting.

**Meeting adjourned.**

Respectfully submitted,  
Leslie E. Kamtman