

# UNIVERSITY OF NORTH CAROLINA SCHOOL OF THE ARTS

## FACULTY COUNCIL MEETING MINUTES

September 2, 2020

Attendance via Zoom—Mike Wakeford, Lauren Vilchik, Josh Selander, Allison Gagnon, Trish Casey, Quin Gordon, Marci Harvey, Abby Yager, Ben Morgan, Wade Wilson, Elizabeth Klaimon, Ellen Rosenberg, John Ferri, Martha Golden, Robert Rocco, Steven LaCosse, Kevin Lawrence, Renata Jackson, Krisha Marcano, Jeff George, Provost Patrick Sims, Vice-Provost Karen Beres.

### 1. Chair of FC, Mike Wakeford

- Call to order: 12:45 p.m.
- Request for a moment of silence to honor the memory of former High School Spanish teacher and colleague Kim Whiteman.
- Recognition and appreciation of Robert Rocco who was just elected and agreed to serve another year as the adjunct rep to Faculty Council.

### 2. Approval of Minutes from 8/19/20

- Renata Jackson moves to approve.
- Wade Wilson seconds.
- No discussion
- All in favor
- No opposed
- Motion passes

### 3. Chair's Report

- Ombuds Committee – We are now in a run-off for the new committee rep and alternate. Final voting ends 9/4 at 5:00 p.m.
- Thank you to all reps who have volunteered for the Board of Trustee committee assignments. All meetings will take place via Zoom on September 24 and 25.
- “All faculty” meeting now set for October 21 via Zoom.
- Faculty submitted questions during the week to FC seeking more specific information on COVID protocols, specifically with regard to isolation and quarantine. Jim DeCristo clarified that the university policy would be to follow CDC guidelines – anyone within 6ft of a person who tested positive for 15 minutes or longer will be quarantined. Mike Wakeford asked all reps to report back if faculty in respective schools want to communicate directly without County Health Dept then FC will arrange a town hall.
- Recent press reports have indicated that there may be a change in authority for individual campus administration to decide COVID response. Clarification from Chancellor Cole reiterated that nothing has changed and that BOG will continue to make decisions on hybrid vs. strictly online delivery.
- Chancellor Cole has reiterated to MW that he is committed to keep faculty involved in budgetary concerns, both in short term (COVID response) and long term planning, as well as more thoughtful and systematic transparency for faculty with regard to the budget making process.
- Discussions with Chancellor Cole have begun related to securing a seat for FC Chair at the Board of Trustees table. UNC President Peter Hans has told General Assembly that a directive is in the works to all Chancellors and BOT Chairs to allow FC Chair a non-voting seat at each campus.

- Recent discussions with Provost Sims have centered around the need for updates on dean searches, faculty salaries, funding rank, market value recalculation, new peer institution comparable analysis – We are years past current data and there will be a continued effort to gain momentum on these fronts.
- Because the current academic calendar shows 3 “off-Wednesdays” this fall, FC meetings that fall on off-Wednesdays will be held on the respective Tuesday or Thursday designated to replace the off-Wednesday schedule.
- Karen Beres confirms - classes may be adjusted by faculty for religious observance and student absence must be excused.

#### 4. Provost Patrick Sims’ Update:

- Dean searches – There are 3 searches coming up with goal to complete all three by end of the academic year. Order of priority is based on duration the position has been open: Film, Music, then Dance. Vendor has been identified that will handle all three searches and we believe we are near the end of those contract negotiations. The difficulty has been in identifying the necessary funds to pay for the searches since state funds may not be used. Collecting names to serve on search committees and possibly to relieve the deans from the burden of co-chairing given workload issues.
- EDI – Currently collecting names of people to serve on EDI committee. Goal is to form the committee by end of September. A lot of the same names are showing up on a multitude of lists and we need to be mindful of workload and opportunities.
- Faculty Salary – Spent some time touching base with former Provost David English (who is clearly still a strong advocate of UNCSA) to gain insight into the salary history and peer institution review. He was clear that the peer institution review for salary purposes will be different than what was identified for rank. The System Office will be leading this charge, with input from UNCSA admin. This is the result of the need to take into account “operational metrics” like admissions, graduation rates, loan defaults, etc., all of which contribute to a broader metric of the vibrancy and health of a particular institution. The goal will be to have these peer institutions identified by the end of the month.
  - Question regarding salary compression – Ellen Rosenberg - Is there anything that can be done internally to make up for large disparity of salaries between new faculty with less experience who are paid more than faculty who have been here a long time.
  - PS – There is not any funding available to the Provost to address this issue internally but we have a responsibility to fight to make this happen.
  - Ellen Rosenberg – When we have a longer discussion about the history of the rank process here, please include me because I was a part of that process. I would also like to discuss whether tenure should have been the route to proceed instead of multi-year contracts and how we can continue to push to fund rank system.
- Student use of studio space – Students will not have use of studio space outside of class time for health and safety reasons and to allow cleaning regiments to take place. More will be communicated on this issue via memo to the entire campus.
- Student meeting on EDI – Need for follow-up meetings with students due to concerns regarding position of the Provost office on issues around pronoun use and LGBTQ community. Students need a longer conversation to understand the programmatic, fiscal, and legal ramifications of these issues. Having said that, Provost Sims reiterated a personal commitment to wholeheartedly support the needs of the LGBTQ community.

#### 5. Standing Committee Updates

- Steve LaCrosse – Rank applications and peer committee make-up was due to Kim Pauley yesterday. Committee will meet on Sept. 9 to review the applications but date may shift to respect “off-Wednesday.”

- John Ferri – Faculty Development – Meeting on Sept. 9 was already set so it will proceed. Patrick Sims and Karen Beres will also attend.
- Wade Wilson – Campus Development – meeting Sept. 23. Will address parking issues.
- Marci Harvey – Faculty Welfare – Met once already to get new reps up to speed and have protocols in place and will meet again next week to get started.
- Renata Jackson – EPC – Met last week and reviewed agenda for the year for each school’s curricular changes. Provost will join at the next meeting on Sept. 23.
- Elizabeth Klaimon – Faculty Assembly – Next meeting Sept. 11 – Reiterated FA intention to direct all campuses to allow FC Chair a seat at BOT table.

6. New Business –

- We need to form an ad hoc committee now to review and suggest changes to the faculty manual by early Oct. Specific areas already brought up for necessary review and clarity are shared governance and grievances. Please volunteer to participate on the committee.
  - MW made motion to set up committee to review manual
  - Lauren Vilchik – second motion.
  - All in favor, no abstentions.
  - Motion passed.
- Golden Hour – Wednesday 12:45 – 2:00 p.m. should be held sacred from class scheduling or other business to allow faculty the opportunity to participate in committee work, especially since it is part of faculty evaluation to serve the institution. This is not written down anywhere but should it be formal policy? Should we gather data on whether there is a systematic encroachment? Please consider these questions in preparation for discussion at a later date.

7. Adjourn 2:01 p.m.

**UPCOMING FACULTY COUNCIL MEETING SCHEDULE 2020-21**

(via Zoom)

**September 16, 30**

**October 6 (Tuesday), 21**

**November 5 (Thursday), 18**

**December 2**

**January - none**

**February 3, 17**

**March 3, 17, 31**

**April 7, 21**

**May 5, 19**