

Agenda  
Faculty Council  
September 15, 2021

On Zoom:

<https://uncsa.zoom.us/j/95166013622?pwd=QTZDQ2lpMXJ2S0ErSGhER3VGZjEyQT09>

**In Attendance:**

Abby Yager, at large rep, Dance  
Allison Gagnon, at large rep, Music  
Andy Paris, Drama rep, Drama  
Ben Morgan, library rep  
Elizabeth Klaimon, faculty rep to fac assembly, DLA  
Ellen Rosenberg, faculty rep to fac assembly, DLA  
Eric Rimes, chair of Faculty Rank, D&P  
Janna Levin, DLA rep, DLA  
Jared Redick, Dance rep, asst dean of Dance  
Jeff George, alternate rep, HSAP  
Josh Selander, chair, D&P  
Karen Beres, Vice provost, dean of academic affairs  
Kevin Lawrence, Music rep, Music  
Lauren Vilchik, vice chair, Film  
Marci Harvey, secretary, chair of Fac Welfare, HSAP  
Martha Golden, HS rep, HSAP  
Michael Dodds, at large rep, Music  
Renata Jackson, chair EPC, Film  
Robert Rocco, adjunct faculty rep, Music  
Rosemary Millar, chair of Fac Dev, DLA

1. **Call to Order/Welcome** - Selander called to order at 12:47pm.
2. **Approval of Minutes** – Jackson moved to approve minutes. Rimes seconded. No discussion. Minutes approved by unanimous vote.

**3. Chair Update**

Council is still struggling to fill committees: Campus Development Committee needs a chair and no member has volunteered. If a returning member will not serve, then a new member will be asked to serve. If that fails, alternates will be asked to serve. Similar situation in School of Film – need a rep for Faculty Welfare Committee. There was a volunteer but he was in 3<sup>rd</sup> year of his contract, not 2<sup>nd</sup> contract. FC officers have talked to Provost about this situation. Additional changes to faculty handbook may need to be made to adjust for the multi-year contract system.

UNC Senate chair meeting - Selander stated our campus needs to review faculty expectations, workload, and credit hour schedules. How do we put together data for this? Several other institutions are struggling to pass the policy of shared governance, and UNCSA was able to provide information about how our campus uses it. In October, UNCSA will lead a session on shared governance for other campuses. Rosenberg asked if it would be helpful for us to also have a session on campus around shared governance? It could be a helpful connection to workload and rank promotion and can promote

our model for shared governance. Yager pointed out that service was not expected in the past and rank is optional on our campus, yet we are now using a system of shared governance that requires people to serve. The bigger issue is time/workload to serve. Selander will connect with Rosenberg and Klaimon to discuss how to continue this work, especially for our 25 new faculty members.

Selander wants to revive FC sponsored events. Having an opportunity to gather in a safe, social way would be meaningful for our faculty. No details or plans yet.

Meeting with Jill Crainshaw this week to clarify Ombuds Committee membership. One rep should be from FC and the relationship needs to be maintained.

Adjunct faculty FC rep election is ongoing at this time, but Robert Rocco will serve until after the election.

A reminder – Chairs of standing committees need to update web pages with new rosters.

#### 4. **Provost Update**- given by Karen Beres on behalf of Patrick Sims.

Meeting with Millar about faculty development grants (\$25k) and 2 reassigned time awards for 2022-23. Looking for creative ways to fund these awards. Looking forward to aligning guidelines with the UNC policy guidelines.

Provost Sims has been working to develop an Academic Leadership Fellows program (see draft below) to encourage faculty members to become involved in UNCSCA governance. \$5000 non-salaried support for the project. Information is in draft form now and open for comments and feedback. The program will be in partnership with Faculty Development. Will be shared out with FC.

In service day 9/21 12:30-4:30pm. Schedule was shared this afternoon. Chancellor emailed yesterday with opening session information. Faculty will register online for an afternoon session in a future email. Accommodations and remote access are available by request.

Jackson asked if Chancellor Cole will give more information about the Collaborative Scheduling Initiative during in-service day. The session at in-service day begins with faculty and lays out the time frame and allows the body to ask questions. Jackson suggested this will be a monumental shift for campus and on behalf of EPC, requested enough time for the updates to be made thoughtfully. Input from faculty and students will be used before final schedule is created.

Beres runs New Faculty Academy; mentioned only 3 of the new 25 members are multi-contract. She invited Selander to attend an Academy meeting to discuss shared governance. Beres and Kim Pauley in HR have started a New Deans Academy this year. Meeting next week to discuss contracts and reappointments.

#### 5. **Committee Updates**

**Faculty Welfare (FWC)** met 9/8; discussed Excellence in Teaching Awards and how to recognize adjunct faculty members, who make valuable contributions to our community. UNCSCA has 57 adjuncts and 144 fulltime faculty, which is just over 25% of us. We would recommend finding a funding source to create an additional Excellence in Teaching Award for UNCSCA that is for adjunct faculty. Criteria would need to be developed for this award/awards. This recommendation has been shared with Jill Lane (Director of

Teaching and Learning Center). FWC will also continue clarifying the Grievance policy process by adding language defining the role of the Ombuds office, creating a form to file a grievance, and supporting creation of a web page with this information for faculty. FWC still needs a member to serve as rep from School of Film. We meet monthly between FC weeks.

**Faculty Development (FDC)** – Millar reported she met with Beres and Sims last week. Sent email for 2 reassigned time awards and faculty development grant funding of \$25k. Will meet next week to discuss increasing the current funding level for faculty development funds. Website page has been updated and application form has been updated. Will look at using Teams to house applications. Domestic travel is allowed again. International travel is not, but there are special cases that could be considered and approved.

**Faculty Rank (FRC)** – Rimes reported they are working on Dean Rank Evaluations. Three faculty members up for rank this year.

**Educational Policies (EPC)** – Jackson reported School of Music will be submitting a major update now that the new Dean is in place. Registrar reports Banner is not always accurate in calculating GPAs; campus could consider eliminating the separate DLA GPA and arts school GPA. Will discuss this further. Discussion for study abroad program will require staff to support the program. Beres reported we may be able to partner with another university (WSSU) that already has an established office for study abroad.

6. Faculty Assembly Updates – Rosenberg and Klaimon attended last meeting and will report next time. House, Senate, and Governor’s budgets are still different and that is holding up our salary decision-making.

**7. Joint Faculty Covid Statement**

**Action**

*As citizens of our community, we call on students to both protect themselves and help safeguard their fellow students, staff, and faculty-- especially those who are at higher risk or predisposed to the virus. In these extraordinary circumstances, we must nurture and care for one another to ensure that everyone has the opportunity for a positive conservatory experience this semester.*

Motion made to change this paragraph in current joint statement. Dodds suggested dropping “this semester” all together. Vote on amended statement. Motion passed unanimously. Beres will send out revision for the spring.

8. **Adjourn** – Selander adjourned the meeting at 2:00pm.

**Upcoming Meetings**

September 29 (Shared Governance Introduction)

October 6

October 20 (Possible All School Faculty Meeting)

November 3

November 17

December 1

December 15

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## UNCSA Academic Leadership Fellows Program **DRAFT**

The Offices of the Provost and Executive Vice Chancellor and the Chancellor are committed to supporting career development and skill-building opportunities for faculty. This program provides a pathway to enhancing academic governance and leadership at UNCSA and promotes and nurtures a climate of inclusive excellence. The UNCSA Academic Leadership Fellows Program was established in 2021 to further these priorities. The program aims to develop leadership skills for some of UNCSA's outstanding mid-career and senior faculty. Fellows will have opportunities to develop greater insight into key campus strategic initiatives, academic processes, strategic planning, budget issues, and/or challenges in higher education.

Part of a Fellow's role will be to shepherd a project that is both of strategic importance to the campus and of particular interest to the Fellow in the Office of the Provost, Chancellor, or other Vice Chancellors or Vice Provosts as proposed by the applicant. Each year a Fellow will be selected to serve a one-year term and will receive \$5,000 in non-salaried discretionary funds. Individuals can self-nominate by submitting a two-page proposal detailing a project of interest and the area(s) in which they would like to gain more insight and experience. Over the course of the program, participants strengthen their peer networks across campus and in the UNC System.

### Project Objectives:

- To provide hands-on administrative leadership experiences for an interested faculty
- To increase the understanding within the faculty of the practices and procedures of the administration at UNCSA and UNC System
- To provide ongoing faculty involvement and input into administrative decision-making
- To assist in the development of strategic projects and/or university operations.

### Required Qualifications

- Any faculty member holding at least a five-year faculty contract and having served at least 5 years on the faculty at UNCSA may be considered to serve as a Fellow.