

# Faculty Council

## October 16 Meeting Summary

**Action Items** (please engage with your respective faculties on these items):

- We need ONE candidate to join the Ombuds Committee. Send interested faculty members to Jeff George.
  - **Any faculty member is eligible** – there are no requirements beyond one of the two faculty reps being a member of faculty council (which is already satisfied with Jared Redick on the committee). To me, **that clearly would include adjunct as well as MYC faculty.**
- Send Jeff George a list of **faculty searches** going on in your school this year. This information will inform the Searches Task Force.
- Encourage faculty to attend the Schedule & Workload virtual town halls (calendar invites sent to all faculty).
- Be prepared to receive a document created for each school to guide and record discussions over the next 3 months, leading up to the February collaborative day. The goal is to have small- or large-scale conversations within each school, facilitated by Faculty Council members.

**Additional Information:** items that were skipped over in the meeting Wednesday.

- e. (For information): volunteers needed for Homecoming
  - a. [Sign up here](#) or email Claire Ketner ([ketnerc@uncsa.edu](mailto:ketnerc@uncsa.edu))
- f. (For information): Searches
  - a. Vice Provost of Enrollment Management: finalizing job description, posting soon
    - i. I had the opportunity to give feedback, and I think it's strong
  - b. University librarian: search underway; priority candidate period closes 11/30
    - i. Posting: <https://employment.uncsa.edu/postings/9227>
  - c. Health & Wellness Director: relaunched, no date listed for closing
    - i. Our current hire is interim, and we hoped she would transition to full time
    - ii. She is not, and has decided to remain at WSSU
    - iii. Posting: <https://employment.uncsa.edu/postings/9253>
- g. (For information): Task forces – brief update
  - a. HS Policies: doing amazing work, expect to have a product at the end of the semester as planned.
  - b. A.I. Faculty Needs: launched and beginning to meet.
  - c. Faculty Searches: launching next month
    - i. Finalizing the timeline, goals, and possible membership this month
- h. Employee Appreciation Week starts 10/28:  
<https://www.uncsa.edu/announcements/20241016-employee-appreciation-week.aspx>

## **Outline**

### **Support Mechanisms and Response to Tragedy**

- Jeffrey George acknowledges the tragic loss of a student earlier in the week, and highlights support mechanisms in place for faculty and students, mentioning Brian and Laurel's early involvement.
- Jeffrey George highlights the strong response from the administration and the updates to policies and processes that were evident based on past events.
- Jeffrey George encourages faculty to support each other and take care of themselves.
- Bill Volz shares a positive experience of peer-to-peer support among tech students during a difficult time.
- Jeffrey George agrees that support and love are crucial in the aftermath of such incidents.
- Steve LaCosse suggests having a bigger look at the psychological profiles of students to ensure they are ready for the challenges of college.
- Jeffrey George discusses the importance of early and bridge support for students with a wide range of challenges that might impact their transition to college.

### **Challenges in Mental Health Support**

- Dmitri Vorobiev talks about the importance of one-on-one teaching for students to open up about their mental health.
- Jeffrey George emphasizes the need for one-on-one contact with students for advising and checking in on them.
- Dmitri Vorobiev mentions the student perception of ineffectiveness of mental health support services and the need for qualified staff.
- Jeffrey George acknowledges the challenges of providing mental health support outside of regular office hours.

### **QPR Training and Faculty Support**

- Martha Golden shares her experience with QPR training and the importance of recognizing signs of distress in students.
- Jeffrey George encourages Martha Golden to proceed with QPR training without seeking permission.
- Martha Golden and Jeffrey George discuss the need for more training sessions and Elizabeth Klaimon expresses the emphasis of the same from faculty assembly.

### **Decision on Posting Meeting Videos**

- Jeffrey George proposes the idea of posting meeting videos for better faculty engagement and transparency.
- Bill Volz supports the idea, emphasizing the importance of openness and shared governance.
- Jeffrey George acknowledges the limitations of AI transcriptions and the potential for video posts.

- Steve LaCrosse raises concerns about closed sessions and the need for clear delineation of public and private meetings.
- Anson Koch-Rein asks about the possibility of putting posted videos behind a login. Jeffrey George suggests that Teams might be a good platform for that.
- Jeffrey George decides not to introduce a motion this meeting, but will craft one with input from today's speakers and bring it to the next meeting.

### **Weather Decision-Making Process**

- Jeffrey George expresses frustration with the lack of a clear decision-making process for weather closings.
- Bill Volz, Joe Mills, Cliff Odle, and Jeffrey George discuss the role of campus police and the provost in making these decisions, as well as the consistency of weather-related decisions across the county and state.
- Jeffrey George plans to follow up with the provost and chancellor on the need for faculty representation in decision-making committees.

### **Ombuds Committee and Faculty Representation**

- Jeffrey George highlights the need for faculty representation on the ombuds committee.
- Steve LaCrosse, Joe Mills, and Jeffrey George discuss the importance of having a full-time ombuds and reporting directly to the chancellor.
- Elizabeth Klaimon shares her experience on the ombuds committee and the need for accountability in reporting.
- Jeffrey George asks school reps to solicit candidates for the ombuds committee and promises to push for the needed changes.

### **Collaborative Days and CSI Discussions**

- Jeffrey George updates on intermission and collaborative days and the need for ongoing discussions about schedule and workload issues.
- Jared Redick expresses frustration with the continued conversations and the lack of progress on workload solutions.
- Jeffrey George emphasizes the importance of preparing a strong proposal to address workload issues.
- Jeffrey George plans to schedule follow-up discussions and workload discussions in each school.

### **Faculty Development and Grant Applications**

- Rosemary provides updates on the faculty development grant and the importance of using awarded funds.
- Kara Anderson inquires about the process of applying for grants before or after conference acceptance. Rosemary clarifies that it is best to apply for funding after acceptance.
- Jeffrey George mentions the need for budgeting for faculty and staff events and the potential for future gatherings.

### **Faculty Assembly and Insurance Switch**

- Cliff Odle and Elizabeth Klaimon discuss the draft minutes of the faculty assembly meeting and the switch to a new insurance provider.
- Jeffrey George mentions the upcoming Employee Appreciation Week and the various activities planned.