

Faculty Council Minutes

August 21, 2024

Members In Attendance:

Jeff George (Chair), At-Large Rep (HSAP)
Cliff Odle (Vice Chair), FA Rep (Drama)
Wade Wilson (Secretary), D&P Rep
Abby Yager, At-Large Rep (Dance)
Anson Koch-Rein, FWC Chair (DLA)
Bill Volz, FRC Co-Chair (D&P)
Chris Dorr, Film Rep
Christia Thomason, Library Rep Alt.
Christopher Bruhn, Library Rep
Claire Fort, Drama Rep
Clint Smith, At-Large Rep (Film)
Elizabeth Klaimon, FA Rep (DLA)
Frazier Smith, Adjunct Co-Rep (Film/Music)
Janine Hawley, EPC Co-Chair (Drama)
Jared Redick, Dance Rep
Joe Mills, DLA Rep
Kara Andersen, Film Rep Alt.

Martha Golden, HSAP Rep
Rosemary Millar, FDC Chair (DLA)
Shahin Nemat-Gorgani, Adjunct Co-Rep (Film)
Steve LaCosse, FRC Co-Chair (Music)
Dmitri Vorobiev, Music Rep

Others In Attendance:

Kait Dorsky, University Archivist
Brian Cole, Chancellor
Patrick Sims, Provost
B. Afeni McNeely Cobham, VP of Inst. Eng.
Eric Burns, Assoc. VP for Budget & Fisc. Plan.
Karen Beres, VP & Dean of Academic Affairs
Katherin Johnson, Assoc. VC for Strat. Comm.
Kory Kelly, VC for Strat. Comm.
Laurel Donley, VP of Student Affairs
Susan Crabtree, D&P

1. Call to Order/Welcome
2. Approval of May 8 Meeting Minutes
 - a. Moved by Vorobiev, seconded by Yager
 - b. Approved without dissent
3. Council Leadership Updates (for information)
 - a. Staff Council partnership, Faculty/Staff social, introduce Victoria Nash
 - i. Social: Monday, September 30, 5-6 PM, Lot 63 in Old Salem
 - ii. Staff Council is looking to update and replace their procedures
 - iii. Nash emphasized celebrating the staff and faculty
 - iv. Nash and George will attend each other's meetings to stay more informed, and advocate together for shared interests.
 - b. Shared governance
 - i. "Principles of Shared Governance" in our Faculty Manual were created by Faculty Assembly and are not an official UNC System policy.

- ii. Shared Governance Summit met on August 6, with members of Faculty Council joined by Cole and Sims. We discussed searches, successes and breakdowns in shared governance in the recent past, and improving the onboarding of leadership figures to ensure better continuity through changes.
 - 1. Future meetings are being planned to follow up on this Summit, so that it will not be only a once-a-year event.
 - iii. George has been emphasizing “process over product” in multiple spaces over the summer and the start of school.
 - 1. Learning from the external reviewer reports in the arts schools, which also had significant focus on process.
 - 2. Making sure our processes are effective, documented, and followed.
 - 3. What do we value more, the productions we produce or the development of artistic processes? George would like the Council to take up that discussion this year.
 - iv. George feels that communication is our weakest area as an institution, and will be working with all levels of the University to find ways to improve the dissemination and reception of information.
- c. SGA/GSC partnership
- i. George has met with College SGA President Jack Sargent and High School SGA President Joanna Holden, and will meet with Graduate Student Council President Eden Kinsey later the day of the meeting.
 - ii. George sees an opportunity with the current strong student leadership to galvanize the changes they need in terms of wellness, which also has a profound effect on faculty wellness.
- d. Staffing the work
- i. Jim DeCristo will be gathering all the committees operating at the University this school year and publishing them on the website.

- ii. Officers have been working with administration to create a broader and deeper pool of faculty to participate in this work, so that the same people are not repeatedly asked.
 - 1. Intentionally draw on faculty who are not yet eligible or have not had the opportunity to serve at the Faculty Council level.
- iii. George is creating three task forces, which have finite terms and scope.
 - 1. Faculty Searches: gather data from this year and last year to establish a best practices guidebook for searches at UNCSA, which will ensure the faculty voice is honored in that process.
 - a. George will chair this task force
 - 2. High School Policies: during the fall, examine the policies of similar institutions and develop a set of non-negotiable policies, as well as further recommendations, to present to administration. In the spring, write a comprehensive policy manual and make recommendations for unified training taken by all faculty and staff that have contact with minors on our campus.
 - a. Maggie Anderson and David Winkelman will co-chair.
 - b. Staff Council and Student Affairs will have representation.
 - 3. A.I. Requirements: during the school year, gather the needs and concerns of faculty for both software and training, to present to administration.
 - a. Christopher Bruhn and Andrew Britt will co-chair.
- iv. Amit Bhattacharya (Film) will represent the faculty on the Data Governance Committee and its A.I. Subcommittee.
 - 1. Cole added that he is also forming a think tank related to A.I. in the arts industry, and having some overlapping faculty would be productive.

- v. Working to finalize QEP leadership and committee. Elizabeth Davis and Sarah Iler will be visiting all schools to communicate about this and to find a representative from each for a 2-year commitment.
- vi. University Librarian search is being re-launched, and Beres is looking for a faculty co-chair.
 - 1. Beres added that she has an offer out as of the meeting, but would welcome additional interest.
- vii. Faculty Assembly working groups
 - 1. Clint Smith is serving on Annual Program Review
 - 2. Nominations due 8/21 for other groups (sent in separate email)
- viii. Peer Review Committees: clarifying (and eventually recording) the processes for requesting outside faculty.
 - 1. At the May 8 meeting, an exemption was approved for DLA to request help with rank promotion committees.
 - a. A miscommunication of this information created confusion for some units at the start of this year.
 - b. LaCosse entered a point of order that he believed we had approved Faculty Manual language change.
 - c. George responded that the language of the motion that was approved referenced only a one-year exemption, but that the Council can take up the language change immediately this fall.
 - 2. Elizabeth Klaimon asked a question about proper procedure for requesting outside faculty – should it go through the requesting school’s dean?
 - a. George replied that Kim Bradfield is the Director of Faculty Affairs, and the formation of peer committees is delegated solely to faculty.

- b. Beres responded that having everyone in the conversation would be beneficial, so that we have the best possible information with which to make decisions.
 - ix. Board of Trustees meeting dates: members of Faculty Council are invited to attend to learn more about how the Board works. Committee meetings are during the school day on the Thursday for each set of meeting days. The schedule changes from meeting to meeting, so we will bring that to the Council as soon as it is published.
 - 1. September 26
 - 2. December 5
 - 3. March 13
 - 4. May 1
 - e. Information from Faculty Assembly (with help from Elizabeth and Cliff)
 - i. Policy 700.1.1.1: Minimum Eligibility Requirements for Undergraduate Admission.
 - 1. Policy emailed and placed in the chat
 - 2. Send feedback by 8/27
 - ii. Regulation 1300.7[R]: Threat and Behavior Assessment Team.
 - 1. Policy emailed and placed in the chat
 - 2. Will be discussed at a later meeting, with guest speakers including Chief McMaster.
 - f. Reminder about updated syllabus requirements (checklist provided)
 - g. Faculty Endowed Scholarship, Annual Report
 - h. Intermission, Collaborative Days
- 4. Provost Updates:
 - a. Search for Vice Provost for Enrollment Management
 - i. Kelly and Sarah Iler will co-chair.
 - ii. Funding from a vacant line due to Paul Razza stepping down.
 - iii. Looking for reps from DLA, HSAP, and 3 arts faculty.

- iv. Reps from Financial Aid, Admissions, Registrar
 - v. Target is to have candidates on campus in January
 - b. In the meantime, Rob Myers will share the work of enrollment management with Sharon Hush and Sims.
 - i. Referenced SCOTUS decision to eliminate affirmative action/EDIB from admission standards
- 5. Chancellor Updates:
 - a. Equality in North Carolina (DEI) policy compliance (for information)
 - i. Two big spaces are protected: in the classroom (academic freedom) and student-generated activities.
 - ii. Required revision to the Strategic Plan to integrate principles of student success and belonging into the other four pillars, as our original 5th (EDIB) pillar is no longer fully compliant with the new policy.
 - 1. Were able to integrate six of the original parts of the EDIB pillar into the other four.
 - 2. Board of Trustees will hold a special meeting to approve the revisions.
 - iii.
- 6. New Business
 - a. Approval of one-year exception for adjunct co-reps, pending review of faculty manual language
 - i. Motion by George, seconded by LaCosse
 - ii. Passes without opposition
 - b. August elections: Reappointment, Reconsideration (for action in schools)
 - i. Separate emails coming to reps as reminders of this.
 - c. Minutes, meeting videos, and A.I. pilot (for discussion today)
 - i. What is the best time for Faculty Council meetings, now that we have a 2-hour window?
 - ii. Brief discussion, with several viewpoints advanced.

- iii. George suggested sending a poll to the Council to gauge their feelings, with the default being “stay at the same time.”
 - iv. George is conducting a pilot of A.I. software for the purpose of taking minutes, comparing Zoom, Teams, and Otter (with the possibility of expanding parameters later in the year.)
 - d. Faculty manual revisions (for discussion later in the year)
 - i. Send any ideas or requests to officers.
- 7. Developing Faculty Council Agenda Items (for discussion today and ongoing)
 - a. Added to post-meeting poll, will be on the agenda for September 18.
- 8. Adjourn

Items for Further Communication:

- School reps
 - Faculty elections: separate email from Jeff George
 - Syllabus requirements: reinforce
 - Faculty/Staff social: Monday 9/30, 5-6, Lot 63 (in Old Salem)
 - Solicit questions from faculty for Brian and Patrick to answer when visiting
 - QEP committee rep from each school: 2-year commitment

Upcoming Faculty Council Meetings

- 9/4 ALL-FACULTY MEETING
- 9/18 Faculty only, in person with Zoom option (Library 4th floor conference room)
- 10/2 Full meeting, by Teams
- 10/9 Standing Committees
- 10/16 Faculty only, in person with Zoom option (Library 4th floor conference room)
- 11/6 Full meeting, online (platform TBD)
- 11/20 Faculty only, in person with Zoom option (Library 4th floor conference room)
- 12/10 Full meeting, online (platform TBD)