General Faculty Meeting Agenda
Virginia Dare Room, Alumni House
Wednesday, April 19, 2017
3:00 – 5:00 PM

3:00 Call to Order & Remarks
   Anne Wallace, Faculty Senate Chair

3:10 Approval of September 14, 2016 Minutes
   Laurie Kennedy-Malone, Secretary to the General Faculty
   [Enc. A]

3:15 Report on At-Large Elections
   Jennifer Motszko, Committee on Committee Chair

3:25 Faculty Government Committee Resolutions
   Greg Bell, Government Committee Chair
   Resolution #GF04192017/1:
   To Revise the UNCG Faculty Rank and Title Policy Changing the Policy for Hiring at Ranks of Associate Professor and Professor
   [Enc. B]
   Resolution #GF04192017/2:
   To Revise the Constitution of the Faculty to Allow the Faculty Government Committee to Make Non-Substantive Changes to the Constitution and Bylaws Without Bringing a Resolution to the Faculty Senate and General Faculty
   [Enc. C]

3:45 Remarks
   Dana Dunn, Provost & Executive Vice Chancellor

4:25 Announcements

Please join us! End-of-Year Reception & Social
“Faculty Mentoring”
Immediately following meeting in the Faculty Center
Sponsored by the: UTLC, Faculty Senate, AAUP

Upcoming Events:

Next Meeting of the FACULTY SENATE:
   Wednesday, May 3, 2017
   Alumni House, Virginia Dare Room

Commencement is Friday, May 12, 2017

Next Meeting of the GENERAL FACULTY
   Wednesday, September 20, 2017
   Alumni House, Virginia Dare Room

Refreshments are available at 2:30 p.m. for Senators to meet and greet faculty colleagues
NOTE: We encourage Senators, non-voting faculty and visitors to speak upon being recognized by the Senate Chair

Sign Language Services provided as needed and requested (please allow 72 hours) by:
Communications Services for the Deaf and Hard of Hearing.
Contact: 336-275-8878, or the Faculty Senate Office, 336-334-5345/mlwolfe@uncg.edu
Minutes of the General Faculty September 14, 2016

(Approval pending the April 19, 2016 General Faculty Meeting)

3:00 Anne Wallace called the meeting to order and greeted all faculty to the new academic year. She especially welcomed the new faculty to UNCG.

3:10 Anne Wallace read an original piece to the assembly reflecting on the changing of the seasons from summer to fall. She then described briefly to the audience how the Senate conducts business, the role of the Senate committees and encouraged engagement on the part of the entire faculty. [Full text of remarks available upon request from Faculty Senate Office.]

3:25 Laurie Kennedy-Malone asked for changes or additions to the spring 2016 General Faculty meeting minutes. No changes were suggested and the minutes were approved as written.

3:30 Provost Dunn presented the annual Convocation address to the Faculty. Provost Dunn reflected briefly on the last academic year. The Convocation report was then divided into three different areas: COACHE Committee Recommendations and Responses, Faculty Exit Interview Summary 2016 and Enrollment Change and CITI Funding 2015-2016 and 2016-2017. Provost Dunn’s presentation reflected the responses to the recommendations made by the university appointed committee that reviewed the COACHE survey results. Responses were separated out by priority status high, medium high, medium low and low medium on 14 items. Detailed explanation was given how each recommendation was being addressed this academic year or prior action that had been taken. High priority issues included faculty raises and bonuses, teaching support for faculty and students via the UTLC (which included grant funding availability for all full-time faculty), and senior administration engagement with faculty concerns. Provost Dunn explained strategies that she employed last academic year meeting with small groups of faculty over lunches and the periodic review of senior administration. The provost spent time explaining the raise and the bonus process; including new information that was just obtained from General Administration on additional bonuses. The provost next discussed the actions taken or to be addressed this academic year that the COACHE review committee had considered medium priority based on the results.
Areas included under medium concern from the COACHE survey results included research time and funding. Provost Dunn discussed the internal research funding that was proposed for this year to be available and how the new faculty workload policy was designed to include flexibility in faculty workload to include time for research needs. Provost Dunn updated the faculty on the status of the search for a Vice Chancellor for Human Resources. She recommended that once that position is filled issues concerning benefits could be addressed; she emphasized the need to enhance communication on benefits to faculty. She discussed that a Retired Faculty Association is being considered. Other areas of medium concern in the COACHE Faculty Satisfaction Survey were faculty workload considerations, promotion expectations for associate professors and mentoring for all levels of faculty. The Provost discussed her recommendations for mentoring to the deans and the role the UTLC will take in mentoring (developing workshops).

Provost Dunn then gave an overview from the data collected from the Faculty Exit Interviews. A total of 9 faculty participated in Faculty Exit Interviews for the academic year ending in 2016. Five of the nine faculty members were retiring from their positions. Faculty were also asked to respond to 21 factors on an online survey. Areas of high satisfaction included balanced workloads and teaching assignments, departmental communication, and library facilities. The two areas of lowest satisfaction were annual salary and benefits.

For the last portion of the presentation Provost Dunn gave an extensive report pertaining to how the Enrollment Change and Citi Funding for AY 2015-2016 with explanation of how resources were allocated for the past two years. The power point presentation is available on the Provost website listed under Convocation 2016. The Provost asked if there were any questions from the audience and responded to the individual questions asked. Questions pertained to enrollment needs and resource adequacy for rising enrollment figures.

4:50  Anne Wallace reminded the faculty that immediately following the General Faculty meeting is the welcome reception and social for new faculty that is sponsored by the UNCG Faculty Senate, University Teaching & Learning Commons and UNCG’s chapter of the American Association of University Professors. The installation for our chancellor Franklin Gilliam Jr. will be held on October 7th at 2:00pm in the UNCG Auditorium. The meeting adjourned at 5:00pm.

Minutes provided by:

Laurie Kennedy-Malone,
Secretary of the General Faculty

(Minutes pending approval at the April 19, 2016 General Faculty Meeting)
Resolution #GF04192017/1
To Revise the UNCG Faculty Rank and Title Policy
Changing the Policy for Hiring at Ranks of Associate Professor and Professor
Faculty Senate Government Committee

WHEREAS the revision to the UNCG Faculty Rank and Title Policy in August 2016 led to a larger review of University Promotion and Tenure regulations, and

WHEREAS Provost Dunn recommended that changes be made to Section 3.E.ii and Section 3.F.ii regarding hires at the ranks of Associate Professor and Professor to make them better align with corresponding sections on promotions from within UNCG, and

WHEREAS the Faculty Senate discussed the Provost’s proposed changes on October 5, 2016, and

WHEREAS the University Promotion and Tenure Committee discussed the proposed changes and agreed with the Provost’s recommendations, therefore

THEREFORE BE IT RESOLVED that Section 3.E.ii be revised as follows:

3.E.ii. An Associate Professor hired at that rank from outside the institution may be appointed to a probationary term of up to five years, or, with justification, may normally be appointed with tenure. With appropriate justification, an Associate Professor may be appointed for a probationary term of up to three years.

3.F.ii. A Professor hired at that rank from outside the institution will normally be appointed with tenure, but may, with justification, be appointed to a probationary term of up to five years.

3.F.ii.b. If appointed for a probationary term, before the end of the penultimate year of that term, the Professor shall be reviewed for tenure, and a decision rendered. The procedures in section 4 shall be followed. If tenure is not awarded, the Professor’s employment shall end at the conclusion of his or her probationary term contract.

Faculty Senate Action/Date: 03/01/2017 Approved
Chancellor Action/Date: 03/06/2017 Received and Approved
General Faculty Action/Date: pending
Board of Trustees Action/Date: 
UNC GA Action/Date: 
BOG Action/Date: 

Effective Immediately following all required approvals.
Implementation of Resolution: The Faculty Senate will collaborate with the Office of the Provost to notify affected persons and offices to coordinate the update of printed, electronic forms, and publications.
Resolution #GF04192017/2

To Revise the Constitution of the Faculty to Allow the Faculty Government Committee to Make Non-Substantive Changes to the Constitution and Bylaws Without Bringing a Resolution to the Faculty Senate and General Faculty

Submitted by Greg Bell, Chair, Faculty Government Committee

WHEREAS approved changes to the University such as changes to unit or position names, changes to administrative structure, or changes to Faculty Senate leadership necessitate non-substantive changes to the Constitution of the Faculty and Bylaws of the General Faculty and the Faculty Senate, and

WHEREAS the Faculty Government Committee is charged with reviewing and approving all changes to the Constitution of the Faculty and to the Bylaws, including non-substantive changes such as errors of grammar, capitalization, and other typographical errors, and

WHEREAS the Constitution of the Faculty ARTICLE III, specifies that all amendments to the Constitution require a Faculty Senate vote and the approval of at least two-thirds of the required quorum of 45 voting members of the General Faculty, therefore

BE IT RESOLVED, That the Constitution of the Faculty, ARTICLE III: AMENDMENTS TO THIS CONSTITUTION, be amended by the addition of the following item below the existing item 6:

7. On an annual basis the Faculty Government Committee will review the Constitution of the Faculty and the Bylaws of the General Faculty and the Faculty Senate for clerical or typographical errors and/or editorial changes necessitated by approved changes to the University. Any such changes will be reported to the Faculty Senate and General Faculty.

Faculty Senate Action/Date: approved 12/7/2016
Chancellor Action/Date: (received and approved 12/12/16)
General Faculty Action/Date: (pending approval 4/19/17)
Board of Trustees Action/Date: 
UNC GA or BOG Action/Date: 

Effective Immediately following all required approvals.
Implementation of Resolution: The Faculty Senate will collaborate with the Office of the Provost to notify affected persons and offices to coordinate the update of printed, electronic forms, and publications.
Context for Resolution #GF04192017/2

To Revise the Constitution of the Faculty to Allow the Faculty Government Committee to Make Non-Substantive Changes to the Constitution and Bylaws Without Bringing a Resolution to the Faculty Senate and General Faculty

Faculty Government Committee

This resolution would give the Faculty Government Committee the power to make non-substantive changes to the Constitution of the Faculty and the Bylaws of the Faculty Senate and the General Faculty without requiring a faculty senate resolution, discussion, and vote, and without bringing such changes to the general faculty for a vote.

Rationale: Several small non-substantive changes to the Constitution are required. Any such change (however insubstantial) currently requires a motion from the Faculty Government Committee, discussion, and a vote. Below are a few instances of the types of changes the Faculty Government Committee would like to make without having to bring resolutions to the Faculty Senate and General Faculty:

1. Several years ago, the leadership structure of the Faculty Senate was changed so that the chair serves one year as chair-elect, two years as chair, and one year as past-chair. Although a careful effort was made to revise the constitution to reflect this change, some errors still persist; e.g. ARTICLE II, Section 8.1 refers only to a Chair-Elect, while it should include Past-Chair in years when there is no Chair-Elect.
2. Last year the electoral division “School of Music, Theatre and Dance” became the “College of Visual and Performing Arts.” This change needs to be made in two places in the Constitution.
3. In Article II, Section 4.1, the structure of items a. and b. should be corrected. To be consistent with other parts of the Constitution, the positions such as “chair” should be capitalized. Oxford commas do not appear in these lists, while they do appear in other places. Other errors of capitalization occur throughout the Bylaws and persist due to the current system of amendment.

Such non-substantive changes will be made on an annual basis by the Faculty Government Committee and will be reported to both the Faculty Senate and the General Faculty.