UNCG
Faculty Senate

Meeting Agenda
Wednesday, November 2, 2016   3:00 – 5:00 p.m.   Virginia Dare Room, Alumni House

3:00 p.m.
Call to Order and Introductory Remarks
> *Anne Wallace, Chair of the Faculty Senate*

3:10 p.m.
Approval of the Faculty Senate Meeting Minutes: August 31, and October 5, 2016 (Enclosures A, B)
> *Brad Johnson, Secretary of the Faculty Senate*

3:15 p.m.
Provost Remarks
> *Dana Dunn, Provost & Executive Vice Chancellor*

3:30 p.m.
Discussion
> Continued discussion: How the Senate Does its Work & Prepare for Chancellor visit February 1, 2017
> *Anne Wallace, Chair of the Faculty Senate & Andrea Hunter, Chair-Elect*

4:20 p.m.
Committee Report
> Budget Committee report and survey collection (Enc C)
> *George Michel, Budget Committee Chair*

4:30 p.m.
Committee Report
> General Education review/report/discussion
> *David Carlone, General Education Council Chair*

4:40 p.m.
Discussion of the General Education Council Report

4:50 p.m.
New Business/Old Business
> *Anne Wallace, Chair of the Faculty Senate*

Adjourn

UPCOMING EVENTS: **Faculty Forum:** November 16, 2016 **3-5p, Virginia Dare Room**

Equity, Diversity & Inclusive Excellence at UNCG: A Discussion
Guest facilitators: Julia Mendez Smith, Chancellor's Fellow for Campus Climate
Gerald Holmes, Chair, Faculty Senate Committee on EDI in partnership with
Chair-Elect Andrea Hunter and members of the EDI committee

Next Meeting of the Faculty Senate*: December 7, 2016*
3-5p, 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 for Faculty Senate Office, 336-334-5345/mlwolfe@uncg.edu

Faculty Senate Meeting Minutes
Wednesday, August 31, 2016
3:00pm-5:00pm
Virginia Dare Room, Alumni House
(Pending approval at the November 2,, 2016 meeting)

Call to Order and Introductory Remarks
Anne Wallace, Chair of the General Faculty and Faculty Senate
- Anne introduced Executive Officers of the Senate and Brad Hayes, Chair of the Board of Trustees
- Anne conceded her opening remarks to allow Chancellor Gilliam to speak to the Senate
- Chancellor Gilliam
  - Welcomed Senators back for the academic year
  - Referenced the State of the Campus address and the theme of taking "giant steps"
    - https://newsandfeatures.uncg.edu/state-campus-address-2016-giant-steps/
    - http://ure.uncg.edu/prod/cweekly/2016/08/23/seehear-aug-24-2016/
  - Used his time to field questions or comments
    - Senator inquired about legislation on using state funds for fundraising
      - Returns in investments return about 3:1
      - State only provides about ⅓ of monies--we'd have to make up the difference
      - Able to take management flex cut from other sources
      - As UNCG moves forward with executing actionable items, those items will continue to need funding (donors and other revenue sources)
    - Senator inquired about the State of the Campus address and the role of change being part of the upcoming year--what kind of change and what kind of vehicles will be put in place
      - As we develop priorities and set up strategic plan, will be making decisions about programs and funding
      - Chancellor didn't want to be too specific at this point about actionable items that would start in Spring
        - Will be zero-sum game overall
        - Want to decrease time to degree for students; physical plant needs some attention; online education offerings; choices need to be made about size and enrollment of programs to examine growth
        - UNCG will talk about what we have
        - Goals: transform student experience, transform knowledge development and dissemination, transform the region
        - Chancellor's legacy: Bigger, better, deeper
    - Chancellor elaborated after Chair asked about priorities and process by which that happens
      - Chancellor shared that the process to identify priorities has already been happening for the last 18 months
- Chair asked that if there are any other questions that come up, please send to her and she will compile and will send forward to the Chancellor

Approval of the May 4, 2016 Faculty Senate Meeting Minutes
Brad Johnson, Secretary of the Faculty Senate
- The Secretary called for motion to approve the minutes of May 4, 2016. So moved and seconded. Minutes approved.

Presentation: Online Learning Faculty Training and Peer Review
David Teachout, Director, UTLC, & Laura Pipe, Coordinator, Teaching Innovations
- Handouts were provided to Senators (See Appendices)
- Back in summer, Provost recognized needs of online learning indicative of the broad landscape across the country
- Workgroups were established to look at faculty development with online resources and developing voluntary peer review of online learning
- 2 workgroups/committees included representatives of the faculty, DCL, ITS, library, etc.
- Voluntary Peer Review Process for Online Learning (handout diagram)
    - Faculty initiatives review process with UTLC; UTLC then determines if it goes to a Standard or Advanced Peer Review
    - This will be looked at as pilot project for 2016-2017
    - Standard Peer Review rolled out in Spring and will be limited to the first 15 courses submitted
    - Advanced Peer Review will be ready by mid-Fall semester; will not have a limit of involvement/submissions
- Faculty Resources for Online Learning (handout diagram)
    - Committee began with reviewing current available resources
    - Strategic pathway then laid out for the coming years
    - By Spring, online resources available for faculty
    - By Summer, boot camp for technology and pedagogy
    - 4 opportunities on campus to support online learning
        - On-going Support Available 24/7
        - Face-to-Face/Hybrid training components
        - Annual support
        - Post Certificate Year/Peer Review
    - Have tier tracks that will be available starting next fall
        - Introductory Level (Level 1)--in development
        - Intermediate Level (Level 2)--by Fall 2018
        - Advanced Level (Level 3)--by Fall 2019
            - Faculty mentors already teaching online will have opportunity to become mentors
- UTLC would like to bring together resources available across the campus together to better assist faculty in online teaching and online course development
- Questions from floor
    - Senator asked how this process will work with current course/peer evaluations
        - Specific feedback on course goes back specifically to faculty member only--UTLC will not be part of formal course evaluation process
    - Senator inquired about online courses featuring faculty members in audio and video clips--asked for resources to further develop faculty members as speakers to enhance the quality of audio and video clips in courses
    - Senator inquired about if there were any thoughts of moving in the direction where course development would take place by centralized resources instead of faculty, as some other

universities have done (handing over resources/information by faculty to centralized source who puts "creates" the class and puts it online)
- ▪ David responded that faculty development training is focused on helping faculty sharpen pedagogical strategies for their courses
- ▪ UTLC wants to sensitize processes that have the biggest impact on student learning
  - ● UTLC wants to help faculty feel more ownership and expertise with merging technology and pedagogy together
- o Senator inquired if there is possibility for faculty to use peer evaluation/feedback as part of P&T packets for consideration
  - ▪ Faculty can utilize those in their packets but UTLC would not formally have a role in that
  - ▪ UTLC would look to possibly have a letter stating that the faculty member has participated in the peer review process
  - ▪ Chair suggested that these evaluations could serve as supplemental materials in one's dossier
- o Senator asked how faculty are able to volunteer or participate in the process
  - ▪ David shared process is initiated once faculty submit form to be reviewed under standard or advanced peer review
- o Senator asked if there is any room for how student feedback is utilized
  - ▪ David shared faculty do receive student feedback at end of course but UTLC doesn't receive this as part of the review process
- o Senator shared that faculty need support for ADA compliance and need resources to support online education
  - ▪ David shared that UTLC at this point doesn't have resources or mechanisms to provide these foundational services for course, especially online courses
  - ▪ Laura shared that this concern came up in the committee meetings--was submitted to Provost and Provost suggested this be looked at by another committee for further investigation
- o Senator asked if any data exists that tell us how many online courses are currently offered by the University--where are we now and where do we want to be
  - ▪ It was shared that approximately 21% of credit hours are online, a great deal of which occurs during the summer
- o David asked for any additional questions be sent to him and he'll respond as soon as possible

Presentation/Discussion: How does Faculty Senate Work--no Not? Our Meetings, Priorities, and Goals
Anne Wallace, Chair of the General and Faculty Senate
- ● Anne shared that Provost was absent b/c of a Chief Academic Officer's (CAO) meeting in Chapel Hill
- ● Anne acknowledged new/returning Senators for this year
- ● Anne acknowledged the round tables and the upcoming discussions that would occur in today's meeting
- ● Anne acknowledged that Senate's role and ways it contributes to knowledge and experience is expanding with new initiatives
  - o Senate is being asked to contribute membership/representatives to these new initiatives' committees
- ● Acknowledged Chancellor's Initiation on Nov. 7
- ● Next year will be 125th anniversary of UNCG and the 25th anniversary of Faculty Senate
- ● Anne shared her general statement to the Carolinian (which appeared on the front page of their latest issue) about what she feels Faculty Senate does: "The Faculty Senate's work always evolves over the course of the year, as new issues or tasks come forward. As the elected representatives of the faculty, we discuss faculty concerns and interests, and voice these in our work with the University's administrative

leadership. Faculty Senate's primary responsibilities are promoting academic excellence--so, matters involving curriculum, teaching, classroom policies that affect student welfare and learning, and so on-- and insuring faculty welfare in areas ranging from credentialing and workload guidelines, to compensation and job security."

- New College of Visual and Performing Arts created this year (https://vpa.uncg.edu/)
    - o Constitutional changes need to happen to include this new College in Faculty Senate documents
    - o Senate Elections Committee will rework appropriation of elections given this new College
- Review of Academic Integrity policy occurring this year--Provost suggested to have 3 representatives from Faculty Senate on this review committee. These will be: Rob Guttentag (also co-chair of this committee), Donna Nash, and Ken White.
- University-wide office hour policy: SGA has twice requested that this be developed and Provost wishes to pursue. Anne has asked the Academic Policies and Regulations Committee (Colleen Fairbanks, chair) to propose one or more alternatives for minimum standards that would be flexible to reflect type of course, instructor's load, etc.
- Recommendations on Non-Tenure Track Faculty--will be coming to the Senate soon for further discussion
- Faculty Welfare & Compensation--continues to be a concern for Senate
- Faculty Senate needs to be increasingly thoughtful about what we engage in and how we do this
- Questions of process and format--the kinds of meetings we have, the way they are formatted, what we include in the meetings, etc.,ß can have an effect on Senators
    - o Do we want to "disrupt" the way we do things and carry out business?
- Anne asked to take approximately 30 minutes to engage in discussion topics (handouts on each table)/starter questions
    - o Anne asked each group to bring forth 1 item for consideration as well as the notes scribed by each table
- Table report-outs (See Appendices)
    - o Question about when meeting minutes are posted; suggestion about meeting minutes and posting minutes that are not yet approved to be more timely b/c of the lag-time
    - o Senator suggested having online approval of meeting minutes; Steve Y. Suggested having a newsletter to send out with a summary of the meeting minutes
    - o Senator shared suggestion about trying to improve the Senate for being more proactive and less reactive; establishing a clearinghouse to receive suggestions that can then be distributed to necessary committees for processing and then using Faculty Senate meetings to discuss
        - ▪ Need to solicit feedback/comments/suggestions from faculty constituency more consistently

New Business/Old Business
Anne Wallace, Chair of the General and Faculty Senate
- Anne almost has all liaison positions to Senate Committees established but still need to fill a few vacancies
- General Faculty Meeting & Convocation (September 14, 2016)--Provost will be talking about COACHE survey and satisfaction survey
    - o After this meeting/convocation, a reception for new faculty will occur that will be sponsored by AAUP, Faculty Senate, and UTLC
- Senator asked what Chair felt was on the horizon to be discussed by Senate
    - o Review of Academic Integrity Policy
    - o Reappropriation of Senators based on establishment of new College of Visual & Performing Arts
    - o Temporary Committees possibly becoming permanent

- Senator asked about if Senate will be involved with further articulation of the UNCG Strategic Plan
  - o Chair stated she wasn't completely clear either on role of faculty with development of Strategic Planning
  - o Chair will continue to inquire about further Faculty Senate role with the Chancellor and Provost
- Senator stated concerns about transparency regarding faculty hires and the processes that are taking place; having the Provost to address those
  - o Anne asked Senators to send her email reminders of topics to bring up for discussion
- Senator asked if appropriate to ask Chancellor to return back to future Senate meeting, given that it was very last-minute that we knew he would be attending
  - o Anne shared that previous talk about Chancellor being invited to meeting in October or November
- Senator asked if a statement could be made sooner than later that Faculty Senate have a definite role/involvement in the further development of future strategic planning initiatives
  - o Anne shared that she acknowledged to Chancellor that we were aware that he was awaiting information from GA and that Faculty
  - o Motion: Faculty Senate desires to be strongly involved in the development of the University Strategic Plan. Motion to approve; seconded; passed unanimously.

Adjourn
- Move to adjourn. Seconded
- Adjourned.

Respectfully submitted,
Brad Johnson
Secretary of the Faculty Senate
Pending approval at the October 5, 2016 Faculty Senate Meeting

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Meeting Handout: Topics for Table Discussions, August 31, 2016

How does the Faculty Senate Work—or Not? Our Meetings, Priorities, and Goals
These are just suggestions. Take up any that you wish, focus on one, create your own!

1) What issues or tasks should take top priority for the Senate this year? If possible, please name actions or discussion opportunities that could facilitate these priorities.

2) What should the Senate consider its primary goals overall, that is, in any year? (ditto on the actions/discussions!)

3) Do our three types of faculty governance meetings—General Faculty, Senate, and Forums—offer opportunities to address the various priorities and goals you've identified? Are there other formats, or format changes, you'd recommend?

For background, generally these meetings include:
General Faculty: Provost's convocation, faculty governance business including such things as Constitutional changes, P&T policy approvals, etc.

Senate: Chancellor and/or Provost remarks and updates; Senate committee reports; action resolutions emerging from committees and policy work; broader policy discussions; presentations on Univ. initiatives and policies; shorter announcement-type presentations.

Forum: single issue in-depth presentations and discussions. (In the past Forums often included two one-hour presentation/discussions, and we will try some of this in this year.)

4) How can we strengthen communication of all kinds?
      a) within Senate
      b) from the committees
      c) with and in the units, our faculty constituencies
      d) with University administrative leadership

*Here are some ideas that have come forward***:** regular presentations from unit Senators to their faculty assemblies or meetings of dept. heads; open comment session (in Senate? in General Faculty?); gatherings of smaller groups of Senators for conversation

5) How can we enhance faculty engagement in the formal and informal processes of governance—either broadly, or in specific areas?

Notes from small table groups "how Does the Faculty Senate Do Business?" discussion, August 31, 2016
The order of these notes is simply the order in which the Chair received them.

[group 1]
1. trying to avoid spending time in open senate talking about 'minutiae', esp. wordsmithing
2. the general role of senators as reactive versus active; is there a way to encourage more spontaneous initiative from the senate without overburdening the process or creating chaos? Perhaps trying to push the New Business element of the agenda such that senators felt comfortable moving philosophical suggestions for action or grievances or whatever, and then calling a vote to see if there is support for pursuing that item. I.e., generating new business from the floor.
3. the difficulty of 'representing' our 'constituents', if they even exist. With the current process it's difficult to pre-discuss senate agendas with the department, since often the context or even the text of what will come at senate is not known beforehand.
4. Working to promote the expertise of the UNCG faculty to the broader community, perhaps by seeking to help the Chancellor.
5. One member (me) is concerned about faculty governance, and particularly the apparent erosion of that governance that has accompanied the proliferation of non-faculty, hired/fired at will administrators (who, by definition, are answerable only to administration, since their jobs depend only on pleasing their administrators)

[group 2]
1. There should be a period of time for Senators to raise questions during the meeting (reduce time for information presentations).
2. Senators can gather input from the electoral unit they represent and present those at Senate meetings.
3. Invite Chancellor and/or Provost to attend start of senate meeting to address key questions which can be given ahead of time. By the end of each senate meeting identify some key questions to submit ahead of time for next meeting.
4. What is the University's strategy to balance growth and infrastructure needed to sustain growth
5. What does shared governance mean for fac senate?

6. [added by later email as an issue to address]: how are rooms assigned for classes? Is this being done electronically rather than by a person? Negative impacts for faculty teaching back-to-back in classrooms distant from each other are reported.

[group 3]
1. Send presentation and materials in advance
2. Committees submit reports before meeting presentation.
3. 10 minute presentations
4. 10 minute discussion (stated so presenters don't fill space)
5. Audio recording of meeting shared in Google drive
6. Email Listserve
7. Poll senators on the meeting agenda (especially presentations)
8. Polling entire faculty on the yearly Senate agenda.
9. 90 minute meeting plan (with 2 hour option)

[group 4]
How the Faculty Senate can be dynamically connected back to the faculty? (How can we engage with the general faculty, and how can we encourage them to engage with us?)
--Should senators share info with their departments, or their whole units?
--How can senators encourage feedback from their constituencies?
There was a question of how to get items on the Senate agenda, and explanation that methods are already in existence; perhaps senators need a refresher/reminder on how the agenda creation process works.

There was a strong desire to see university's plan for handling upcoming changes, especially related to how faculty lines are handled.
--How are faculty lines being distributed across the university?
--How are lines distributed / changed across campus?
Where does UNCG fit in with larger issues, such as guns and safety and trigger warnings on campus?
Discussion of hiring tenure track vs non-tenure track faculty on campus. What are the ratios?
Diversity on campus, how to make sure this work is done on campus in relation to hiring, recruiting, retention, and other support? How can these efforts be coordinated on campus?
Ombuds office - what is the status of this?
Grievance process - are there holes in this?

[individual suggestion]
Please ask the Provost to address how decisions have been made regarding faculty hires this year the next time she addresses the faculty (perhaps at the faculty forum?). This question came up in the Senate meeting and has been coming up among CAS faculty. *Chair's note: this may have been addressed in Provost's Convocation remarks at Sept. 14, 2016, General Faculty Meeting, but I record it here for completeness, since this came out of the small table discussions.*

[individual suggestion]
I'd like to suggest that we put a very prominent "send a comment or question" form (or, at least, email link) on the home page of the UNCG Faculty Senate web site, with text that makes it clear that we're delirious of getting suggestions, complaints, grievances, and etc. and that we'll try to figure out how to handle or redirect them appropriately.

[individual suggestion]

Just to follow up on yesterday, I do think that a Faculty Forum on trigger warnings and what the U of Chicago did would be interesting?

Also, there should be a Faculty Senate Newsletter -- you could just ask rotating Senators to contribute a write up of each agenda item, and roll that into one document.

I wonder if such a newsletter should be it's own email blast or fold it into Campus Weekly?
It could also go to Board of Trustees and Alumni office (if they wanted to distribute some of it?)

Faculty Senate Meeting Minutes
Wednesday, October 5, 2016
3:00pm-5:00pm
Virginia Dare Room, Alumni House
(pending approval at the November 2, 2016 meeting)

Call to Order and Introductory Remarks
Anne Wallace, Chair of the General Faculty and Faculty Senate
- Anne welcomed the Senate and shared a full agenda was in place for today's meeting
- Anne acknowledged members of the Senate who are supporting her and Andrea with attending the Board of Trustee mtgs (Wake Maki, Sam Miller, Brad Johnson)
  - Sam Miller took notes and Anne will be distributing those notes through email
- Strategic plan for UNCG notes from Board of Trustee mtg using notes taken at the meeting by Sam Miller
  - Anne reviewed extended timeline of the development of UNCG's Strategic Plan
    - Began Sept. 2014--vision/listening forums began (http://uncgtomorrow.uncg.edu/)
      - Included Faculty Senate forums October 15, 2014
      - In October 2015 Faculty & Staff forums were held
    - Strategic Planning Committee began meeting Spring 2015 and included a Faculty Senate representative (Donna Nash, in addition to Anne Wallace)
    - Strategic Planning website included feedback mechanism open for feedback from UNCG community
    - 2014-2015 period of fast-moving change
    - 2015 saw the arrival of a new Chancellor
    - Multiple opportunities for faculty involvement in this overall process
  - Julia Jackson-Newsome will speak at the next Faculty Forum (Oct. 19, 2016) to update us on both UNCG and UNC System strategic planning processes
  - Oct. 19, 2016--Faculty Forum---Global Engagement Discussion led by Dr. Nell Pynes, Associate Provost for International Programs
  - Anne shared that there will be more opportunities for campus engagement and input into the UNC System strategic planning process
  - Oct. 25, 2016 from 4-6pm, a forum will be held at UNCG on the UNC System strategic planning process

- ○ Anne called for Faculty Senate to act as agents of communication for their constituencies to contribute to the framework of the strategic planning process

Approval of the August 31, 2016 Faculty Senate Meeting Minutes
Brad Johnson, Secretary of the Faculty Senate
- ● Minutes were not properly distributed to everyone in the Senate because of technical difficulties
- ● August 31, 2016 will be approved at next mtg.

Provost Remarks
- ● Follow-up on allocation distribution meeting
  - ○ Some faculty members at the last Faculty Forum inquired about administrative lines--Provost Dunn addressed those inquiries and provided a handout for Senators
  - ○ Question from floor asking if this data includes information for at-will employees
    - ■ Provost said this included at-will employees for Academic Affairs and did not include staff members
- ● Provost reminded everyone that we would be receiving communication from Chancellor's office about the Strategic Plan
  - ○ Will include 3 Request for Proposals (RFPs) to apply for seed funding in
    - ■ Research that is multidisciplinary (at least 2 PIs from different disciplines be involved) ($100,000)
    - ■ Community-engaged scholarly work or creative activity ($50,000)
    - ■ Teaching innovation (development of new courses, redesign of new courses, face-to-face or online) ($50,000)
    - ■ These areas must tie to strategic plan framework
    - ■ Deadline for RFPs is early December; reviews of applications will commence until notification (early February)
  - ○ Provost hopes to award the $200,000 allocated for this process to RFPs
  - ○ Question from floor about where these will be housed
    - ■ Multidisciplinary and Community-engaged and will be housed in Office of Research
    - ■ Teaching innovation will be housed out of UTLC

Faculty Assembly Delegation Report
Anne Marshall-Baker, Anne Wallace, Spoma Jovanovic, and Andrea Hunter
- ● Report on Faculty Assembly was provided in the agenda packet
- ● Opportunity from national AAUP office at Meredith College
  - ○ Bootcamp for working with federal legislatures
- ● Anne Marshall-Baker stressed support of making tuition affordable at Western Carolina University, Fayetteville State University, and UNC-Pembroke but was not supportive of any sub-plot (any attempt that would lead to elimination of HBCUs or Native-Serving Institutions)

- Intent of Resolution was to provide support to President Spellings in her discussions with Legislature, as she stated she was caught off-guard as well by the Lab Schools
- Question from floor if the $500 tuition rate would affect other institutions and how this would be funded
    - No perception that the reduced tuition would affect other institutions; no discussion about where funding would be coming from for this initiative
- Anne W. explained why UNCG Faculty Senate may want to pass resolution for UNC Faculty Assembly
    - UNC Faculty Assembly doesn't have legislative power of any kind
    - Faculty Senates of system schools operate in code and do have power
    - When UNC Faculty Assembly needs to speak to President of UNC System, will request individual Faculty Senates of UNC system schools in order to be able to directly address President Spellings
- Anne Marshall-Baker read Resolution 2017-1 on the Governance Implications of North Carolina Session Law 2016-94
    - Anne W. called for discussion/questions
    - Question from floor about the lab schools and what they are
        - Legislature suggested that lab schools be established on campuses of the 8 campuses, which circumvents established codes
        - Anne Marshall-Baker shared the Lab Schools are intended to create better collaboration between K-12 and higher education instructions
        - Provost Dunn shared that 4 would be established in year 1, and 4 more in year 2
            - Concern has not been prospective of creating schools but with the start-up funding, which is $1 million for 8 schools, which is "far from adequate" and will burden institutional resources
        - Senator noted that Curry School was formally a lab school with the connotation that they were only for children of faculty
    - Resolution comes to Senate from Faculty Senate Committee and requires no second
        - Anne called for vote; passes unanimously.

Discussion: Proposed Revisions to Promotion and Tenure Regulations
Anne Wallace, Faculty Senate Chair
- See handout Enclosure C
- Overall goal was to make titles used with faculty as standard as possible across the University
    - Produce much clearer and more definitive statements regarding Associate Professor and Professor definitions
    - Anne will distribute list of titles received from Alan Boyette to the Senate for review
- Preliminary discussion is being held because there is a prescribed way to take these changes through proper pathways/procedures

- ○ University Promotion & Tenure Committee will have discussion, then it will go to Governance Committee, then it will be brought to Faculty Senate discussion and ultimately to General Faculty for formal voting
- ● Anne called for discussion
  - ○ Senator asked about process for hiring Associate and Full Professor level and tenure
    - ■ If someone is coming in as Associate or Full Professor with tenure, review process happens at that point
    - ■ Anne cited that institutions sometimes have different procedures for granting promotion and tenure--some promote before granting tenure, for example
  - ○ Senator stated that the overall intent for changes is to relax tenure requirements for Associate and Full Professor level--from their perspective
    - ■ Senator shared their experience and that it is more an issue of respect with other institutions' tenure policies and to avoid having faculty becoming frustrated with the process
    - ■ Provost shared that this will allow a rigorous review before tenure is granted and would not relax requirements

Presentation: Sexual & Gender Based Harassment and Other Forms of Interpersonal Violence
Julia Jackson-Newsome, Senior Advisor to the Chancellor
Murphie Chappell, Title IX Coordinator, Office of the Chancellor
- ● Enclosure D provides overall narrative
- ● Powerpoint presentation will be uploaded onto Faculty Senate website
- ● Murphie mentioned that most familiarity is around Athletics; however sex-based harassment as well as pregnant and parenting students are also issues/areas that also come up most often
- ● Title IX and Clery Act are different policies
  - o Title IX is related more with "who"
  - o Clery Act is related more with "where"
- ● New policy approved and distributed last Friday
- ● Deputy IX Coordinators added; will be a dual-investigator model connected to Title IX Coordinator
  - o Faculty: Alan Boyette, Senior Vice Provost
  - o Staff: Benita Peace, Deputy Director, Human Resources
- ● Deans, Department Heads, and Chair are no longer required to do investigations; has moved to dual-investigator model within Title IX office--this is a change from previous policy
- ● 2 types of sexual harassment
  - o Hostile environment
    - ▪ Must be a pattern; 1 time does not constitute a hostile environment
    - ▪ Faculty could be notified by Dean of Students or Title IX Coordinator about possible situation within their class and work with the faculty to resolve the situation

- ▪ Question asked if environment has to be sexual in nature or can it be hostile in general
  - ● Murphie shared that Dean of Students Office is the office for reporting, especially when not sure about situation
  - o Quid Pro Quo
- ● Murphie asked that when students disclose to faculty, please believe them and support them--not faculty responsibility of faculty to determine right or wrong
- ● UNCG has determined that faculty who are not in administrative roles or who do not formally advise a recognized student group on campus are not considered responsible employees--this varies across institutions
- ● Department of Education has modified timely warnings; if a relationship can be established between both parties, university is not required to issue a timely warning---this is another change from previous policy/guidelines
- ● Dean of Students Office and Sexual Violence Campus Advocate are resources to consult

Discussion of Presentation
- ● Senator asked if faculty roles included academic advising as a responsible employee--Murphie confirmed that was not included
- ● Senator asked if course content could ever be a source of a hostile environment
  - ○ Murphie shared that if the discussion/environment can't be tied into an academic nature, then the situation will probably be to be investigated
  - ○ Instances will be taken on a case-by-case basis
  - ○ Provost Dunn stated that hostile environment is something that is sustained or a pattern and not a one-time incident
  - ○ Murphie asked faculty who may be worried about controversial topics to consult with their department chair or dean for guidance
- ● Senator talked about trigger warnings and AAUP policies/guidelines and including faculty involvement in the implementation of the policies
  - ○ Murphie shared 2 faculty members participated in the process
    - ■ Loreen Olson--Communications Dept.
    - ■ Stuart Marcovitch--Psychology Dept.
  - ○ In terms of enforcement, at the point there is a finding, what does the appeal process look like?
    - ■ Provost office will initiate normal grievance process
- ● Senator asked about implications concerning academic freedom and where is the definition of academic freedom
  - ○ Provost office will be consulted about what does academic freedom looks like
- ● Senator mentioned sexual harassment training video being shown---will there be mandatory training for faculty and staff on sexual harassment?
  - ○ Online modules have been developed---will go live in the next month or so
  - ○ Currently on third round of incoming student training--all classes except senior class have received training; all graduate students have been exposed to the sexual harassment policy

- Senator asked for advice or strategies to convince students that they will not get in trouble by going to the Dean of Students office--students wanted to go to Students First Office instead of Dean of Students--labels may be misleading for students
    - Murphie noted that this concern exists
    - Murphie asked for faculty to continue to push Dean of Students as the source to refer students
    - Cherry Callahan shared that the Office of Rights & Responsibilities will develop out of the Dean of Students Office
        - Office of Rights and Responsibilities--will handle student conduct & academic integrity issues and will be under the Assistant Dean of Students
        - Dean of Students Office will continue to focus on advocacy with/for students
    - Provost shared that staff in Students First Office were being trained to help make appropriate referrals when students show up in their office instead of going to the Dean of Students Office first

Discussion: Continuation of "How Does the Faculty Senate Work--or Not?"
Anne Wallace, Faculty Senate Chair
Andrea Hunter, Faculty Senate Chair-Elect
- Andrea thanked Senators for thoughtful discussions at last meeting
- Andrea shared concept map to use as analytical tool for discussions (handout--Enclosure E)
- Andrea asked Senators to discuss broad areas of recommendations (practice shared governance; enhance efficiency, transparency, and communication; and address growth and change concerns) across the areas of action, responsible parties, resources needed, and priority (handout)
- Anne shared that we would come back to this again given the time constraints of the current meeting
- Anne will put this item on the front of the meeting for next time

New Business/Old Business
Anne Wallace, Chair of the General and Faculty Senate
- None

Adjourn
- Move to adjourn. Seconded
- Adjourned.

Respectfully submitted,
Brad Johnson
Secretary of the Faculty Senate

Pending approval at the November 2, 2016 Faculty Senate Meeting

Survey for Members of the Faculty Senate Prepared by the Senate Budget Committee

The Senate Budget Committee's charge is to facilitate communication between the University and the faculty about the budget process. We have decided to do so by collecting information from Senate members to identify aspects of the budget process at UNCG that require greater attention by the committee. When answering the survey questions on the next page, we ask Senators to keep in mind:

1. The University budget process is multilayered. Once the State and General Administration distribute funds to UNCG, it continues through the Chancellor to various sub-divisions including academic affairs, business affairs, information technology, student affairs, and University advancement. Academic affairs may be most relevant to faculty and in this case the budget's direct effect on faculty begins with the Provost, extends to unit leaders (Deans), and ends with departmental Heads and Chairs. Nevertheless, how the budget is handled by each of the other four sub-divisions are relevant topics for the Senate Budget Committee.

2. Please keep the following in mind when answering the survey on the next page.

   a. Is the process realistic in its assumptions and planning timeline (competency)?
   b. Does it incorporate constraints created by the educational market and the legislature (pragmatics)?
   c. Is it presented in a simple, concise manner (transparency)?
   d. Does it incorporate input from faculty regarding strategies and priorities (responsiveness)?
   e. Does it relate to the mission and vision of the University (aspirational)?

Please answer the survey on the next page and bring your answers to the next meeting of the Senate on November 2, 2016. If you cannot attend that meeting, please have someone deliver your answered survey to the Senate Secretary before the meeting.

UNCG
Faculty Senate

The Survey

1. What is most effective in the budget process (#2a-e above)?

2. What needs improvement in the budget process (#2a-e above)?

3. From where do you get the most useful budget information (#1 above)?

4. About what in the budget process do the senators need more information?

5. What needs improvement in the Senate Budget Committee's communication function?

6. Is there any part of the budget process that **you** do not understand?

7. What concerns, if any, do your faculty colleagues have about the budget process?

8. Should the general faculty be surveyed with these questions?