Faculty Senate Meeting Minutes  
Wednesday, November 1, 2017  
3:00pm-5:00pm  
Virginia Dare Room, Alumni House  
Approved at the February 7, 2018 meeting

Convene Meeting and Remarks  
Andrea Hunter, Chair of the General Faculty and Faculty Senate

- My name is Andrea Hunter, and I am affirmed by the pronouns she, her, and hers; and I am the Chair of the Faculty Senate and the General Faculty, and I now Call this Meeting to Order.

- This is our last Faculty Senate meeting of the Fall semester, and my aims, this semester, have been to ensure we a collective sense of the larger gestalt of the university with respect to our strategic plan, its intersection with the system plan, and the new metrics for student access and success, and also what I call our jumbo jets which represent core areas of development and change at the university, such as Banner 9 and Course Leaf, and the General Education Review which offers opportunities to bring forward curriculum innovations (which is our own Giant Steps as faculty).

- Upon our 125th anniversary, we seek to create greater awareness about our mission and impact, and through our story we also affirm why universities matter. Higher education makes a difference in the lives of students, and for the larger community (local, national, and global) they are apart. Moreover, as we fulfill our mission to our students, we are also called, in times of challenge, to affirm our core values, as we did with the Senate resolution in support of DACA.

- As for today, we very much have a double header that picks up the themes I mentioned. The Provost will extend her remarks for a broader discussion of the new metrics associated with the system’s strategic plan, as well as our own; and Jerry Blakemore will lead us in a review and dialogue around academic freedom and freedom of speech. The latter is timely for all the reasons you know, including the current work by the Board of
Governors to develop a freedom of expression policy as mandated by state law. I should add that campuses, and Faculty Senates, across the system are having these conversations, and we are the first Senate to partner with the University Counsel for an intensive address of these issues.

Call for Agenda to be altered, motion seconded and moved.

Budget Committee Website moved to next item on the agenda.

Budget Committee Website
Prashant Palvia, Senate Liaison to the Budget Committee

- PowerPoint presentation
- Reviewed membership of committee
- Reviewed Charge
- Waiting for Faculty Senate website to be finalized in order to showcase SBC website
  - Displayed some of the pages for the upcoming website and reviewed a few of the aspects of the website
    - Responses to questions posed to the Provost are included
    - Budget 101 video from a few years back provided as an overview of the budgeting process of the University
    - Showcased AAUP Salary data for UNCG to peer institutions
    - Budget priorities by units/divisions
  - SBC website will go live once the Fac Senate website is finalized and uploaded
- Andrea shared the Faculty Senate website will be going up soon (by start of Spring 2018 at the latest)
  - Will be more interactive and more informative in its format in an effort to be more transparent in the delivery of information

Approval of the September 6, 2017 Faculty Senate Meeting Minutes
Brad Johnson, Secretary of the Faculty Senate

- Minutes were not distributed in time to the Senate for voting; therefore, approval will take place at the January 10, 2018 Faculty Senate Meeting

Provost Remarks (Strategic Plan Metrics)
Dana Dunn, Provost & Executive Vice Chancellor (Enc. A)

- Provost.uncg.edu/kpi/ website—key performance indicators website tool location
- Provost introduced 2 people critical to assessing the UNCG Plan
  - Susie Bowles—from UNCG Online with technology and instructional design skills to monitor progress on our website
• Larry Mayes—head of Institutional Research—his role is provision of the data so it can be understood by all
• Provost appealed to Senate to ask ourselves ways in which we can help move the needles on these metrics, which are associated with the system strategic plan
  ○ Critical to UNCG because we will be evaluated on how we perform
• Some areas of the website include information on student preparation and costs, enrollment, faculty data, research information, etc.
• Provost went through website and highlighted some key areas/links
  ○ Provost shared that at the bottom of each area, a definition is provided for the metrics
  ○ Susie shared that each of these areas/graphs can be downloaded and the data can be filtered and adapted to meet individual needs through tableau software system
• Areas reviewed by the Provost
  ○ Low Income Student Enrollment and Completion
  ○ Rural Student Enrollment and Completion
    ■ Question from Senator: Did we have input into the definitions of the variables
      ○ Provost shared that we tried to have input but for most variables it was pretty much standardized, despite some concerns from Provosts and Chancellors across the system
  ○ Five Year Graduation Rate
    ■ 5-year rate could possibly reflect more favorably on UNCG
  ○ Critical Workforce
    ■ An attempt to capture high-demand or scarcity resource fields—primarily STEM critical fields based on CIP codes
    ■ Provost explained dip from 2013-2014 to 2014-2015—reduction in Nursing Master’s program in preparation for establishing the Nursing Doctorate
    ■ Only area that extends beyond the undergraduate student population
  ○ Research Productivity
    ■ Focuses primarily on certain types of research funding; not all funding sources counted by UNCG will be captured in this data
  ○ Undergraduate Degree Efficiency
    ■ Number of credentials awarded per 100 full-time undergraduate students
  ○ Areas of Distinction areas/links
    ■ Areas had to be very focused and strategic
    ■ This was not a broad-based campus exercise; Provost had conversations with Deans about areas to include
      ○ These are mostly health and wellness and arts related because related to the Strategic Plan as well as establishment of the Millennial Campuses
  ○ Questions from Senate: were performance targets assigned to Schools based on strengths of the school?
■ Provost: no, proportional based on enrollment numbers and based on potential for increased funding
  ○ Question: can we filter by subunits within the University?
    ■ Not yet—hope to roll out dashboard that would allow departments to drill down to more specific data
    ■ Provost shared that they would be responsive to such requests for drilled-down data requests
      ● Currently collecting from Deans the standard items they are more interested in in order to provide reports quickly
  ○ Question: how often are the outcomes reported to GA?
    ■ On an annual basis but there will be annual progress reports
    ■ Julia Jackson-Newsome—GA will send UNCG data in the Fall semester for the previous year (this is a fiscal-year report)
      ● Data from report will be double-checked with Institutional Research
      ● Will have an opportunity to respond to data to account for any concerns
  ○ Question: Critical Workforce metric—are CIP codes standard across the system?
    ■ Yes, CIP codes are standardized across the system
    ■ Provost shared that we won’t necessarily be driving to benchmark against peers as much as the metrics given to us
  ○ Question: Can you comment on how this will affect funding for UNCG?
    ■ Provost: initially no immediate plan to impact funding but later told RFP opportunities for institutions to receive “bonuses” for good performance
    ■ Still currently in an enrollment-funded period but possibly changing for next academic year to outcomes-based funding
  ○ Question: On 5-year graduation rate, do we know what barriers are contributing to the graduation rate and how we can help?
    ■ Provost: have consulted national literature as a baseline
    ■ Income barriers, need-to-work, academic, family needs, etc.
    ■ Sometimes it’s a matter of expectations and expectation setting: sometimes students not ready to leave because they don’t yet know what they want to do yet
    ■ Provost shared UNCG will be sharing our research and national research on these topics/barriers and will be sharing some of these results through Enrollment Management
  ○ Question: Sounds like now the only metric associated with funding is the Funding metric—can you explain more about this?
    ■ Funding we receive from research is actually a very small portion of the overall budget
  ○ Question: Any idea of when Taskforce from GA will make a decision of how we are to be funded in the future?
    ■ Provost: possibly by the end of the academic year but it is not exactly known
- President Spellings has brought speakers to talk about models from other states
- RFP issued from Provost’s Office for innovations in teaching or the study of teaching and how to impact these metrics
  - Proposals are due Dec. 11; link to Innovate Program is off the Provost’s website
  - David Teachout shared the prime purpose is the connect to anything that contributes to student success
- Opportunity to provide evidence-based definition of student success that we felt comfortable with
  - Provost shared we hope to find practices that can be scaled and shared with other units

**NC Faculty Assembly Report**

*Anna Marshall-Baker, Lead, UNCG Faculty Assembly Delegate (Enc. B)*

- Report included in Agenda Packet
- 2 primary agenda items
  - Panel discussion with Veterans
  - Policy on Free Speech and Freedom of Expression
- Anna explained documents in Agenda Packet
  - BOG developed document in response to House Bill 5.7
  - Copy of Free Speech and Free Expression includes comments of Executive Council members as well as delegates of the larger Faculty Assembly

**Academic Freedom and Freedom of Speech**

*Jerry Blakemore, University Counsel (Enc. C)*

- UNCG is the first campus to bring its University Counsel in to talk about these issues
- Jerry Blakemore introduced Christian __. As the connection/liaison with the Provost’s Office
- Jerry shared that one of the first things University Counsel Office did was review the freedom of expression and determined that the policy was a good policy
  - Had several developmental sessions with Chancellor, Chancellor’s Council, Department Chairs, etc.
- Jerry presented to SGA last night and was very pleased with the level of engagement and questions posed by the students in response to his presentation
- Jerry emphasized that this was an educational forum and this is not lawyer-client privilege/consultation
- Jerry shared he wants to clarify rights and responsibilities as it relates to academic freedom for faculty
- Jerry presented a PowerPoint presentation, which will be available on the Faculty Senate website
- “Free Speech on Campus” book was a resource utilized in establishing historical background for presentation
- First amendment has 45 words in it, which has 6 important constitutional terms
○ We have individual as well as corporate liability when there is a violation?
○ “Establishment of religion”
○ “Freedom of speech”—for faculty, staff, and student as well as third-parties/visitors (guests)

● Faculty have certain rights because we are managing a classroom that take priority over other constitutionally protected areas?
● Hate Speech—probably most significant/current example of how First Amendment and exceptions to First Amendment show themselves on our campuses
● Question: offensive, controversial speech—in a classroom and someone calls another person a name, can I not tell them they can’t do that?
  ○ Jerry—faculty can call the student on this situation because it is a classroom and not a public forum
● Public institutions must be content-neutral
● Faculty need to determine what is best and not because of regulations imposed on them by the University
● Question: can students leave class because they are offended by something said in the classroom?
  ○ Jerry—no; faculty have the right to manage classroom in a way to carry out educational functions
● Question: can I ask students to not record my classroom lectures?
  ○ Jerry—yes, you are protected and within your rights to ask not to be recorded
● Jerry shared that University Counsel is putting together a white paper on these issues that will be made available to the faculty
● Question: social media activity by faculty—can faculty be sanctioned by the University if hate speech is engaged in outside the normal context of our job, such as on Facebook?
  ○ Christian—looked to the Promotion, Tenure, Academic Freedom, and Due Process Regulations—depends on what your Facebook page looks like, the context in which the statements were made, etc.
● Question: can you use your title, rank, association, etc. on your social media page and still be assured protection?
  ○ Jerry—a little blurry area, but where you went to school, etc. is a large part of who you are that it will not be considered a violation; however, if you say a department or the institution endorses something, that is a different situation
● Question: what about venting about your work environment?
  ○ Jerry—employers can limit what employees say related to issues of their employment (?)
● 3 point test (The First Amendment & Employees; Pickering vs. …)
Question: where does the protection of academic freedom come from—the institution or the system?
  ○ Academic freedom comes from policies both at UNCG as well as at the system level

2016-2017 Faculty Senate Self-Study
Andrea Hunter, Faculty Senate Chair
Anne Wallace, Immediate Past Chair
  ● Motion made, seconded, approved to move Faculty Senate Self-Study to the next meeting

Announcements & Adjournment
  ● Faculty Forum: Topic TBD
    ○ Wednesday, November 15, 2017, 3pm in the Alexander Room, EUC
  ● Next meeting of Faculty Senate: Wednesday, January 10, 2018 from 3pm-5pm in Virginia Dare Room, Alumni House

Respectfully submitted,
Brad Johnson
Secretary of the Faculty Senate

Approved at the February 7, 2018 Faculty Senate Meeting