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.

- The Purpose of Education
  - James Baldwin, in a Talk to Teachers, first delivered in 1963 stated: “The purpose of education, finally, is to create in a person the ability to look at the world for himself, to make his own decisions, to say to himself this is black or this is white, to decide for himself whether there is a God in heaven or not….To ask questions of the universe, and then learn to live with those questions…and the rub, Baldwin suggests, is that “no society is anxious to have such a person around.”
  
  - A university education such as ours, provides the foundations in the liberal arts, and in disciplinary programs students learn the intellectual traditions, canons, and theories of a field; the questions and arguments that give life to them, as well as the accumulated knowledge, practices, and methods that help us to understand the human condition, and the world around us – and we, then, send out students in all manner or service-learning, performance, and internship activities so that they may see and apply for themselves.
  
  - So, as teachers, we guide students in the development of analytical, interpretative, and interpersonal tools and practice skills, but as they grow beyond us the questions they ask, and the answers they find are their own.
  
  - Now, some critics suggest the university has become an echo chamber that reverberates with a singular voice (clearly, they have never been to a Faculty Senate meeting), but what makes universities vibrant and sources of innovation is that there is a multiplicity of voices as often discordant as in harmony, and it is more like gumbo yaya which in Creole means “everybody talks at once.”
  
  - Yes, there are values that bind us together at UNCG, among them, as Chancellor Gilliam noted at his installation, “[w]e must understand that we have a shared fate. We are connected, in an inextricable pattern, in which what happens to one of us, happens to all of us. At the core, that’s
what our university is all about” and; more recently in his message regarding the DACA program, that “we remain committed to serving the best interests of all the members of our community.” Such values, can and do coexist, with other principles we also value highly including academic freedom, and the protections for free speech.

- The university is no shelter from robust debate, and remains enriched by a world of ideas, and standing in front of a classroom, as anyone who has ever done so knows, is no place for frail egos. However, the critique of higher education and universities can be useful as it challenges us to articulate what we do value, to stake stock of the unique demands of the historical moment; and to say look, “this is what we are all about, and these are the ways we will and do make a difference.”

- Much of what is on our agenda today is quite fundamental to who we are as university: where we are going, what will be at the core of the education UNCG provides, and in what ways will we apply or affirm values of community. We arrive at some consensus on these matters not through a singular voice or homogenous thought; but by “everybody talking at once.”

Approval of the September 6, 2017 Faculty Senate Meeting Minutes

Brad Johnson, Secretary of the Faculty Senate (Enc. A)

- No corrections.
- Minutes passed.

Provost Remarks

Dana Dunn, Provost & Executive Vice Chancellor

- Provost reminded us that tomorrow from 4pm-6pm there is a celebration in the Quad for UNCG’s 125th anniversary—wear blue & gold!
  - Music, food, and community will be provided and enjoyed
- Provost shared that Andrea visited the Academic Council (Dean’s group) this morning
  - Andrea shared the work of Faculty Senate and the committees
  - Deans were amazed at the work and influence of the Faculty Senate, especially some committees in place they were previously unaware
- Provost shared that this Friday from 12pm-2pm, a luncheon will occur that will involve the final steps for establishing the Association of Retired Faculty (ARF), which initiated in Faculty Senate under the leadership of Spoma Jovanovic
- Provost was asked to provide succinct information on the raise process
  - Letters should go out Oct. 17 to those who are receiving raises
  - Raises will be reflected in Oct. 31 paycheck, retroactive to July
  - Legislature allocated $1,000 per faculty line and that resources be pulled to address merit and equity
  - $300,000 was added to this fund for a total of $1.3M
    - 80% for merit
20% for equity/market considerations

- In terms of BOG and General Administration staff, an analysis of the number of hours in undergraduate degree programs across the UNC system in order to benchmark against peer institutions across the country
  - Almost a decade ago, there was a threshold to establish a 120 credit hour for all programs with a few exceptions
  - Staff at GA are treading cautiously because they realize this is in the purview of the faculty but are looking to examine to make sure there is consistency within the system

Strategic Planning Update

*Julia Jackson-Newsom, Associate Vice Chancellor for Strategy and Policy (Enc. B)*

- Julia gave this presentation to the General Faculty but Andrea wanted to invite her back to speak specifically to the Senate to also address some questions that came up during the General Faculty mtg.
  - Julia will be stepping back on the numbers aspect of this presentation and provide some more context for the information
- PowerPoint slides
- Working within 2 frameworks at this point—system plan and campus plan—that are hopefully nested within one another
- System plan is called Higher Expectations ([www.northcarolina.edu/strategic-planning](http://www.northcarolina.edu/strategic-planning))
- High-level broad goals have been set for each of the 5 areas that have been distilled down to each of the system campuses
- Campus plan is called Giant Steps ([https://strategicplan.uncg.edu](https://strategicplan.uncg.edu))
- System plan just provides us with what we need to accomplish over 5 years; Campus plan is the action plan on how to meet goals
- 3 areas of transformation (students, knowledge, the region)
- 3 thematic areas of focus (health & wellness, vibrant communities, global connection)
- Goals & Example Initiatives slides—Increase Access
  - Generated most questions
  - By 2020, 67% of jobs in NC will require some post-secondary education—general goal is that we need to be giving access to more students
  - Student body in the general UNC system is not representative of the general makeup of our state
  - We have 8% gap in percentage of citizens in NC who come from rural areas and those represented in undergraduate headcount
  - 38% of NC citizens from 18-34; 30% of student body from that group
  - 49% of citizens between 18-34 came from households making less than $50,000; 40% of students in UNC system came from this area (9% gap)
  - NC has largest proportion of people living in rural areas among the top 10 populous states—this makes NC a very rural state but we are slowly becoming less rural
Rural is being defined on the definition from Dept. of Commerce’s definition—based on census information but criteria used differs from one place to another

- 80 counties (80%) of NC counties are considered rural
- The 15% and 9% goals are UNCG goals, not system goals

Goals & Example Initiatives slide—Student Success
- Graduation rate is a 5-year rate
- 32.5% completion goal is a “stretch goal” for UNCG
  - Resources are being made available to campuses to help with initiatives to increase completion goal
- Question from floor about changing the 4-year tuition freeze—don’t believe this will happen even though graduation rate metric is being based off a 5-year rate
- There will be students in both categories of being rural who may also come from a low-income environment

Goals & Examples—external funding
- Research productivity category does exclude some areas that UNCG would include in their reporting numbers
- UNCG has set goal of 5% increase for the year, almost a 20% increase over 5 years
- UNCG doesn’t have a standardized consistent tool that the community uses to report things like publications, grants, etc.

Grow Critical Workforces
- Credentials = both at undergraduate and graduate levels
  - Does not have to be a 4-year degree—would also include certificate programs
- Not # of people but # of credentials

Excellent/Diverse institutions
- Campuses that have different areas of focus/strength
- Each campus asked to identify areas of distinction as well as metrics to show excellence
  - UNCG chose Health & Wellness and Visual & Performing Arts
  - These 2 areas map nicely onto the 2 Millennial Districts UNCG will be creating
  - Have much more flexibility with public/private partnerships within Millennial District buildings

Provost shared that Chancellor Gilliam signed contract with the President of the System for our areas of distinction and the metrics that will be used

https://provost.uncg.edu/kpi/ is website where more information can be found

Julia stressed that on the Goals and Initiatives page, there is a link under the chart/matrix titled “Initiatives Toward Giant Steps” that show how UNCG is moving towards meeting our goals

Question from floor—Concern about losing focus on basic research as a valued output/outcome for the campus
○ Julia shared that at system level, it’s important to recognize their priority is on students
○ From external funding perspective, a lot of the external funding comes from the research-heavy departments

Assessment Data (GFA, GLT, and GPR) and General Education Self-Study Update
David Carlone, Chair, General Education Council (Enc. C)
● Powerpoint
● David Carlone asked Senators to consider: “What do assessment results tell us about student learning in General Education program with respect to GFA, GLT, and GPR?” in small table discussions and record comments and observations on report form
● David called for any questions or comments from the review of the assessment data
  ○ Comment about students scoring in the “Not Proficient” category possibly too high
    ■ Senator commented that we may need to keep in mind the different courses under survey—some may be more difficult than others
● David shared an update on the self-study of the Gen Ed program
  ○ 2 upcoming forums for faculty to discuss:
    ■ Oct. 18 from 3pm-5pm in Virginia Dare Room, Alumni House
    ■ Oct. 27 from 9am-10am in the Faculty Center

NC Faculty Assembly Report
Spoma Jovanovic, UNCG Faculty Assembly Delegate (Enc. D)
● Spoma shared that UNCG has 4 delegates that goes to Raleigh once a month to speak with faculty from other campuses
● Faculty Assembly is aware of and responding to issues as they come up:
  ○ Suggestion that tenure may be under direct attack in the near future
  ○ Last summer, Faculty Assembly wrote a detailed letter to SACSACOC criticizing violations against guidelines that govern faculty governance
● Harry Smith from the BOG attended the most recent Faculty Assembly meeting
  ○ Spoma encouraged faculty to attend Board of Governors meetings across the state
● Spoma shared possibly move of General Administration headquarters from Chapel Hill to Raleigh as well as possibly a change of name to UNC System rather than General Administration
● 4 committees within Faculty Assembly—each of our 4 delegates sit on 1 of those committees
● New logo for UNC System—not necessarily received well by faculty members
● Spoma shared that Faculty Assembly Chairs communicate much better than in recent years

Resolution #FS10042017/1: “Resolution to Support North Carolina Congressional Legislative Action for Permanent Legal Status for Deferred Action for Childhood
Arrival (DACA) Eligible Individuals and to Endorse UNC Faculty Assembly
Statement of Support for DACA Recipients in the State of North Carolina”
Spoma Jovanovic, UNCG Faculty Assembly Delegate (Enc. E)
● Spoma read the full resolution to the Faculty Senate
● No discussion from the floor
● The resolution carried unanimously

2016-2017 Faculty Senate Self-Study
Andrea Hunter, Faculty Senate Chair
Anne Wallace, Immediate Past Chair
● Because of a shortage of time, this item will be moved to the next Faculty Senate
  meeting
  ○ Andrea called for a motion and vote to move this item to the next meeting;
    motion passed

Announcements & Adjournment
● George Mehaffy, “The Faculty Role in Student Success: Insights from the Field.”
  ○ October 17, 2017, 3:30m in the Virginia Dare Room, Alumni House
● Faculty Forum: General Education Program Review
  ○ Wednesday, October, 18, 2017, 3:00pm-5:00pm in the Virginia Dare Room, Alumni House
● Next Faculty Senate Meeting: Wednesday, November 1, 2017 in the Virginia Dare Room, Alumni House
● Move to adjourn. Seconded
● Adjourned.

Respectfully submitted,
Brad Johnson
Secretary of the Faculty Senate

(approved 1/10/18)