



Faculty Senate Meeting Minutes
 Wednesday, February 1, 2017
 3:00pm-5:00pm
 Virginia Dare Room, Alumni House
pending approval at the March 1, 2017 meeting

Call to Order and Introductory Remarks

Anne Wallace, Chair of the General Faculty and Faculty Senate

- *57th Anniversary of the Woolworth Sit-Ins* – a good day to reflect on what is needful to secure our civil liberties
- Anne clarified the format of the forum/discussion with the Chancellor today versus what was stated in *Campus Weekly*
- Agenda:
 - Provost Dunn out of town
 - Susan Collins incorrectly listed as NTT Comm. Liaison; she is liaison for the UTLC Committee
 - Chancellor's Remarks/Discussion timeframe shifted to allow for other remarks. Since main timeframe is not altered, no formal change needed.
- "Starving the Beast" screening this past Monday:
 - 160 folks signed in at the table in EUC Auditorium. Fascinating/disturbing film, with good commentary from our UNCG panel and fiery remarks from Gene Nichol. Thanks to all sponsoring groups, to Sue Dennison and her assistant Chase Hanes.
 - Thanks also to Kathy Crowe for info on access to the film through Kanopy, a film-streaming subscription in the Libraries. Anyone with UNCG ID can use; available for classes. I'll be sending out this info in a day or two.
- So many events upcoming—this slide will be up at end of meeting too—more information coming soon on the Feb. 15 Faculty Forum on Title IX, Academic Freedom, and Shared Governance
- Also today, starting at 4:30, an HNAC-sponsored conversation with Cat Warren on "Faculty and Politics"—Humanities Faculty Lounge, 3rd floor MHRA. I'm headed over afterwards myself.

Approval of the December 7, 2016 Faculty Senate Meeting Minutes

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

- No corrections.
- Minutes passed.

Remarks & Discussions

Franklin D. Gilliam, Jr. Chancellor (Enc. B)

- Chancellor opened with some brief remarks on current affairs
 - Messages have been issued to the campus community concerning the President's message on immigration status
 - Chancellor has shared our continued commitment to affected community members
 - General Counsel and the Provost Offices have been developing resources for use by the campus community
 - All memos that have been released can be accessed from the UNCG homepage
 - Chancellor shared several musings that have occurred over the last few days
 - Food shortage at the Food Pantry/Urban Ministries--reminded him that there are those in our community without the very basics of life available to them
 - Chancellor attended Healthy Relationships Initiative
 - 8,300 cases of domestic abuse reported by Family Justice Center
 - Attended reception announcing the nominees for the Faculty Excellence in Teaching Awards in Virginia Dare
 - Chancellor shared we should be engaged in the state of affairs and be aware of what is going on in front of us---have to also remember things we can do to make our own community better
 - Chancellor spoke to a few of the questions that didn't make the final cut of primary questions
 - How does UNCG make itself heard among the other 16 constituent universities in the UNC system
 - Chancellor shared that UNCG, to some extent, is willing to serve as a guinea pig for some projects--we volunteer to be part of new initiatives, which advances our position in the queue of universities
 - UNCG has been advocates for some things that have not been seen as "fashionable" but are needed (e.g., technology infrastructure---analytics software program to assess outcomes and impact on students
 - In addition to learning outcomes, also will be measuring/looking at efficiencies
 - UNCG needs the infrastructure to be able to run the analytics needed for these assessments
 - Chancellor has worked to position UNCG with the majority in the state legislature
 - Director of External Relations has been hired (Andrew Cagle)--has strong relationships with legislators

- Have met with several legislators who hold power within the legislature, especially with appropriations distribution
- “Sometimes success is not having things done to you”
- Example: UNCG was #1 on the list for the Lab Schools initiative; Chancellor was concerned this wasn’t thought through enough and didn’t have enough time to make sure this could be successful
 - Now UNCG has been pushed back to the 2nd round of site considerations
- Faculty Engagement--how could faculty talk with the Chancellor
 - One way is to utilize the communication structure currently in place
 - Chancellor also has an open door policy--email his team to get on his calendar
 - Chancellor is also happy to come visit any dept or school who invites him--really prefers to come to dept meetings but will come wherever he is invited
 - Have a new Communications Officer we can talk with about getting coverage of our events--Jeff Shaffer, former VP for Communications at Lenovo
 - Chancellor asked we not just email him with questions, given the volume of emails he tends to receive
- Anne provided brief précis of each question and then allowed the Chancellor to respond to each (Enclosure/Handout)
 - Question 1: Research Intensive and Teaching Missions
 - Chancellor has made this argument to legislators--- universities like UNCG will affect the state of upward mobility within the state
 - Feels UNCG changes trajectory of the student body
 - UNCG ascribes to the notion of “scholar-teacher”--value scholarship and teaching
 - How to support this
 - Reward excellence and productivity wherever we find it
 - Provided over \$150,000 in seed funding related to projects related to the Strategic Plan (Research based and Community engagement)
 - Continue to offer \$125,000 in faculty summer grants in addition to traditional grant program
 - Continue to provide support for online curriculum resources--continue working toward technology

- Chancellor mentioned the DMC in Jackson Library as a great teaching resource for faculty
 - Faculty career development and working conditions
 - Have made changes in the Family Leave program through the Provost's Office
 - One of the more generous programs/policies in the UNC system
 - Promotion & Tenure standards and how to tie this to balancing teaching and research
 - COACHE survey reported high marks regarding tenure and promotion for the UNCG campus
 - Chancellor shared he tends to focus on the quality of the work versus the mode of the work
 - Balance between teaching and research as teaching demands increase
 - UNCG provides the max number of teaching leaves that GA allows
 - Only way to do more leaves would be to require faculty to teach more courses than they currently do
 - Question has been raised nationally concerning if faculty should be teaching more than they currently do
 - Administrative bloat
 - Last 2 years, almost all hiring has been on faculty side, not administrative side
 - Administrative bloat because universities are being over regulated--too much focus on compliance
 - We replace faculty lines that are vacated and have added 25 faculty lines over the last few years
- Question 2: Teaching, Enrollment Management, Admissions, Student Preparation
 - Anne shared that some of concerns were addressed with Chancellor's response to Question 1
- Questions from Floor
 - Can't do research at research institution without graduate students--Senator can't recall any increase in graduate students over the last several years; stipend and tuition waivers haven't been increased for depts.; doing more and

more with less and less--what are your views with how graduate education can be supported on this campus

- Chancellor: very committed to graduate education
- where does enrollment increase happen--happens at undergraduate level in terms of funding--enrollment growth dollars are put back into undergraduate education as opposed to graduate education
- A lot of grad support comes from external funding
- Provost Dunn has appointed Kelly Burke as Vice Provost for Graduate Education
 - Kelly Burke--has ideas on getting resources back out to the depts.
 - Will be unleashing 4 fully-funded assistantships in the next few weeks to some departments--students would work with the Graduate School
 - Is currently looking at Graduate budget--will be speaking with Deans soon about tuition waiver allocation
- Chancellor shared leadership style: never compromise on talent; when you get talented people, put them in the right positions; and hold talented people accountable in their responsibilities
- Alan Boyette--shared that NC is one of the only states that can't waive tuition but have to actually have the money there to be able to pay for tuition waivers
- Senator: University's plans as it concerns the Ombudsman's Office
 - Chancellor has discussed with various faculty groups
 - One way to address people's ability to grieve has been to work more closely with HR and the new AVC who was hired and has been here since Jan. 1
 - Will take \$300,000 (conservative estimate) annually to set up and sustain and Ombudsman's Office
 - Would like to give HR a chance to set some mechanisms in place
 - If that doesn't work, would like to see someone come forward with a business plan/model and express the need as mission critical for the creation of the Office
 - Anne Wallace shared that meeting next week with leadership of Faculty Senate and Staff Senate along

with VC-BA (Charlie Maimone) and AVC-HR will discuss this--Anne will report back to the Senate on the outcome of that meeting

- Senator comment: Wanted to return to previous issues
 - By end of academic year how do you and Admissions decide recruitment strategies work? How maintain quality of our students (????)--check questions from general questions
 - Average class scores have increased over the last few years--UNCG is better than some of our peers with respect to scores
 - Graduate rate are above average and improving
 - Chancellor's strategy: think of student pool as triangle: top of triangle is top 10-15%, big swath in middle and then the base
 - Need to compete for the bottom of the top group
 - Need to recruit the top of the bottom group
 - False dichotomy that we've grown in enrollment but can't maintain excellence
 - Need to do better job with targeting students
 - Where do we do really well getting good students and drive this home in communications and social media
 - Hiring of new faculty, graduate student support, teaching resources, etc.--none of this is possible without enrollment growth
 - Chancellor wants UNCG to be a University of Choice and not Convenience
- Senator question: Dismantling Tenure in favor of Corporate model of efficiency (a theme in *Starving the Beast*); increased notion that NTT faculty are an important part of University--how can make NTT faculty and TT faculty work better?
 - Have to find a way to make some adjunct positions stable by offering multi-year contracts
 - Chancellor shared a lot of push out of GA and Legislature for this corporate model of efficiency
 - Universities have staved off corporatization, MOOCs, for-profits
 - Most of UNCG budget (80%) is related to personnel costs

- Need to have good accountability metrics with adjuncts for getting quality people
- Find ways to stabilize incomes of adjuncts and provide higher pay
- Chancellor challenged the Senate that we have to treat adjuncts better--some adjuncts feel like second-class citizens
 - Senate should talk about how we can make working conditions better for everyone, including adjuncts
- Question 3: Equity & Salary
 - Faculty raises were unfounded mandate by GA--no money provided for faculty raises
 - We've taken $\frac{3}{4}$ of surplus pool and applied to merit raises and $\frac{1}{4}$ of it for equity
 - Salary compression may be more a factor of when you were hired--some faculty hired during period of salary stagnation
 - Chancellor big believer in getting people as much salary as we can possibly get them
 - "A rising tide raises all ships"
- Anne shared that she has regular meetings with Chancellor so she can serve as a conduit to address some Senate concerns/issues with the Chancellor

Ad hoc NTT Issues Committee Report

Teresa Little, Committee Chair (Encs. C, D, E, & F)

- Teresa went through PowerPoint presentation (PowerPoint will be posted on the Faculty Senate website)
- Anne shared this was the first report from this committee and that this will not be the Senate's last opportunity to address these concerns
- Questions from floor
 - Did committee address how NTT faculty join departments (faculty hired without review by dept. faculty)?
 - Teresa referenced document criteria
 - Contracts--people here less than 1 year would get a 1 year contract--what happens with those who only come in to fill-in for a semester
 - Would look at clause to see if that is covered????
 - Senator shared their dept. has policies on workload, etc. on everyone--TT and NTT--change some of the wording to make sure to include what they were hired to do in their workload document??

Faculty Assembly Delegation Report for January 6, 2017 Meeting

Anna Marshall-Baker, Lead Delegate [Encs. G, H, & I]

- Anna walked through highlights of the resolutions--see document in Agenda Packet (Enc. G)
- Senator question--cost of living not being considered

- Anna shared that cost of living varies so much across the state--too difficult to manage/calculate so COL is not being considered
- Anne Wallace read the resolutions before the Senate and reminded that Faculty Assembly has no power but serves as an advisory board to the President of the UNC System; Chairs of Faculty Senates/Assemblies take resolutions generated from general Faculty Assembly and take them back to their home campuses for consideration and vote and are then presented back to the Faculty Assembly which is then sent to the President of the UNC System and the Board of Governors
 - Resolution # FS02012017/1: To Endorse UNC Faculty Assembly Resolution 2017-2, "On Faculty Compensation"
 - No questions from the floor
 - Senate voted; motion carried unanimously
 - Resolution #FS0201217/2: To Endorse UNC Faculty Assembly Resolution 2017-3, "On SACSCOC Compliance"
 - Anne shared that evidence has to be provided in such allegations
 - Faculty Assembly aren't empowered to investigate such allegations but have been collecting documentation to provide for consideration
 - Senator comment: Who does have the power to introduce these charges/violations to SACSCOC--Board of Governors?
 - Anne believes that the BOG would indeed be able to present these to SACSCOC
 - Anne shares that in Principles of SACSCOC, institutions can bring forward violations of which they are aware
 - Senator noted many violations were allegedly committed by the BOG, who may not bring this forward
 - Faculty Assembly, through these resolutions, are creating public records of our concerns
 - Rebecca Adams is on SACSCOC Board of Trustees-can only speak to process
 - Anyone can submit a complaint of non-compliance--could do so as individuals
 - Faculty at an institution who believe a violation of SACSCOC Principles can submit a complaint
 - SACSCOC does not accredit the system--it accredits the individual institutions
 - Shared the language in the resolution may not be worded in the way to best represent the process
 - SACSCOC could respond to evidence that individual institutions are out of compliance with SACSCOC depending on where those inconsistencies are

- Anne shared that last she heard, BOG didn't have these on their last agenda and doesn't know if these are on their next agenda
- Anne shared that Faculty Assembly Executive Committee vigorously discussed this resolution and adjusted wording accordingly
- Senator: what would be the costs of endorsing this resolution?
 - Anne doesn't know discussions inside FA Exec. Committee were
 - Resounding "yes" verbal vote; those few delegates who voted "no" were concerned about consequences, especially those going up for reaccreditation through SACSCOC
 - Anne shared too that there doesn't seem to be any precedent with what Faculty Assembly has done regarding this resolution
 - Senate voted: unanimously passed
- Resolutions submitted by: UNCG Faculty Assembly Delegation: Anna Marshall-Baker, Andrea Hunter, Spoma Jovanovic, and Anne Wallace

Report: Board of Trustees Dec. 2016 Mtg.

Sam Miller, Senator

- Sam briefly reviewed the notes from the most recent Board of Trustees meeting with Senators--his briefing report was previously distributed to Senators by Anne over email
- Sam asked if any questions, please email him
- Brad Hayes, Chair of the BOT, clarified that the tuition increases Sam stated only affect incoming first-year students, who will have their tuition frozen across 4 years

Announcements

Anne Wallace, Faculty Senate Chair

- Colloquium on Intercultural Unity
- upcoming Faculty Forum February 15 from 3:00pm-5:00pm on Title IX, Academic Freedom, and Shared Governance
 - webinar presentation by Dr. Risa Lieberwitz, Professor of Labor and Employment Law and Chair, Department of Labor Relations, Law, & History, Cornell University

Adjournment

- Move to adjourn. Seconded
- Adjourned.

Respectfully submitted,

Brad Johnson

Secretary of the Faculty Senate

Pending approval at the March 1, 2017 Faculty Senate Meeting