



Faculty Senate Meeting Minutes
Wednesday, October 5, 2016
3:00pm-5:00pm
Virginia Dare Room, Alumni House
Approved 11/2/16

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
 - Title IX is related more with “who”
 - 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
 - Faculty: Alan Boyette, Senior Vice Provost
 - 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
 - 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
 - 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

Approved at the November 2, 2016 Faculty Senate Meeting