



## Minutes of the General Faculty April 20, 2016 Meeting

*(Approved September 14, 2016)*

**3:00 Anne Wallace** opened the meeting. Chancellor Gilliam is out of town and unable to be here today. There is one more Faculty Senate Meeting on May 4th. With HB2 in the news, our Senate will discuss a resolution to support the UNC Faculty Assembly resolution opposing HB2

**3:05 Provost Dunn** updated the Faculty on two items:

1. HB2 update. The US Court of Appeals has set a precedent that indicates HB2 is a title 9 violation. The Legislature goes into short session soon and may address the issue. President Spellings has called upon the legislature to take action on HB2.
2. Upcoming change in Graduate School leadership. We will have a Vice Provost for Graduate Education instead of a Dean of the graduate school. This will enable closer connections between the administration and the graduate school. The change will be effective August 1st with an internal candidate selected for the role. Expect more news prior to the end of term. No new administrators are being added nor are any new dollars expended on administration. This is a budget line neutral reorganization. Note: two days after this meeting the Provost announced Kelly Burke will serve in this role starting August 1st.

**3:10 Wade Maki** asked for changes or additions to the Fall 2015 General Faculty meeting minutes approved as is. No changes were suggested and the minutes were approved.

**3:12 Jennifer Motszko** from the Committee on Committees announced the election results. Melanie K from the School of Business and Pandora Goode from the School of Nursing are elected to the Faculty Grievance Committee. Spoma Jovanovic and Anna Marshall-Baker are elected to the Faculty Assembly. Laurie Kennedy Malone is elected to serve as General Faculty Secretary.

**3:18 Mary Krautter of the COACHE Committee:** The committee was charged in Fall 2015, by the Provost, to determine recommendations in response to the COACHE survey results. The two areas of dissatisfaction at UNCG are Compensation and lack of support for research/creative activity. The committee held an open forum to discuss preliminary recommendations and sent out a Qualtrics survey on March 30th to get additional feedback. Several results were discussed including:

There was strong response in favor of addressing the working conditions of non-tenure track faculty. The committee recommends that these faculty be surveyed on their needs and concrete action be taken in response.

Administration should advocate for higher salaries. The committee also recommends making internal adjustments to the allocation of raises. This needs to be a transparent process. Salary compression needs to be rectified. In addition, HR could better explain and promote benefits.

Regarding teaching, the committee recommends that department workload policies look at class size, level, type, advising loads, and leadership/service in order to make adjustments. The charge and resource allocation for the UTLC should be reviewed. Professional development support for online teaching should be implemented. The current course approval process is slow and clunky.

Regarding service, the committee recommends that every committee have a clear, relevant charge, and that redundancy of committees be eliminated at all levels.

Regarding research, the committee recommends that support be increased for research/creative activities.

UNCG rated well on the clarity of promotion and tenure. Women rated satisfaction with clarity lower. Faculty of color rated satisfaction lower, but the committee needs to know why in order to make recommendations. Associate faculty are not getting sufficient mentoring to full.

Questions the committee is looking to answer include:

1. How to address lower overall satisfaction scores from faculty of color?
2. What can we do to improve satisfaction scores relating salary and benefits?

**3:30 An open discussion of the COACHE recommendations occurred.** The following points were raised: Faculty are leaving due to salary. Combined with retirements a lot of human capital is leaving. As a result the university is redesigning the faculty employment contract. This includes the increase in non-tenure line faculty but also differences between the deal retiring faculty have and new tenure line faculty are offered. As a result many faculty are “checking out” which needs to be addressed. We need a campus conversation about what money for expenditures is used for? How do we make those decisions? Should we target lower paid faculty when raises are available? How can faculty be involved in decisions? Can we use faculty talent to do things in house rather than spend more for an outside contractor? These same issues apply for staff.

**3:42 Anne Wallace** indicated that the final report and recommendations from the COACHE committee will be sent out. She noted what a beautiful day it was outside and suggested we all go out and enjoy it. The meeting adjourned at 3:45pm

Minutes provided by:

Wade Maki, Secretary of the General Faculty

*(Approved September 14, 2016)*