



*Minutes*

*Wednesday, November 4, 2015*

*3:00 – 5:30 p.m.*

*Virginia Dare Room, Alumni House*

### **Call to Order and Introductory Remarks**

*Anne Wallace, Chair of the Faculty Senate*

The Chair called the meeting to order, and gave the following remarks:

Well, it's been quite a month. I've been casting about for some sort of joke that would let us laugh at the absurdities, such as they are, of our situation, but I haven't been able to come up with much. Perhaps this is a kind of "sublime absurdity" that defies humor. Certainly the dollar amounts involved are breathtakingly vast, and much obscurity and darkness swirl round the events of past weeks. Vastness, obscurity, darkness—all indeed are attributes of the sublime. Let's hope we don't end up with picturesque ruins as well.

Actually, let's not just hope. It's time to take stock in a perhaps more systematic and sustained way than we have. What can and should faculty do now? What roles do we fill, and what work can we do, in the governance of our university, campus by campus, and as a system? As academe writ large continues to progressively devalue our work and muffle our voices, is it even worth trying? Or is it time to decamp—as one commentator put it, "to take the academy into exile"? (And what would that mean?)

Being a hopeless humanist as well as a hopeless Romantic, I've turned to the first (and obviously inadequate) step of talking about it, opening dialogue, trying to define terms and confront issues. At the Nov. 18 Faculty Senate Forum on "Faculty Roles in University Governance," a panel including Steve Leonard, chair of the UNC Faculty Assembly, will offer thoughts on what these roles are or should be. George Dimock has agreed to represent AAUP on the panel, and I've got invitations out to a number of other folks (just today, so I'll hope to hear more soon) to join them. But you and our colleagues in the General Faculty are key contributors: our panel will need to hear your questions, and there will be a good long time for open discussion as well. What I hope to hear are differences of opinion and broadening views of what "governance" might mean, of the proper spheres of faculty contributions, of how governance might extend well beyond formal structures, and how formal structures might be reformed or refreshed if that's needed.

And then we'll need to do something about it. Personally, I think we need to improve the communications from Senate and Senators, to and through the Deans and department heads, into the General Faculty—and back again. I've suggested to the deans that you, or I, might send messages from the Senate through the units' faculty lists; it might also be good to have a unit's Senators give regular reports to their unit assembly, and to have regular meetings with the deans.

But this kind of communication is just one aspect of a much larger picture, in which too often faculty work in governance can be dismissed—not just by that hard-to-define category, "administrators," but by other faculty as well—as futile, or unrepresentative, or simply troublesome, a thing to be avoided as much as possible. What can we do to make the crucial importance of faculty governance work more visible and valued, and the work itself more effective? After we've started this conversation, I want to follow up with some plans of action—what action, I'm not sure, of course, beyond the small things I've mentioned. But our musings are no good to us if they remain musings.

In the meantime, if anyone wants evidence of how faculty work in governance matters, I have some exhibits. The first is our work on the Faculty Workload Guidelines, not only because this body made significant contributions to the final version submitted to GA, but because in the process—compressed and sometimes frustrating though it was—we collectively learned an awful lot about faculty work in departments and units other than our own. Deep and wide knowledge of what our colleagues are really doing out there is an essential backdrop to future work together, as well as the work on the policy at hand.

Exhibit 2 is the Family Leave Policy. As you'll hear later in this meeting, valuable improvements in this Policy, emerging from the College Diversity Committee, were carried forward by the Faculty Senate Committee on Faculty Development (etc.). The result, I believe, will be greater support for parental leave and greater equity among

faculty in receiving this support. Talk about a bread and butter issue—here it is, and our work in governance has made this difference.

Spoma has just learned that the new Free Speech policy, 18 months in the works under Spoma's leadership, and with collaborative input from Staff Senate as well, has been approved and is up on the website. And this morning Faculty Senate leadership and Staff Senate leadership met to discuss the Ombuds project, an ongoing effort that began last year and is now taking more specific shape, to provide additional needed support for faculty and staff seeking guidance or redress in difficulty. All of these accomplishments and projects represent real, genuine gains—of different types and degrees of importance, but all producing tangible improvements or protections for faculty and staff.

I'm not ready to move into any kind of exile yet, and I hope you aren't. Please, attend our Senate Forum on the 18<sup>th</sup>, and bring your colleagues. See you there!

### **Approval of Minutes**

*Jim Carmichael, Secretary of the Faculty Senate:*

The Secretary called for motion to approve the minutes of October 7, 2015. So moved and seconded. Minutes approved.

### **Remarks**

*Dana Dunn, Provost*

Referring to the initial shortage of electronic equipment for today's meeting, the Provost stated that a proposal was underway to purchase new sound and video equipment for the Virginia Dare Room.

First good news: UNCG was included in the bond issue in the amount of \$107 million. This is not a routine occurrence as bond issues for university infrastructure come up only every 12-15 years. We owe thanks to the alumni and all who have helped get UNCG in the bond bill. We now need help in spreading the word about what the bond bill is for, in order that the bond may pass. The last time a bond issue came up, for the MHRA and Gatewood buildings, it did not pass on the first go. This bond bill is for a replacement to McIver Building, but some people think that's what the last bond bill was for, but actually it was to provide new classroom and office space for those already in McIver who subsequently moved to their new quarters in MHRA and Gatewood. The new building provided under this bond will house nursing and STEM instructional facilities and labs. Meanwhile, other faculty have occupied the vacated McIver premises, and there are safety reasons for replacing the building.

In discussing the bond issue, faculty, staff, and students should be aware that the bond issue

- Does not involve a tax increase
- Is an all-or-nothing-at-all proposition that includes improvements at thirteen (13) campuses as well as parks, zoos, National Guard infrastructure needs

The vote is in March.

Advocate and educate, but be aware that you can't lobby. Do not use state resources to educate. Contact Nikki Baker in Government Relations can answer any questions you may have about what is allowable. The Provost provided an informational handout.

### **Presentation**

*Lee Norris, Assoc. Vice Chancellor for Administrative Systems, and Chuck Curry, Univ. Information Security Officer: Expanded Information Security Training*

Norris outlined the current data security awareness program in place aimed at the campus, and talked about the new program, now under construction, aimed at individual faculty and staff. The campus experiences many attacks per day, approximately 972 attacks a minute, 1.4 million attacks per day, 480 million per year; our multiple firewalls and Intrusion, detection, and prevention tools prevent all but a very small number from invading or infecting. Only 56 per cent of the email we receive (out of about 300,000 emails a day) is delivered; 44 per cent is rejected as either spam or suspect. Out of 8 million messages received per month, 4.5 million are delivered and 3.5 million are rejected.

Antivirus and antimalware programs are installed at 3700 university workstations. Twelve hundred infections a day are stopped, or about 37,000 per month. Malware and virus developers are always a step ahead, though, and we play catch up. Internal monitors capture strange behavior, and even with all our protections, we still experience about 180 infections or compromised workstations per year.

The new individual program approach is based on 6-8 videos and takes about 30 minutes to complete through Canvas. We are busy developing a UNCG model along with a pocket guide. It will be required of all faculty, staff, and graduate students, with annual "refreshers." Our roll-out date will be in late January.

Question: Completion time? 45 minutes to one hour.

Provost Dunn, who is on the IT Steering Committee along with VCs Maimone and Clotfelter, emphasized the time

sensitivity and urgency of the training. The new system will be able to track overtime breaches. A suggestion from the floor was to incorporate the training into orientation for new faculty and staff.

### **Committee Reports**

*John Lepri, Lead Delegate, Faculty Assembly Delegation: Notes from Sept. 11 and Oct. 23 meetings*

Lepri described the reception held at the System President's home by President and Mrs. Tom Ross, which he and Wallace attended. It serves as the President's goodbye to the Assembly as he is owed a month of leave in December. From the September Assembly meeting, the Assembly identified six points for the future which provide a sort of plan for action for clarifying how we get faculty more involved with decision-making; 1) How can faculty meet decision timelines? 2) Do faculty want to be "in the know" on every decision? 3) How will faculty be held accountable for "bad" decisions? 4) Can (diverse) faculty (ever) reach consensus on decisions? 5) Faculty and administration should seek a list of shared goals before launching a new decision-making process; and 6) A faculty executive committee that is routinely involved in decision making might be workable and focused.

Lepri also announced that General Administration is seeking Faculty Fellows to work at the system office with GA. There is a November 10 deadline. Each campus is limited to a few nominations, which must be supported by recommendations from department chair, dean, and provost.

The October 23 meeting was somewhat of a fiasco due to the takeover of the system headquarters meeting room by the BOG for the Spellings announcement (FA members were basically kicked out of the Spangler Center). Faculty, of course, were excluded from the search process, and we want to restore shared governance at the system level, although at present, it seems to have disappeared. The Sept 11 and Oct 23, Faculty Assembly meeting full reports are posted on the website under Events, Forums, and other Faculty Senate Activities

*Greg Bell, Government Committee*

Bell presented clarifications to wording on the Post Tenure Review Policy. The changes were drafted by Alan Boyette at the Provost's request, and she asked the Senate to review. The Senate Chair referred the changes to the Government Committee, and Bell then brought the motion to amend (to include the changes) to the Senate floor. The reason the committee recommended amending in this way was that they agreed with the Provost's belief that these were simply needed clarifications, not substantive changes that would require further study and debate. In the absence of any objection, the recommendations were approved.

*Carla LeFevre, Chair, Faculty Professional Development, Compensation & Welfare: Family Leave Policy*

The good news is the revised Parental Leave Policy. The committee found that seven state universities were more generous in their provisions for leave than UNCG, and Alan Boyette and the Provost have worked with us to support a revised policy, this in spite of financial stringencies. Our goals have been to develop an alternative to the state option to put all of the burden on the department. The Committee believes this policy has priority over others because it is a recruiting tool for faculty of child-bearing years. We have shifted the financial responsibility for replacement of teaching away from the departments to be split between the Deans and the Provost's office. Moreover, leave time is an indisputable right protected by federal law. In our case it will provide clearly defined leave time with clearer language about an extension of the tenure clock. The policy still needs to be approved at the next Board of Trustees December meeting.

**Q & A:** Does the policy apply to 12 month faculty like librarians? No because there, the faculty have accumulated sick time; this is a way to prepare for instructional leave. The Provost stated that she would be delighted to entertain changes for librarians. In terms of automatic stoppage of the tenure clock: does it apply to both parents? Yes, but there is a separate specific policy already in place when both the mother and father are employed by the university.

### **New Business**

*Anne Wallace, Senate Chair*

Wallace reminded Senators of the upcoming Board of Trustees –open meeting- at Grandover Hotel

### **Adjourn**

Move to adjourn. Seconded.

Adjourned.

Respectfully submitted,  
Jim Carmichael  
Secretary, Faculty Senate

*Approved 12/2/2015*