



*Minutes*

*Wednesday, April 1, 2015*

*3:00 – 5:00 p.m.*

*Virginia Dare Room, Alumni House*

**Call to Order and Introductory Remarks**

*Spoma Jovanovic, Chair of the Faculty Senate*

My remarks today are brief to allow others more time to speak. Let me simply recap some of the news of the month: First, we have a new Acting Chancellor, Dana Dunn and wish her well in this transition role that we know is demanding...thank you Dana. Second, on behalf of Faculty Senate, we sent flowers and our best wishes for a full recovery to Chancellor Linda Brady following her heart surgery. In State news, you all know of the proposed Senate Bill 593 by Senator McInnis to require faculty teach 8 classes per year. We are assured that the bill will not progress, however its mere suggestion is another call for all of us in higher education to assert the value of our calling. Faculty and faculty groups around the country are taking action. Later in our meeting, if you want to propose that we as a Faculty Senate respond, you can raise that during the New Business portion of the meeting. We have seen too often in recent years how unlikely legislation has made its way forward, surprising citizens around throughout the nation, most recently in Indiana. Just today, in the *News & Record*, we have been provided with an excellent resource for citizens and teachers to use on how to speak to legislators in Raleigh—you have a handout with that information.

We have a full meeting today. In light of recent news on and off campus, I'd like we make an adjustment to our agenda, moving New Business up to follow Committee Reports since time allotted there will be shorter than originally planned.

**Approval of Minutes**

*Jim Carmichael, Secretary of the Faculty Senate:*

March 4, 2015 minutes presented.

Carmichael called for motion to approve. So moved and seconded. Minutes approved.

**Remarks**

***Dana Dunn, Acting Chancellor***

Good afternoon.

First, I know top of mind for many of you is a recent bill that was introduced. The bill would require all faculty to teach 8 courses per year unless their institution used endowment funds to buy out their teaching. I know this idea is alarming and it is certainly disconcerting to know how little our public understands the work we do—but, please know that governmental relations at GA has indicated that this bill has no support and is not going to get legs.

It's important to recognize that we are at the point in the legislative cycle where hundreds of bills get introduced—will be the case up to about mid-April. Most will not see the light of day. It is important that we monitor, evaluate and educate, but also that we not be overly alarmed. Nikki Baker, Charlie Maimone, Terri Shelton, myself as well as BOT members and Deans work actively to share information on problematic bills as does the governmental relations staff at GA. It is important that you be certain to adhere to restrictions on your contact with legislators in your capacity as a faculty member. I would strongly advise that you do not use university equipment or email to do so—use personal and make clear you are expressing personal views, not views as a representative of the institution.

Now I would like to share a bit of good news. I previously informed you that the state called for a 1.25% reversion (a callback of one-time funds from this year's budget). The good news is that we had sufficient excess tuition from our enrollment growth this year to cover that cut and we will not be asking for a return of those funds from any unit on campus.

It is the time of year when we celebrate the accomplishments of our faculty, staff and students. From now until commencement, we will have many opportunities to showcase the excellent work of members of the UNCG community. Last Friday we recognized the accomplishments of our award winning faculty and staff. On April 7

we will have the first annual celebration of faculty scholarly excellence. And perhaps most important in the life of the university, we recently tenured and promoted to associate professor 14 members of our faculty and promoted another 13 to full professor. Join me in congratulating these individuals.

Finally, I would like to talk with you briefly about a serious matter that is causing me great concern. At the last faculty senate meeting you all found a document in your chair upon arrival providing information on a website called UNCGcleanhouse.

I'm sure many of you were aware of the website before the meeting, I was. Perhaps one or more of you is the author--I don't know as the authorship is anonymous.

What I do know is that this website is doing harm to this university and the employees it claims to be concerned about. I also know it crosses a line in terms of what is acceptable and civil discourse. It has crossed the line to cyber bullying, targeting UNCG employees in a way that is unhealthy, intimidating and has the potential to promote violence.

In recent weeks, I have been contacted by numerous faculty, staff and even a few students expressing concern, fear and feelings of intimidation. Those who have contacted me are not even the persons targeted, yet they are afraid—and some merely angry at this portrayal of their university. I know at least one letter has been circulated by a faculty member – a very eloquent letter – pointing out the potential for this website to incite violence. At least one additional individual, about to be hired, withdrew from a search because their spouse found the blog and shared it – they didn't want to be associated with a university community where such things are tolerated.

We are in the midst of a chancellor search. Finalists will have to be told of this bullying as they will have to deal with it. Imagine the impact this will have on the impressions of those we are trying to attract to UNCG – especially if members of this community do not decry such behavior.

I find it very ironic that the very charges being levelled at those targeted on this website include bullying. This is bullying and it is wrong.

I respect difference of opinion and debate. I expect civil discourse. If the persons responsible care about UNCG as they say, I urge they consider the harm they are doing. More important, I ask that the rest of us openly reject this behavior and align our behavior with the values we claim to endorse.

I joined this university because of the many good people here who do good work to fulfill our important mission. I am very disappointed this is occurring and I ask you to join me in rejecting it and redeeming the university community that is UNCG.

Thank you. Enjoy your Spring Holiday.

## **Resolutions**

*Bruce Kirchoff, Faculty Government Committee Chair*

*#FS04012015:01, To Revise the UNCG Annual and Post-Tenure Review Policy for Faculty*

Kirchoff introduced the resolution and called for discussion.

Yarborough questioned certain language in the resolution because the change from three to five categories could be decided by Deans over the departments. A lengthy and detailed discussion of the language used in Section IIC ensued. On one hand, Burrows reminded the Senate that the purpose of the categories was to help decide merit for raises, and that leaving the choice of how many categories to use to departments would defeat the purpose of uniformity of data. Beatty countered that many departments use five categories, and that the middle categories can easily be collapsed for purposes of comparability. Craft said that at the library, five categories were very useful and that her constituents would object strongly to having to revert to three categories.

Yarborough made a motion to strike everything from “units” (second sentence, Sec IIC) to the end of the paragraph. After more discussion, Nash called the motion to amend the resolution to a vote.

15 For, 13 against, 3 abstain.

Kirchoff returned discussion to the resolution, with the amendments, by asking that the Senate trusts him to make the corresponding changes that will be necessary for consistency due to the amendment of the resolution.

**Passed.** 19 in favor, 8 against, 2 abstain.

The Chair commended Kirchoff for his six years of devoted service to the revision of governance documents for the Senate.

## **Committee Briefs**

### *Deb Bell, Budget Committee*

Bell presented the updated Budget Committee Report with thanks to the Chair, Wayne Journell, Charlie Maimone, VP Business Affairs, Alan Boyette, Howard Bunsis of AAUP, and especially committee member George Michel. The next meeting of the Budget Committee is April 7.

### *Kathleen Williams, Student Learning Enhancement Committee*

All programs now have measures in Compliance Assist, but some programs did not have action programs for this year. Compliance is at 54%; non-compliance is 22%. Two of the awards recently given were to Religious Studies and International Global Studies.

### *Chris Poulos, Values Committee*

Poulos described the work of the committee, commended its members, and especially Chris Cassidy of the Art Department who designed a graphic [slide] that pointed to the values of UNCG in it “woof and warp” design which suggests textiles. The values came from themes expressed at the values forums held earlier this academic year and an analysis of a variety of written documents.

## **New Business/Old Business**

Jovanovic announced the formation of a Non Tenure Track Ad Hoc Committee, and explained that its mission and position in the committee structure of the Senate is still being explored.

Keathley read a statement that had previously been distributed to senators and asked all who decried the lost opportunities for transparency and shared governance in the conduct of the Chancellor Search to stand with her for a moment in silence.

## **Presentations**

### *Terry Ackerman, Jodi Pettazzoni & Roy Schwartzman, Update on General Education’s HEIghten Assessment*

Ackerman explained that campuses are assessing critical thinking and written communication ETS is piloting a new instrument to measure this. There will be a workshop on this assessment on May 7<sup>th</sup> from 12:30-5:00 in Room 118 of the SOEB. You may also examine the items and the two white papers produced. The instrument is flexible in that each university can add its own measures to the test. It will measure growth with test subjects being freshmen and seniors.

Pettazzoni reported that the pilot test, was being conducted between March 15 and April 15 with 3200 student participants wanted statewide, 170 from each university in a total of 18 sessions. UNCG like many other campuses, is short of its desired number of participants so faculty were encouraged to assist with recruitment.

Schwartzman gave an update on the qualitative aspects of the testing, including an opportunity for students to build an (electronic) e-portfolio presence and make them sensitive to their marketability as graduates.

### *Jim Carmichael, Ombuds Program*

Carmichael noted the hard work of the committee under the leadership of Bonita Brown in producing a proposal, including a budget, which the committee will present to the new Chancellor.

### *Dan Winkler and Laura Pipe, Faculty Handbook Progress*

Winkler showed the prototype and general design of the new electronic Faculty Handbook, which Jovanovic pointed out we had not had in ten years, to general acclimation from senators. The handbook should be posted online this summer. The Faculty Government Committee will manage it for currency, and UTLC will do the updating. It has a simple web address.

### *Kendra Hopkins, 1stG Student Organization*

Hopkins explained the need for a student organization for first generation college (and graduate) students. She reported that 40% of our student body is composed of first generation students, and the academic culture that some may find warm and welcoming can be intimidating to them.

## **Adjourn**

Karper moved to adjourn. Shelmerdine seconded.

Respectfully submitted,  
Jim Carmichael  
Secretary, Faculty Senate

*Minutes approved May 6, 2015*