



Minutes

Approved February 4, 2015

Wednesday, January 14, 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

As we start the New Year, we do so with a new Faculty Senate Chair-Elect, Anne Wallace. Thanks again to the Election Committee and all of you for supporting Anne as she assumes these new duties with tremendous grace and capability. As you will hear more about later, Anne is busy already on the Chancellor Search Committee, and she is also fully involved in the various aspects of Senate operations business. Welcome, Anne.

Somewhat related, I want to share the news that this past Friday, the system-wide Faculty Assembly addressed the issue of Chancellor Searches and passed a resolution without a single "no" vote calling for Chancellor Searches to protect confidentiality throughout the process until the end where candidates speak publicly to any and all constituency groups on campus. That resolution mirrored the one we prepared and passed in November. Other campuses have passed similar resolutions as well. All of this suggests that faculty throughout the system agree that candidates seeking the office of Chancellor should be speaking on campus as part of the final interview process to ensure the best possible transition in leadership.

In addition to our attention to the Chancellor Search process which will be part of the focus of our next Faculty Forum along with faculty annual reviews, we as faculty will be addressing some key issues in the spring—continuing our conversations and planning around the strategic planning process, preparing a Faculty Handbook with the committee's first meeting later this week, continuing conversations and research around the possibility for an Ombudsman, addressing Board of Governor policy changes, advancing equity for our non-tenure track faculty, and more.

I have been asked as well to help plan the 3rd annual Staff/Faculty Kickball event, this time with a back-up plan for an indoor game if rain prevents outdoor play. More on that later, but if you've started working out at the gym as part of your new year's resolution, you are a prime candidate for playing!

Remarks

Linda Brady, Chancellor, Update on Aycock Building Name

I want to take this opportunity to update members of the Senate on the status of naming of facilities on university campuses in honor of former North Carolina Governor Charles B. Aycock. Governor Aycock, a Democrat and one-term governor served the State of North Carolina from 1901 through 1905. He has been referred to as "the education governor" because of his support for public higher education, including at UNCG. He also reportedly was a prominent figure in the white supremacy movement in the early 1890s. A number of facilities across the state of North Carolina carry his name, including Aycock Auditorium, Aycock Middle School, a neighborhood and Aycock Street here in Greensboro. In June 2014, Duke President Richard Brodhead announced that the Aycock freshman

dormitory would be renamed West Residence Hall, following many years of protest surrounding the naming and support for the change from the Duke Student Government and the Black Student Alliance. President Brodhead noted that the naming in 1912 was based on one view of history, a view that “no longer prevails.” Governor Aycock had no clear ties to Duke University. Across the UNC system, East Carolina University and UNC-Chapel Hill also have buildings named for former Governor Aycock. East Carolina and Chapel Hill’s facilities are residence halls while UNCG’s building is an historic auditorium highly visible not only on the campus but in the Greensboro community as well.

Last fall the administration of East Carolina received a letter from their Black Alumni Association demanding the removal of the Aycock name from their residence hall. The Chancellor established a committee, led by Student Affairs, to review the naming policy for all buildings on their campus. At the December 2014 meeting, the East Carolina Board of Trustees deferred a decision on the matter to their February 2015 meeting, requesting additional information and time to consider the issue.

While UNCG administration has not received any inquiries or petitions regarding the naming of Aycock Auditorium as of this date, we believe the importance of the issue demands a thorough analysis. Last fall we conducted a preliminary discussion with the UNCG Board of Trustees and agreed to establish a committee to collect historical information regarding the naming and present a report to inform the BOT and to advise members of the Board of their options. As you know, the Board of Governors has delegated responsibility for the naming of buildings and spaces on each campus to the respective Boards of Trustees. Immediately before the holiday break I established a 12 member Ad Hoc Committee on Aycock Auditorium. The committee includes faculty, staff, student, and alumni representatives, including a representative of the Faculty Senate. We consulted with Faculty and Staff Senate leadership, Deans Council and others for recommendations of individuals to serve. The first meeting of the Ad Hoc Committee on Aycock Auditorium is scheduled for January 28, 2015. I will present the specific charge to the committee at that time. Elements of the charge will include: exploring the historical connection between Charles B. Aycock and UNCG; monitoring the progress of other campuses considering renaming; researching the process followed by institutions that have faced similar controversies; providing opportunities for engaging the campus community on this issue, including creation of a website; and making recommendations to the UNCG Board of Trustees regarding options. I will ask the committee to report to the Board of Trustees at the May meeting, if possible. However, I will make it clear to members of the committee that they should take the time they need to thoughtfully consider the issue. Aycock Auditorium was opened in 1927 and named after Governor Aycock in 1928. The naming of the building was honorific, based on Aycock’s contributions to public education. Jane Summerell (’10) chaired the naming committee. In her report, Summerell called Aycock the “great apostle of public education” and wrote that Aycock and UNCG’s President Charles Duncan McIver shared a common vision for this university. Aycock had significant connections to UNCG (unlike the situation at Duke), including speaking, alongside McIver, at the student assembly after the 1904 Brick Dormitory fire. Aycock and McIver worked together to provide funds for the construction of new living arrangements for students after the fire. We recognize that the UNCG of today, with its incredible richness of diversity among our students, faculty and staff, is not the university it was in 1928. Governor Aycock has been widely recognized at UNCG and other institutions across North Carolina because of his leadership in supporting higher education. Unfortunately, some beliefs regarding race that have been attributed to him were shared by many others during a different era in our history. Today we reject such beliefs and would not support the naming of a building after an individual who would express them. We look forward to engaging this discussion and view the process as a learning opportunity for all of us, and especially for our students. We will keep the Senate and the campus informed about the progress of the committee. Best wishes for a productive spring semester.

Q: Is someone on the committee from the performing arts? A: Not at this point, but that may be something to consider.

Dana Dunn, Provost, Annual Reviews for Faculty

The university has been designated, once again, a Carnegie Engaged campus. Congratulations to all who worked to make this happen. We will be announcing campus-wide that Jerry Pubantz, Dean of Lloyd International Honors College has elected to step down at the end of the academic year (July 31). Jerry was founding dean and worked to build a strong enrollment and an endowment. A nominating committee will be constituted for a search for an internal, interim Dean for a 2 year term.

Upcoming event—UTLC and Grad School are sponsoring on 2/5 an interactive theatre experience focused on mentorship skills for faculty, 2-3:30. It's informative and great fun, the Provost has been told.

As I have mentioned previously, we are examining the annual review process for faculty, specifically the categories we use for ratings. In your packet, you received a survey of peer institutions to provide some examples of what they do. This is not a comprehensive survey, but at the upcoming forum, I will make the information available from all 15 of our peer institutions. Among them, there is not one that has only two categories, they all have more. I'm hopeful UNCG will be motivated to change after a review of those materials. There are two reasons to explore this category change: a) We are hopeful we'll have significant funds for faculty raises in the future; b) We are required now to update our post tenure review policies and in those we'll have a minimum of three categories. Since annual reviews should feed into the 5-year review, the consistency will be helpful.

We will once again be administering the COACHE survey, the week of February 2nd or 9th. You'll be receiving notice from me urging participation and I encourage you to have your colleagues complete this.

Q: Is there research to suggest that having more categories would lead to better teaching and research?

A: More categories will enable us to make finer distinctions regarding level of performance of individuals. I can't speak directly to any literature on the relationship between the number of ranking categories and teaching and research performance.

Q: Are there similar categories for administrative review? Could that be shared at the forum? Is it used for merit review?

A: Yes, at UNCG we use the IDEA review instruments/ (IDEA survey for Deans and some use it for chairs/heads with a 5-10 point scale) and we can share it. It is one of the pieces used for merit review.

Q: Did I hear there will be merit raises in the future?

A: Yes, I'm hopeful. We have proposed a tuition increase and the largest share of the revenue generated, if approved will be used for raises. Enrollment growth and other pots of money are also possible source of funds but none of that in any one year will be adequate.

Q: Is there any gesture or thought to provide salary increases that would go back in time since we've had a freeze on salaries?

A: I am talking with the Faculty Welfare Committee about this issue as we do need to make some acknowledgement about the many years without raises. Three years has been most often suggested.

Q: Regarding the COACHE survey, our history has not been good with participation levels. In 2001 we had almost 100% response rate, but never again since.

A: I'm committed to use the data to make positive campus strides, so it's important for everyone to participate. I also commit to share the results with the campus.

Presentation

Wade Maki, Senate On-Line Committee

This year, we've been working on the issue of standards in what is the 2nd year of committee operations. The reasons are that there is external pressure to ensure quality and that this remains fairly new and some might not be using on-line instruction as well.

We've considered doing nothing, but we're not keen on that idea, because standards may be required of us. We could create our own. We could adopt "Quality matters" rubric for the design/structure of courses, a national model. There are some small fees involved, but GA has informed us that we might be able to join at a discount (and 10 of our system schools are already involved).

Triple Goals are 1) Faculty readiness to teach—UNCG has no formal training available; 2) Student readiness to learn—it's a myth that the students are tech-savvy in this way and 3) We need consistent quality standards across all courses.

Next, we need feedback for a university-wide solution. How can we best do that? The Provost indicated that DCL is preparing faculty training modules on-line. Wade responded that we also need face-to-face opportunities for faculty.

Q: What does this mean for course rubrics? What would go into the rubric? It sounds like it's the form being evaluated, not the content.

A: The Quality Matters rubric is a checklist. For example, the syllabus is available on the first screen. It's about organization and accessibility. They would train our faculty and staff to be reviewers for our courses. The "team" looks at the structure, but someone on the team is supposed to be a content expert.

Q: Students are often not ready since independent learning is required. We should develop something for students to prepare them?

A: Yes, that's correct.

Q: Will Digital Acts Studio provide help?

A: We have library reps involved, yes.

Q: Is the course content being reviewed by UCC and GSC?

A: Yes, but we are concerned with how that is being translated on-line. And, content "drifts" over time.

Q: I don't think we should assume there is a bigger issue with on-line classes than with face-to-face instruction. If we're paying this much attention to quality, then we shouldn't limit it to on-line.

A: Our committee charge is limited to online standards. Please talk to your departments about these issues and give feedback to Wade.

Resolutions

Bruce Kirchoff, Faculty Government Committee

*#FS01142015:01, To Amend the Bylaws of the Faculty Senate to Clarify How Committee Vacancies Will Be Filled. **Passed unanimously.***

*#FS01142015:02, To Amend the Bylaws of the Senate to Remove the Requirement that Committees Submit Their Procedures to the Senate for Approval. **Passed unanimously.***

Presentations

Susan Phillips, New Faculty Mentoring

New faculty mentoring started in 2008 to acclimate faculty to UNCG's culture, with special interest to address minority and international faculty needs. Fifty-nine (59) people have completed the program; 20% have been African American; 27% have been international. Individual mentor meets with mentee monthly and group mentees meet monthly with two facilitators. Of 167 new faculty hired, 33% participated in the program (50% of African American faculty hired; 25% of Hispanic faculty; 53% of international faculty). Overall retention rate of faculty not in program was 77%; for the new faculty

mentoring program, it was 91%; retention of African American, Hispanic, and International is far and above the overall retention by UNCG.

Benefits have been support (avoids isolation, sense of community, new set of friends) and receive professional advice. Literature says it's ideal to be matched by gender and ethnicity. We haven't been able to do that, but it doesn't affect mentoring on a professional level. This year, 6 of the 11 mentors are previous mentees.

A mentoring culture is developing on campus.

Anne Wallace & Wade Maki, Chancellor Search Process

There are 24 members on the search committee, including six faculty members. The most recent one added, Dan Herr, was in response to a Faculty Senate request for a hard science representative.

Meetings are open, except when candidates are discussed. Everyone has signed confidentiality agreements to protect names; procedures can be discussed openly. Multiple forums are scheduled, and anyone can attend any of them. The ones designed specifically for faculty are on Tuesday, January 20 at 4pm in the Alexander Room and the other is Wednesday, January 21 at 4pm in the Maple Room (during Faculty Forum). Web site input—feedback will go directly to Chair Susan Safran and then shared with the rest of the committee.

Nominations can be sent directly to Bill Funk at kirsha.creal@rwilliamfunk.com

The last forum is in early February, organized by Alumni Assn. After that, the leadership statement will be finalized. At the meeting next week, there will be some discussion about the form of the search process. That open meeting is January 21 at 11:30 a.m. in the Kirkland Room of the EUC. The committee's work will gear up in March, with campus visits the week of April 19 if the timeline stays as proposed.

There was discussion about the pros and cons of an open (at the end) search, with some commentary provided that candidates will be different, depending upon the conditions that are placed on the process. Susan Safran indicated she does not want a closed search, but that she wants a hybrid (maybe with an open call for folks to participate in meeting final candidates).

New Business

George Dimock and Sue Dennison (for Jim Carmichael), AAUP

Jim Carmichael is on Jury Duty, so Senators George Dimock and Sue Dennison, as Chair and Executive Committee member respectively of UNCG's AAUP chapter, made a brief announcement and distributed flyers about the upcoming North Carolina State AAUP meeting at Weatherspoon Auditorium on Friday, March 27 and Saturday, March 28. Speakers will include AAUP official Irene Mulvey and Alice Sunshine, and the theme of Mulvey's talk will be "Reclaiming the Narrative in Higher Education in North Carolina: How AAUP Can Help." Dimock encouraged all senators to join AAUP if they are not already members.

Adjourn

Deb Bell called to adjourn, Ellen Haskell seconded,
The meeting adjourned at 5:00 p.m.

Respectfully submitted,
Jim Carmichael
Secretary, Faculty Senate

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