



Minutes

Wednesday, December 3, 2014 3:00 – 5:00 p.m. Virginia Dare Room, Alumni House

Call to Order and Introductory Remarks, *Spoma Jovanovic, Chair of the Faculty Senate*

The meeting was called to order at 3:00 p.m. with the chair's following remarks:

Welcome to the final Faculty Senate meeting of 2014. To celebrate all that we've discussed and accomplished during the year, I'm hoping you will be able to join us at the affectionately coined Senate "After Party" where we'll have holiday cheer, food, and spirits at my home. Please come and let's extend what time constraints prohibit here—more talk!

Today, we conclude the Faculty Senate year with "openings" for discussion that we will continue in 2015. Today's agenda will make you want to come back.... and when we return in January, we will meet on that first Wednesday of the semester, 1/14/15.

Since we last met, you all know that UNCG under the direction of Board of Trustees Chair Susan Safran has organized a Chancellor Search Committee. I attended our Board of Trustees all-day retreat and will be attending their board meetings tomorrow and Friday. I invite you to attend as well, if your schedules permit.

Since we last met, Richard DeMillo visited our campus to speak about innovations and opportunities for universities—this was part of a series related to the strategic planning process. Also related, and initiated by the Provost, we held a campus forum on our values, climate, and culture.

In other news, I am continuing to meet with a group to change our policies on amplification as related to free speech issues for the campus. Also, a group of us organized by Chief of Staff Bonita Brown met to consider what it might require to have an Ombuds office here at UNCG.

There's more...but let's get to our agenda and you'll hear from our colleagues who have been doing that and more for our collective wellbeing in their work on various committees and initiatives. To them and to you, I am grateful for your willingness to engage in the discussions necessary surrounding so many important issues here at UNCG.

Approval of Minutes, *Jim Carmichael, Secretary of the Faculty Senate*

The Secretary asked for amendments or corrections to the minutes for November 3, 2014. There being none, motion made to approve as written. The motion was seconded. **Approved.**

Remarks, *Dana Dunn, Provost*

The Provost expressed her anticipation of the fall graduation ceremony, particularly as the speaker is Dr. Bruce Kirchoff. A great deal has been happening related to the strategic visioning process that will continue next semester.

The provost has appointed three ad hoc committees: 1) A committee on Conflict of Interest and External Professional Activities for Pay co-chaired by Julia Newsome and Lawrence Jenkins to review policies and procedures; 2) Curriculum and Academic Processes, a large committee revising/streamlining procedures with the work to be posted online by the end of spring semester; and 3) Ad Hoc Committee for a Chairs and Head Handbook. The Provost hopes this last committee can work with the Faculty Senate to simultaneously draft a new Faculty Handbook. Bob Hansen is chairing the Heads & Chairs committee with the Provost's office providing support there and to the Faculty Handbook Committee when one is formed.

The Provost also called for volunteers for a Campus Climate and Values subcommittee chaired by Melissa Floyd-Pickard to work in tandem with the strategic planning visioning process.

During the holiday break, the Provost will be reviewing results from the 45 visions forums, and will post the material for campus review.

Looking ahead, she noted we need to be more attentive to the undergraduate student success early warning system that will have more requirements in Fall 2015. The State wants notices to be sent the 3rd and 7th week of the semester, although specific weeks may change, depending on additional discussions and needs. Bryan Terry will consider how the Starfish system can be more easily deployed for this.

Susan Safran, Chair of the Board of Trustees, Chancellor Search Committee

Ms. Safran gave an update on the Chancellor Search Committee, which met yesterday with 23 members. It is composed of five Board of Trustees members, including Ms. Safran, who is Chair; Celia Hooper and Charles Maimone from administration; faculty members Omar Ali (African American and African diaspora studies), Kelly Burke (Music) Susan Calkins (Human Development and Family Studies), Wade Maki (Philosophy), and Anne Wallace (English); Staff members Lori Kerr (Graduate School), Mary Swantek (Alumni Relations), and Kim Zinke (Office of Assessment and Accreditation); students Joseph Graham (sophomore and vice president of the SGA) and Elizabeth Warren (sociology graduate student and Chairwoman of the GSA); alumni Jeffrey Collins (President of the Alumni Association), Sarah Shoffner (retired UNCG professor), and Jana Wagenseller (retired hospital administrator, and community members Michelle Gethers-Clark (United Way), George Hoyle (Compass Financial Partners), and Ed Kitchen (Joseph M. Bryan Foundation). The committee has also hired a search firm to help with the complicated task of finding candidates who are not looking for a position.

Open forums for campus input will be scheduled for the week of January 19, and online mechanisms will be established to facilitate communication. The first task is to develop a leadership statement/job description for the new Chancellor. No decision has been made about what form of search will be conducted—open or closed however Ms. Safran indicated that sitting chancellors will not apply with an open search. She wants to have as large and rich a pool as we can get, with recruitment efforts to begin in February.

Clarification was requested as to the timing of when a decision will be made regarding the type of search. Ms. Safran said that would happen after the open forums in January. Faculty expressed concern that there was no representative on the Search Committee from the pure sciences. Ms. Safran agreed to consider one more faculty member on the committee with that background. She asked that candidate names from the sciences be forwarded to Senate Chair Spoma Jovanovic to in turn be given to her.

Sue Dennison, Faculty Senator, Resolution #FS11102014:01, For an Open Chancellor Search that Honors Transparency & Faculty Inclusion

Dennison announced the result of the electronic vote, which the senate ratified by unanimous acclamation.

Committee Briefs

Stoel Burrowes, Election Committee: For Faculty Senate Chair-Elect

Burrowes called for a vote on the sole nominee, Anne Wallace who was unanimously elected.

George Michel, Budget Committee

Michel indicated that the Budget Committee has been a most productive and transparent committee, due in large part to the efforts of Deb Bell, who with Howard Bunsis provided a lot of new information for the committee to review and consider. It should be noted that the \$85 million that Howard Bunsis identified as restricted funds are categorized that way, but not as unencumbered as the term suggests. The conversation with Bunsis will continue. Charlie Maimone's slides with which he addressed Bunsis' claim with additional information will be posted to the Faculty Senate web site. A request will be sent as well to post the information on the Budget Central web site.

Brief discussion transpired suggesting that while enrollments in some departments and programs may be increasing, faculty lines are declining. The Budget Committee has established a template to review teaching and faculty trends with a report to be presented to the Faculty Senate in March as to the actual gains and losses.

Anthony Chow, Research Committee

Chow was not present to give a report, so Senator Marianne LeGreco gave a notice of the availability of research funds with a streamlined process, and on-line options for submission. The deadline for research grants is mid-January, 2015.

John Lepri, Faculty Assembly

- At the last meeting the UNC-CH academics/athletics scandal was discussed extensively. The Chair of the UNC Faculty Senate was most concerned for the students who were cheated of their education.
- Some campuses are working to rely more on high school GPAs than standardized test scores in a pilot project in the system.
- ETS has a test they are piloting for Gen Ed requirements but they will add elements to it based on our suggestions to assess two core competencies—critical thinking and written communication.
- The system is focused on internationalization with UNCG's QEP of global engagement held up as an example.
- There is a resolution to increase state contributions to the retirement plan. It is on the Board of Governors' agenda this week. Discussion followed that faculty contributions are less than other state employee contributions—an inequity that this Faculty Senate may want to address more fully in 2015.

Presentation, Jonathan Zurecki and Teresa Brumfield. General Education Assessment

The process of general education assessment is as follows: 1) In course instruction, we identify student work projects (SWPs) aligned with General Education Committee's (GEC) student learning objectives (SLOs); 2) In workshops, general education faculty peers review the same SWPs on the same 3 point scale and feedback or recommendations are to the GEC; 3) For all stakeholders (perhaps in forums) data

is summarized and aggregated, compared and made available to university community and feedback is requested before a final summary is submitted.

Zarecki and Brumfield asked that all faculty members look at the April 2014 Post-Forum Survey, fill it out, and provide additional comments and suggestions; SACS requires this (Standard 3.5.1). Please take time to do it. This is not an assessment of instructors but is an assessment of what students have achieved.

Remarks, Linda Brady, Chancellor

The Chancellor delivered the following remarks.

On the academic front, many of you know that earlier this fall we announced that our nationally ranked Department of Communication Sciences and Disorders entered into an agreement with their sister department at Western Carolina University to create an inter-institutional program that will extend doctoral-level training to students in the western part of this state. Western Carolina students will be reached via distance technologies and face-to-face instruction; the program is designed to meet the needs of working professionals. As Dean Celia Hooper commented on the announcement, “We all talk about collaboration. These two departments are doing it.” Let me extend my congratulations to Dean Hooper and the faculty in the department for their hard work to make this possible.

Also earlier this fall UNCG’s School of Education was awarded a five-year \$7.7 million dollar grant from the U.S. Department of Education. This grant will enhance our efforts to integrate technology across all teaching fields as well as enable the recruitment and support of more teachers in STEM fields. Dr. Christina O’Connor, who will direct the program, emphasizes that the project is not about technology per se, but about leveraging technology to enhance teaching and learning. Congratulations to the School of Education on receiving one of only 24 Teacher Quality Partnership grants awarded by the U.S. Department of Education.

UNCG received national media attention in early November when U.S. Secretary of Education Arne Duncan visited our campus to announce a \$20 million dollar Department of Education grant to NC New Schools, which partners with UNCG’s iSchool to deliver online early college courses to high school students in rural parts of the state. Former NC Governors Beverly Perdue and Jim Hunt joined the celebration. Thanks to Jim Eddy, interim dean of the Division of Continual Learning, and his outstanding staff for the work they do to reach students across the state.

On November 11, Veterans Day, UNCG recognized and celebrated the service of veterans and their families during the dedication of UNCG’s new Veterans Resource Center. Located in Spring Garden Apartments, the new center provides a one-stop-shop for veterans and dependent students to connect with resources concerning use of VA benefits, financial aid, counseling, and other needs. The Veterans Center rose to the top of a list of recommendations offered by a veterans’ services task force that began work in 2010. Currently nearly 500 students at UNCG are using VA educational benefits, nearly double the number in 2008. UNCG was again named to the Military Friendly Schools list for 2015. The Military Affairs Committee of the UNC Board of Governors has invited us to discuss our efforts in support of veterans during the BOG meetings tomorrow.

In the spirit of giving thanks to this community and the commitment of our faculty and staff, let me conclude by highlighting graduation(s). On November 20-21, the 2014 UNCG Leadership Institute graduating class presented the projects they have worked on during the past year. The Institute is designed to bring together faculty, staff and administrators—our emerging leaders—for programming around professional development. Each of six teams (comprised of faculty, staff and administrators from across the university) presented the results of their work on topics ranging from faculty recruitment and retention, to college readiness, to enhancing the research profile of the university, to the role of intercollegiate athletics in higher education. Let me extend my thanks to AVC Edna Chun, VC and Chief

of Staff Bonita Brown, who served as mentor to project teams, and all of the mentors who supported the work of participants during the past 12 months.

Finally, I look forward to seeing many of you next Thursday, when we celebrate the graduation of more than 1,600 UNCG students, undergraduate and graduate, who have been successful because of your efforts, and those of many across this campus. We look forward to hearing from our own Dr. Bruce Kirchoff, the 2014 UNC Board of Governors Teaching Excellence Award recipient, who will deliver the commencement address. "Commencement" marks the end of one phase of these students' lives, and the beginning of another. Thanks for all you do to support the mission of this great university wish everyone a happy holiday and a prosperous 2015.

Old/New Business

The Chair asked for volunteers for the Faculty Handbook revision. Senator Elizabeth Keathley volunteered. Jovanovic asked that senators spread the word in their departments to get volunteers.

Anne Wallace, Non Tenure Track Faculty

Wallace thanked the Senate for the confidence placed in her with the election earlier in the meeting for Wallace as Faculty Senate Chair-Elect.

She referred the senate to the hard copy of discussion questions for the future of all faculty members that stems from a survey she and other NTT Task Force members conducted in 2012. Since then, our Constitution has been revised so that Wade Maki, Stoel Burrowes, Susan Collins and Joyce Clapp now represent non-tenure track faculty on the Senate. Senate Chair Spoma Jovanovic asked Wallace to lead a discussion of what further steps we can take now. Wallace pointed out that as teaching faculty members, our fortunes are interlinked. We have some common cause and common goals.

Senator Deb Bell stated that we value all kinds of faculty, and asked how many NTT faculty members would work better as TT faculty members? Wallace replied that one of the reasons we need to address the question is that our faculty status is often a matter of accident, and all faculty should be protected, gaps should be diminished where they exist, and that would help the erosion of tenure lines.

Senator Elizabeth Van Horn spoke of the difficulty of rewarding various members of clinical faculty in Nursing where the faculty is engaged in an attempt to revise the promotion process to make it rigorous and clear. Senator Bill Karper stated that NTT faculty members already serve of the HHS P & T Committee, and Carmichael stated that the School of Education does, too.

Senator Elizabeth Keathley's concern is that we hold the institution of tenure to be important, and Wallace agrees. Jovanovic affirmed that we will be revisiting these conversations and asked for suggestions of any further issues we would like to address next year in addition to Promotion and Tenure.

Senator Rebecca Adams expressed concerned about differential retirement and that where raises are considered, institutional service is not rewarded. Carmichael reminded Adams that there was often a racial component to that problem because racial minority members are often expected to serve as placeholders on committees.

Jovanovic asked for a motion to adjourn the meeting. Moved. The meeting was **adjourned** at 5:00 p.m.

Respectfully submitted,
Jim Carmichael
Secretary, Faculty Senate

Approved 02/04/2015